



To: Publicis Groupe Agency Employees

From: Payroll Department

Date: March 29, 2018

**Subject: NY Paid Family Leave (NYPFL) Tax Withholding Update**

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Please be advised that our payroll service provider, ADP has implemented the following changes, due to recent changes in the interpretation of the NY Paid Family Leave (NYPFL) taxation provisions:

- The weekly cap requirement is no longer in place and has been replaced by an annual cap.
- The 2018 payroll contribution is 0.126% of an employee's weekly wage and is capped at an annual maximum of \$85.56.
- Employees earning less than the New York State Average Weekly Wage (\$1305.92 per week), will have an annual contribution amount less than the cap of \$85.56, consistent with their actual weekly wages.

**As a result of the revised NY PFL tax provisions, please note the following effective with the March 15<sup>th</sup> payroll:**

- **The NYPFL tax now applies to all payments considered as wages (including payments such as bonuses and allowance reimbursements).**
- **Payments that are considered wages may be subject to a slight increase NYPFL taxation.**

**For more information on the NY Paid Family Leave provisions**

Visit New York State's Official Website at <https://www.ny.gov/programs/new-york-state-paid-family-leave>, or call the New York State Paid Family Leave Helpline at 1-844-337-6303, weekdays from 8:30am-4:30pm ET.

**For general payroll related inquiries**

**Employees on Re:Sources Payroll**

Please contact your dedicated Payroll Specialist or the Payroll Department at [payroll\\_department.sharedservices@publicisresources.com](mailto:payroll_department.sharedservices@publicisresources.com) or 1-800-933-3622, weekdays 9am-5pm ET.

**Employees on Publicis.Sapient Payroll**

Please contact the Publicis.Sapient Payroll Team at [uspayroll@sapient.com](mailto:uspayroll@sapient.com)

Thank You.