FREE GUIDE FOR EXPECTING PARENTS

Expecting in New York? Know your paid leave before your due date.

A simple timeline for disability (DBL) and Paid Family Leave (PFL) around a birth.

1

BEFORE YOUR LEAVE

Tell your employer

Give at least 30 days' notice if you know when leave will start. Earlier is better.

2

UP TO 4 WEEKS BEFORE YOUR DUE DATE

DBL can start

If your doctor says pregnancy keeps you from working. A medical report is required.

3

DELIVERY DAY

Your baby arrives

Recovery begins, and so does the 7-day waiting period.

4

DAYS 1 TO 7

Waiting period: no DBL pay

DBL doesn't pay the first 7 days. Payments start on day 8, so plan for that gap.

5

ABOUT 6 TO 8 WEEKS AFTER BIRTH

DBL pays while you recover

Generally up to 6 weeks (vaginal birth) or 8 weeks (C-section). Pays 50% of your wage, up to $170 a week.

6

AFTER RECOVERY, WITHIN 12 MONTHS OF BIRTH

PFL pays while you bond

Up to 12 weeks at 67% of your wage, up to the weekly cap ($1,228.53 in 2026). Apply within 30 days after leave starts.

7

WHEN LEAVE ENDS

Back to work

Your job is protected during PFL, and your health insurance can continue.

DBL and PFL can't be paid for the same days, and together they're limited to 26 weeks in 52. This is a typical timeline; your dates may differ. Confirm with your doctor and paidfamilyleave.ny.gov.

Scan for the full guide and a free eligibility check

Free 15-minute consultation too. Questions? Email us:

info@nysdbladvisors.com

Please don't email Social Security numbers or medical records.

nysdbladvisors.com

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