SHOPIRO AGENCY INC
We UNDERSTAND Insurance

2025 NY Paid Family Leave Benefits

Benefits are **designed for**:	**Paid Family Leave (PFL)**	For an Employee **TO TAKE CARE OF SOMEONE ELSE**.
	NY Disability (DBL)	For an Employee **WHO IS SICK OR HURT & CANNOT WORK**.

What type of **leave** qualifies:

1) **Care for a seriously sick family member** (spouse, domestic partner, child, parent, grandparent/child)
2) **Bonding with a new child** (birth, adoption or foster care)
3) **Qualifying Military Exigency** (active duty, regular armed forces, reserve and national guard)

How Employers **provide it**: **Paid Family Leave (PFL) Benefits** will be provided by an employer's **NY Disability Carrier**.

What is the **Benefit**: **67%** of gross earnings to a **Maximum of $1,177.32 per week**.

How long: **12 weeks**; however, when **combined with NY Disability Claims**, **no more than 26 weeks** in a **52-week period**.

How PFL time can **be taken**: PFL time must be taken in **'daily increments'** (not half-day or partial-day). Days can be consecutive or not, such as 'every Monday', provided there is a qualifying event.

When are employees **Eligible**:	**Full-Time**	(**20+** hours/week)	Been with their **CURRENT employer** for **26 consecutive weeks**.
	Part-Time	(**< 20** hours/week)	Been with their **CURRENT employer** for **175 days**.

Payroll Deductions: During the first 26 consecutive weeks (full-time) or 175 days (part-time) of employment, Employers are required to take 'payroll deductions' even though the new employee is not eligible for benefits.

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How to **request Benefits**:

Employees are required to give their employer at least **30 days advance notice**, and must submit a claim form with all required paperwork to your NY Disability Carrier.

If 30 days advance notice is not practicable, notice must be given as soon as practicable under the facts and circumstances of the qualifying event.

Who pays for these Benefits:

Employees pay the 'full cost' of these Benefits via 'payroll-deduction'.

How much for these Benefits:

Employees pay **0.388%** of gross earnings per pay period on the **FIRST $91,373.88 of Earnings**.

Sample Payroll Deduction – If an Employee's gross pay for the pay period is $500, the deduction for PFL Benefits is $500 x **0.00388** = $1.94.

The Maximum Payroll Subject to Deductions.
If an employee's gross earnings reach $91,373.88, STOP payroll deductions for PFL Benefits.

The Maximum Employee Contribution.
$91,373.88 (maximum earnings) x 0.00388 = $354.53.
No more than $354.535 can be deducted from any employee for the Calendar Year.

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