



OUR TECHNOLOGY IS YOUR FUTURE



New York State

# PAID FAMILY LEAVE

{ AGENT / BROKER HIGHLIGHTS }

REVISED – JANUARY 1, 2019

PFL EFFECTIVE DATE	01/01/19
PFL BENEFITS DATE	01/01/19
HIGHLIGHTS UPDATE	01/01/19

# New York State **Paid Family Leave**

{AGENT / BROKER HIGHLIGHTS}

## CONDITIONS FOR PAID FAMILY LEAVE

SERIES II

Under Paid Family Leave (PFL), employees may be eligible to participate in providing care for such conditions as may be related to physical or psychological care for a family member.

In addition, bonding with the employee's child during the first twelve months following the child's birth, or the first 12 months after the placement of a child for adoption or foster care or for a qualified military service as defined by the FMLA.



### PATERNITY AND MATERNITY LEAVE

Individuals who may be expecting a child and / or fostering or adopting a child, may be able to take time for care of their child, while being eligible for up to 10 weeks of Paid Family Leave in 2019.



### CARE OF A FAMILY MEMBER

Under the new PFL law, covered individuals may be eligible to take the necessary time to provide care for a loved one with a serious health condition. Family members may include a child, parent, parent-in-law, grandchild, grandparent, spouse, or domestic partner.



### MILITARY SERVICE

Eligible Employees may be covered to provide care and assistance to family members under the military provisions in the federal Family Medical Leave Act.

## NEW YORK STATE DISABILITY & PAID FAMILY LEAVE

Employees in the State of New York may be eligible for **Statutory Short-term Disability Insurance (DBL)** which provides short-term coverage for employees based on qualifying events, like off-the-job injuries, illness, or pregnancy, and offers up to 26 weeks of paid disability benefits in a consecutive 52 week period.

**Paid Family Leave (PFL)** has been incorporated into the New York State Disability Benefits Law (DBL) provisions, effective January 1st 2018 and may be subject, but not limited to the following:

- PFL will be included under an employer's New York State DBL policy.
- DBL and PFL benefits cannot be collected at the same time.
- NY DBL and NY PFL combined duration may not exceed a maximum period of 26-weeks during any 52 consecutive calendar weeks.

**NY STATE DISABILITY & PAID FAMILY LEAVE SERVICES**

NY-PFL BULLETIN 01/01/19

POWERED BY

**LiDAC**

516.482.2696 / [www.LiDAC.com](http://www.LiDAC.com)