



# New York State Disability (NY DBL) and Paid Family Leave (NY PFL)

## 2022 Benefit Provisions

	NY DBL	NY PFL
<b>Overview</b>	NY DBL provides benefits to an employee who becomes disabled off the job due to an injury, illness or pregnancy.	NY PFL provides benefits to allow an employee to bond with a newly born, adopted, or fostered child, care for a family member (spouse, domestic partner, child, parent, parent-in-law, grandparent, or grandchild) with a serious health condition, or assist loved ones when a family member (spouse, domestic partner, child or parent) is deployed abroad on active military duty.
<b>Benefit percentage</b>	Equals 50% of the employee's salary, up to max \$170 a week.	Equals 67% of the employee's average weekly wage, up to maximum of \$1,068.36 a week for 2022.
<b>Benefit duration</b>	Maximum of 26 weeks. DBL and PFL combined cannot exceed 26 weeks during any 52 consecutive calendar weeks.	12 weeks (in every 52 week period).
<b>Elimination Period</b>	Benefits begin on the 8 <sup>th</sup> day of accident, or the 8 <sup>th</sup> day of illness.	First day of qualified paid leave event.
<b>Eligibility</b>	<p>Full-time employees are eligible after completion of four consecutive weeks of employment unless they have previously established their eligibility.</p> <p>Part-time employees are eligible on the 25<sup>th</sup> day of regular employment unless eligibility was previously established.</p>	<p>Employees with a regular work schedule of 20 or more hours per week are eligible after 26 consecutive weeks of employment preceding the first full day of leave.</p> <p>Employees with a regular work schedule of less than 20 hours per week are eligible after 175 days worked preceding the first full day of leave.</p>
<b>Employee maximum contribution</b>	0.50% of the first \$120 of weekly wages to max of \$0.60 per week.	0.511% of an employee's weekly wages up to the annualized NYSAWW* (\$82,917.64) for a maximum annual employee contribution of \$423.71.

The Guardian Life Insurance Company of America  
New York, NY

[guardianlife.com](http://guardianlife.com)

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\*The New York State Department of Labor annually publishes the NY State Average Weekly Wage (NYSAWW), which is currently \$1,594.57 per week, \$82,917.64 annualized.  
[https://labor.ny.gov/stats/avg\\_wkly\\_wage.shtm](https://labor.ny.gov/stats/avg_wkly_wage.shtm)

This document is a very brief summary of benefits under the New York State Disability Benefits Law (DBL) and Paid Family Leave (PFL) Law. It is not a policy of certificate of coverage and creates no contractual relationship between you and The Guardian Life Insurance Company of America. For more information, please see [www.guardianlife.com/absence-management/paid-leave](http://www.guardianlife.com/absence-management/paid-leave).

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