“On April 4, 2016, Governor Andrew M. Cuomo signed into law New York’s Paid Family Leave program, the most comprehensive paid family leave program in the United States. Under this law, commencing January 1, 2018, all eligible employees in New York have been able to take time off, while still being paid a portion of their income, to bond with a new child, to care for a family member with a serious health condition, or to handle personal matters arising from an immediate family member being called to active duty in the Armed Forces of the United States.”