

On January 1, 2018, New York State launched Paid Family Leave, an insurance benefit that will help countless New Yorkers, including our youngest and oldest citizens. Now, working New Yorkers can take job-protected, paid time off to help family members during times of need.

How can Paid Family Leave benefit someone who is retired?

If you are no longer working, you won't be eligible to take Paid Family Leave yourself, but it's still relevant to you: your working family members may be able to take Paid Family Leave to care for you in the event you have, or develop, a serious health condition.

Paid Family Leave:

- Allows your family members to take job-protected, paid time off to help you with your health care arrangements, treatment, or recovery.
- Gives your family members the ability to be present with you during difficult times (e.g., supporting you as you receive treatment for a serious health condition).

How can your close relatives determine if they are eligible?

Most employees who work in New York State for private employers are eligible to take Paid Family Leave. If your relative is a public employee, their employer may opt into the program.

- **Full-time employees:** Employees who work a regular schedule of 20 or more hours per week are eligible after being in employment for 26 consecutive weeks.
- **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.

Who can employees take time off to care for under Paid Family Leave?

Employees can request Paid Family Leave to care for the following family members with a serious health condition: spouse, domestic partner, child/stepchild, parent/stepparent, parent-in-law, grandchild, grandparent. These family members can live in or outside New York, or outside of the country, however, the employee taking leave must be in close and continuing proximity to the care recipient while they are on leave.

What is a serious health condition?

Employees can take Paid Family Leave to care for a family member with a serious health condition, which is certified by the health care provider. A serious health condition is defined as an illness, injury, impairment, or physical or mental condition requiring:

- **inpatient care** in a hospital, hospice, or inpatient/outpatient residential health facility, **or**
- **continuing treatment** or supervision by a health care provider.

Continuing treatment or supervision means one of the following reasons listed with some examples:

REASON	EXAMPLES
Chronic serious health condition that continues over an extended period of time, requires periodic treatment visits and may cause episodic periods of incapacity	Asthma, diabetes, epilepsy, psychosis, schizophrenia, bipolar disorder, or post-traumatic stress disorder (PTSD)
Long-term or permanent period of treatment that may not be effective and the family member is under continuing supervision	Alzheimer's disease, severe stroke, or terminal stage of a disease
Treatment or recovery from restorative surgery after an accident or other injury, or a condition that would likely result in a period of incapacity of more than three consecutive full days in the absence of treatment	Cancer (chemotherapy and radiation), severe arthritis (physical therapy), or kidney disease (dialysis)
A period of more than three consecutive full days involving treatment two or more times by a health care provider or treatment on at least one occasion followed by continuing treatment under supervision	A course of prescription medication as a regimen of continuing treatment

Where can family members get information on how to request Paid Family Leave for family care?

Family members can access information on requesting Paid Family Leave, including forms, step-by-step instructions, and more at ny.gov/PaidFamilyLeaveApply.

For more information, visit ny.gov/PaidFamilyLeave or call (844) 337-6303.

