



New York – Paid Family Leave

What we know ...

What are the benefits ?



Is there a waiting Period before I can collect under Paid Family Leave ?

No, there is a zero day waiting period

<p>PAID FAMILY LEAVE WILL BE</p> <h2>FULLY FUNDED BY EMPLOYEES</h2>	<h3>How is it funded ?</h3> <p>Premiums are fully funded by employee contributions set by NYS Dept of Insurance.</p> <p>As of 3/20/17, New York State has yet to confirm the rate.</p>
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Must I take the entire PFL benefit at one time ?

No, Leave may be taken in 1 day increments and does not have to be taken consecutively at one time

Examples of a “Family Member”

- Spouse, Parent, Child
- Grandparent, Grandchild
- Domestic Partner / Civil Union Partner



Who is Eligible

- Employees in the state of New York starting January 2018 if they meet certain criteria:
- They work at a private organization with at least one employee (not counting the owner).
- Full-time employees can take leave after 26 consecutive weeks of employment.
- Part-time employees are eligible to take leave after 175 days of consecutive employment.
- Anyone with a qualifying leave event (birth, adoption, foster care, care of family member during a military leave or qualifying medical issue) beginning in 2018, as well as births and adoptions within the last 12 months — even those in 2017!

Who Is Not Eligible

- Any employee already receiving total disability (the coverage an injured worker may receive during his or her recovery) benefits.
- Employees on administrative leave.
- Employees who work for an exempt employer.
- Employees who are excluded from coverage under Article 9 of the Disability Benefits Law (DBL) and the Paid Family Leave Benefits Law (PFL).



Will I lose my job if I take Paid Family Leave ?

No, Job protection is provided under the Discrimination Protection provision of the Workers Compensation Law