

New York Disability Benefit Law (NY DBL) & Paid Family Leave (NY PFL)

The New York state program provides short-term disability benefits through the Disability Benefit Law (DBL) and Paid Family Leave (PFL) wage replacement benefits to eligible employees who need time off from work for qualifying reasons. MetLife administers both plans.

As an office Employee in the state of New York, you may be eligible for state disability benefit as well as Office Short Term Disability. Our Office Short Term Disability (STD) plan (67% of salary up to a maximum) will be subtracted from state disability benefit. Both state disability and Office STD are administered through MetLife.

New York Disability Benefit Law (NY DBL)

Employees may be eligible for DBL if they are unable to work due to a non-work-related injury or illness, during pregnancy and/or childbirth.

Eligibility

- Full time covered employees are eligible for DBL benefits after 4 consecutive weeks of employment.
- Part time employees are eligible after their 25th day of employment.

Weekly Benefit

- DBL: 26 weeks; employees may receive 50% of their weekly wages with a maximum benefit of \$170/week.

Job and Benefits Protections

- NY DBL is not job or benefit protected. However, job and benefits protection may be provided through other laws such as the federal Family and Medical Leave Act (FMLA).

Coverage Period

- Total of 26 weeks is available under NY DBL combined in a 52-week lookback period

Filing for Disability

- To file your claim, please contact MetLife by clicking [here](#) or calling 1-877-638-8262. The MetLife Claims Center is available Monday through Friday, 8:00 a.m.–11:00 p.m. EST.
- Once a claim is created you will be assigned a MetLife claims manager within 2-3 business days to assist you through the FMLA/STD coordinated process. Please review all notices that MetLife sends to you carefully as they will include important documentation and information about your responsibilities in the disability process.

Paid Prenatal Leave

Pregnant employees may be eligible for up to 20 hours of paid prenatal leave per calendar year to attend healthcare appointments and receive pregnancy-related medical care. For more information, please review the NY Protected Time Off Policy [here](#).

Paid Family Leave (NY PFL)

Employees may be eligible for PFL to bond with a new child, care for a sick family member, which could include organ donation, and address a qualifying military exigency.

Eligibility

- Full-time employees: Employees who work 20+ per week eligible after working 26 consecutive weeks with the employer.
- Part-time employees: Employees who work less than 20 hours per week will become eligible after completing 175 days of work with their employer.

Weekly Benefit

- DBL: 26 weeks; employees may receive 50% of their weekly wages with a maximum benefit of \$170/week.
- PFL: 12 weeks; 67% of weekly pay up to a maximum amount.

Job and Benefits Protections

- NY PFL is job and benefit protected.
- Additionally, job and benefits protection may be provided through other laws such as the federal Family and Medical Leave Act (FMLA).

Coverage Period

- 26 weeks are available under NY PFL combined in a 52-week lookback period.

Filing for Disability

- To file your claim, please contact MetLife by clicking [here](#) or calling 1-877-638-8262. The MetLife Claims Center is available Monday through Friday, 8:00 a.m.–11:00 p.m. EST.
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