New York Paid Family Leave (PFL)

If you are requesting a leave under NYS Paid Family Leave...

Step 1: Do you qualify for a Paid Family Leave (PFL)?

Are you an employee **working 20 or more hours per week** who has worked 26 consecutive weeks?

Are you an employee **working less than 20 hours per week**, who has worked 175 days commencing from your date of hire?

Not sure, call 718-430-2547.

Step 2: Why do you need to take a leave?

Is the leave for your own serious health condition (including pregnancy)?

Is the leave
for bonding time
following
birth,
adoption
or foster care
placement?

Is the leave
due to the serious
health condition
of your:
spouse,
parent,
child or step
child?

Is the leave **due to the serious health condition** of your:

domestic partner,
parent-in-law,
grandparent,
grandchild,
son or daughter of your domestic
partner or sibling?

Is the leave
due to the military
deployment of your:
spouse,
domestic partner
child or
parent?



PFL may not be taken for your own serious health condition, but you may be eligible for leave under FMLA. Please review FMLA chart.

Your leave qualifies for PFL and may also qualify under FMLA.
PFL and FMLA leaves will run concurrently.
Please review FMLA chart.

Your leave qualifies for PFL and may also qualify under FMLA. PFL and FMLA leaves will run concurrently. Please review FMLA chart. Your leave *only* qualifies under PFL, it does not qualify under FMLA. If you are approved, you may take up to the maximum allowable leave under PFL.

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PFL and FMLA leaves will run concurrently.
Please review FMLA chart

Any requests for PFL and supporting documentation will be sent to the Disability Carrier or, if applicable, 1199 Benefit Funds for approval. Carriers have 18 days to make a decision about whether any benefits will be payable under PFL. If your leave also qualifies under FMLA, the Benefits Department will designate your leave as FMLA chargeable as well. PFL and FMLA leaves will run concurrently. If the need for the leave is immediate, meaning you cannot provide 30 days of advance notice as required under the law, while your PFL leave is being considered you can:

- 1. Receive pay Use accrued sick hours (available under New York City Earned Sick Time Act) or vacation hours until your leave is approved.
- 2. Go unpaid if leave is approved, PFL wage replacement payments will be paid retroactively to the first day of your approved leave.

Any paid or unpaid time will count against your PFL entitlement. This information is provided as a general guide only and shall not alter or supersedeEinstein's PFL or FMLA policies.