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New York State

PAID FAMILY LEAVE

{ AGENT / BROKER HIGHLIGHTS }

PFL EFFECTIVE DATE | 01/01/18

PFL BENEFITS DATE | 01/01/18

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NY STATE DISABILITY & PAID FAMILY LEAVE SERVICES
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INTRODUCTION

SERIES I

Governor Cuomo signed into law a significant addition to the New York Statutory Disability (DBL) Law offering a comprehensive Paid Family Leave policy for eligible employees working for a covered employer in the State of New York. Effective January 1st 2018, eligible employees will have the ability to take time in providing for the necessary care for their eligible family members, while ensuring a level of economic security.



LiDAC.com provides licensed Brokers and Agents immediate access to The NY DBL & PFL Exchange.

Using your Online Portal select from a host of preferred insurance carriers & vendors to obtain proposals, bind coverage and generate your clients' New York-DBL and PFL policy, Forms and Admin kit all online in minutes.

(Register Now or call 516-482-2696)

WHAT IS PAID FAMILY LEAVE?

Starting January 1, 2018, the New York State Paid Family Leave Program will provide New York State employees job-protected, paid leave to bond with a new child, care for an eligible family member with a serious health condition or to assist family members when someone is called to active military service.

New York State Paid Family Leave will be released in phases over the next four (4) years. Employees will be eligible for paid time off to care for a new child or sick family member. New York State has adopted the richest Paid Family Leave in the United States **effective, January 1st 2018.**

FAMILY MEDICAL LEAVE ACT (FMLA) VS. NY PAID FAMILY LEAVE (PFL)

Family Medical Leave Act (FMLA), provides for unpaid family leave, while offering job security during a period of an approved eligible employee family medically related leave.

- FMLA offers up to 12 weeks of unpaid time off for families to welcome a new child or care for ill family members.
- FMLA affects all employees at businesses larger than 50 employees within a 75-mile radius.
- FMLA does not provide a monetary benefit whereas PFL does.

Alternatively, Paid Family Leave (PFL) covers all eligible employees of businesses in the State of New York with more than one employee.

- PFL will provide a portion of an employee's Average Weekly Wage (AWW) during the time of their leave for up to 12 weeks, once the entire plan is fully implemented in 2021.