Paid Family Leave in New York State

What does the paid family leave law do?
The law guarantees workers time off to bond with a new child (including adopted and foster children); care for a seriously ill family member (child, parent, parent-in-law, spouse, domestic partner, grandchild, or grandparent); or take care of certain military family needs.

Am I covered?
If you’re employed outside the government in New York State, either full-time or part-time, you’re probably covered under the law, regardless of how many people work for your employer.

How much paid family leave can I take?
In 2019, you can take up to ten weeks of paid family leave. In 2021 this will go up to twelve weeks.

How much of my paycheck can I get while I am on paid family leave?
In 2019, you can receive just over half (55%) of your average weekly pay, up to a cap of $746.41 per week. In following years, you’ll be eligible to receive a greater percentage of your pay while on leave.

Will my job be protected while I am on leave?
Yes. You have the right to return to work. If you receive healthcare coverage through your employer, you also have the right to keep your healthcare coverage under its current conditions.

When can I begin taking paid family leave?
You can start receiving benefits six months after your start date. If you work less than 20 hours per week, you may need to work for slightly longer (175 days) to qualify.