



## Unemployment Insurance Experience Rating Under Paid Family Leave

### S.905 (Amedore)

We, the organizations listed, represent thousands of businesses throughout New York State, and we **SUPPORT** this legislation that provides some clarity for small businesses as the mandated paid family leave program is implemented.

The recently enacted paid family leave mandate fails to provide guidance on the impact to an employer's experience rating in the unemployment insurance system in situations when a claimant's employment ends as the result of the return of another employee after utilizing family leave. This legislation seeks to protect small employers by ensuring that a business owner will not be penalized under these circumstances.

It remains vitally important that legislation impacting employers is thorough, and regulations are promulgated in a timely and transparent manner. This legislation will aid employers through the implementation process by providing fairness and clarity in a situation where current law lacks guidance.

For these reasons, we support this legislation and urge approval.

