


<div>  <div>New York - Employer Notice Requirements</div> </div>						
Leave Law	Law Type	Covered Employer	Handbook Required	New Hire	Employer Poster	Larkin Enclosures (poster or notice)
New York Paid Family Leave (NY PFL)	Leave and Pay	1 employee (NY)	Yes	N/A	Yes - Notice of Compliance (request this from your PFL Insurance Carrier) - form PFL-120	Yes - Statement of Rights PFL - form PFL-271S.
New York Disability Benefits Law (NY DBL)	Pay	1 employee (NY)	N/A	N/A	Yes - Notice of Compliance (request this from your DBL Insurance Carrier) - form DB-120	Yes - Statement of Rights DBL - form DB-271S.

ADDITIONAL INSIGHTS

The above handbook, new hire and employer notice/poster requirements, if applicable (see above the requirements for each state), only apply if you are considered a Covered Employer under each law (see "Covered Employer" field).

Handbook Recommendation - if a law is required to be within your handbook, Larkin recommends including the same details covered in the state's leave law notice/poster within your handbook. We recommend writing this information into your policy, so that it can be customized (as permitted by law) to your organization and is cohesive with other policies contained within your handbook. However, also including the notice/poster directly in your handbook, should be acceptable.

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