



## New York - Leave Examples

### Example 1

An eligible birthing parent is requesting 6 weeks of pregnancy disability leave from birth and 12 weeks of parental leave.

	Pregnancy Disability						Parental (Bonding) Leave													
Leave Laws							NY PFL													
	Federal FMLA																			
State Income Replacement Benefits	NY DBL																			
							NY PFL													
Week	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18		

NY DBL provides pay only (NY has no job protected leave for medical reasons). Employee may qualify for federal FMLA.

NY PFL provides both pay AND job protected leave. NY PFL runs concurrently with federal FMLA where an employee is eligible for each law. As of the 18th week of their leave, the employee has used all their parental leave allowed under both FMLA and NY PFL in a 12-month period.

Note: NY DBL becomes payable after a 7 calendar day waiting period.

### Example 2

An eligible non-birthing parent is requesting 12 weeks of parental leave to bond with their newborn.

	Parental (Bonding) Leave											
Leave Laws	NY PFL											
	Federal FMLA											
State Income Replacement Benefits	NY PFL											
Week	1	2	3	4	5	6	7	8	9	10	11	12

NY PFL runs concurrently with FMLA where an employee is eligible for each law.

As of the 12th week of their leave, the employee has used all their parental leave allowed under both FMLA and NY PFL in a 12-month period.

### Example 3

An eligible employee requires 8 weeks of medical leave to recover from their surgery.

	Medical Leave											
Leave Laws	Federal FMLA											
State Income Replacement Benefits	NY DBL											
Week	1	2	3	4	5	6	7	8	9	10	11	12

NY DBL provides pay only (NY has no job protected leave for medical reasons). Employee may qualify for federal FMLA.

In this example, the employee has 4 weeks of FMLA remaining to use. NY DBL provides up to 26 weeks of income replacement benefits in a 12-month period.

Note: NY DBL becomes payable after a 7 calendar day waiting period.

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