


<div>  <div>New York - Leave Types, Benefit Amounts and Durations</div> </div>										
Leave Law	Interaction with Other Laws (if employee is eligible)	Law Type	Employer Eligibility	Employee Eligibility	Job Protection	Group Health Continuation	Leave Types/Durations (12 month period, unless otherwise stated)	Pay Benefit	Waiting Period	Family Members (family care leave)
New York Paid Family Leave (NY PFL)	Leave Laws - NY PFL runs concurrently with federal FMLA. Pay Laws - N/A	Leave and Pay	1 employee (NY)	26 weeks of NY employment with current employer or 175 days for part-time (<20 hours per week) employees.	Yes	Yes	12 weeks Parental, family care, and military exigency leave.	67% of average weekly wage, up to \$1,151.16 per week (2024). For claims beginning 01/01/25; the maximum benefit amount is up to \$1,177.32 per week.	N/A	Spouse, registered and unregistered domestic partner, child/stepchild, parent-in-law, grandchild, parent/stepparent, grandparent, biological or adopted siblings, half-siblings and step siblings.
New York Disability Benefits Law (NY DBL)	Leave Laws - NY DBL runs concurrently with federal FMLA. Pay Laws - N/A	Pay*	1 employee (NY)	Full-time employees with 4 weeks of NY employment with current employer. Part-time employees on 25th day of employment. Those full or part time employees joining from another NY employer may qualify for NY DBL immediately.	N/A	N/A	26 weeks Medical (including pregnancy disability).	50% of average weekly wage, up to \$170 per week.	1 week waiting period	N/A

* NY does not have a job protected leave law for medical leave, only family leaves. Note: Combined disability and paid family leave cannot exceed 26 weeks total in any 52-week period.

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