



# New York Stand Alone Paid Family Leave No DBL Required

Accident & Health



**THE D.B.L CENTER LTD.**  
NICHE INSURANCE SPECIALIST

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My father used to say,

*"Nickels, Dimes and Quarters make Dollars." This wise phrase reminds me that small savings can add up to significant amounts over time. " It's not about how much money you make but how much you can keep." To build a successful business, my father advised me to "expand and scale out like Los Angeles, rather than up like New York. Instead focus on broadening the business horizons while maintaining the core values of what we do best."*

*He also reminded me to "stay true to our expertise, as we have been providing required state disability, paid family leave, and ancillary employee benefits since 1976. " His words of wisdom have always inspired me to stay grounded and work towards achieving long-term success.*

*David J. Cohen*

**Founder**



## New York Paid Family Leave

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Brokers can count on The DBL Center's experience and partnerships with preferred vendors to provide a solution for stand-alone NY PFL coverage with no DBL required. Exempt employers have an option to opt-in and participate in the generous NY PFL program. This provides employees with paid leave during the times in life that matter the most.

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### New York Paid Family Leave Qualifying Events

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#### CHILD BONDING

Including newborn, adoption  
and foster placement

#### FAMILY CAREGIVER

When a covered family  
member has a serious health  
condition

#### MILITARY EXIGENCY

When a covered family  
member is called to active  
service overseas

Up to 12 weeks; No waiting period for NY PFL benefits. An employee can have more than one claim each year, but no more than 12 weeks in a 52-week period. This time can be taken all at once, or in increments of full days.

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## Employee Participation

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All eligible employees are entitled to participate in Paid Family Leave.

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### FULL-TIME EMPLOYEES

Employees who work a regular schedule of 20 or more hours per week are eligible after 26 consecutive weeks of employment.

### PART-TIME EMPLOYEES

Employees who work a regular schedule of less than 20 hours per week are eligible after working 175 days, which do not need to be consecutive.

## New York Paid Family Leave 2024

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Maximum  
Weekly  
Benefit

**\$1,131.08**

Wage replaced at 67% of the employee's average weekly wage up to 67% of the state's average weekly wage (The State's average weekly wage is \$1,688.19)

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The wage cap for 2024 is \$87,785.88 per employee per year with a maximum annual contribution of \$399.43. Employees earning less than the current Statewide Average Weekly Wage will contribute less than the annual cap, consistent with their actual wages.

## Contact Us

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