Applying For Paid Family Leave – Military

(Form PFL-1)

To Use Paid Family Leave To:

ssist family members due to another family member's active military duty or impending active duty abroad
 Complete Form PFL-1 Complete PFL-1, Part A Provide PFL-1 to employer Employer completes PFL-1, Part B and returns to you within 3 days
Complete Form PFL-5 • Complete PFL-5 and collect supporting documentation
Send forms and documents • Send completed forms and supporting documentation to insurance carrier • Insurance carrier accepts or denies claim within 18 days
Please keep a copy of all pages for your records.

Send completed form to:

Absolve as Administrator for Metropolitan Life Insurance Co. P.O. Box 1328 Mt. Laurel, NJ 08054

Email: NYPFL@absencesolved.com or Fax: 800.728.7028

For inquiries:

Please call 800.401.2691

Request For Paid Family Leave - Military (Form PFL-1) Instructions

- To request PFL, the employee requesting PFL must complete Part A of the Request For Paid Family Leave (Form PFL1).
 All items on the form are required unless noted as optional. The employee then provides the form to the employer to complete Part B.
- The employer completes Part B of the *Request For Paid Family Leave (Form PFL-1)* and returns it to the employee within three days.
- Additional forms are required depending on the type of leave being requested. The employee requesting leave is responsible for the completion of these forms.
- The employee submits the completed *Request For Paid Family Leave (Form PFL-1)* with the required additional form to the employer's PFL insurance carrier listed on Part B of Request For *Paid Family Leave (Form PFL-1)*. The employee should retain a copy of each submitted form for their records.

PART A - EMPLOYEE INFORMATION (to be completed by employee)

The employee requesting PFL must complete all required information.

Paid Family Leave (PFL) Request (to be completed by the employee)

Question 13: If dates are "Continuous", the employee must provide the start and end dates of the requested PFL. These dates should be the actual dates that the PFL will begin and end. If uncertain, estimate the start and end dates and indicate "Dates are estimated". If dates are "Periodic", enter the dates PFL will be taken. Please be as specific as possible. If the dates are unknown or estimated, indicate "Dates are estimated".

If dates are estimated, the PFL carrier may require you to submit a request for payment **after** the PFL day is taken. Payment for approved claims will be due as soon as possible but in no event more than 18 days from the date of the completed request.

Question 14: If the employee is submitting the PFL request to their employer with less than 30 days' advance notice from the start date of the PFL, the employee must explain why 30 days' notice could not be given. If the explanation will not fit in the space provided on the form, enter "See Attached" and add an attachment with the explanation. Be sure to include the employee's full name and their date of birth at the top of the attachment.

Employment Information (to be completed by the employee)

Question 16: Enter the date of hire to the best of the employee's recollection. If it has been more than a year since the date of hire, entering the year in which employment started is sufficient.

Question 18: Enter the best estimate of average gross weekly wage. Include only the wages earned from the employer listed on this request form. The gross weekly wage is the total weekly pay - including overtime, tips, bonuses and commissions - before any deductions are made by the employer, such as federal and state taxes. If the employer is not able to supply this information, the employee can calculate their gross weekly wage as follows:

Step 1: Add all gross wages received (<u>before</u> any deductions) over the last eight weeks prior to the start of PFL, including overtime and tips earned. (See Step 3 for instructions for calculating bonuses and/ or commissions.)

Step 2: Divide the gross wages calculated in step one by eight (or the number of weeks worked if less than eight) to calculate the average weekly wage.

Step 3: If the employee received bonuses and/or commissions during the 52 weeks preceding PFL, add the prorated weekly amount to the average weekly wage. To determine the prorated weekly amount, add all bonuses/commissions earned in the preceding 52 weeks and then divide by 52.

Example of a gross weekly wage calculation:

Week 1 - Gross wage including overtime	\$550
Week 2 - Gross wage	\$500
Week 3 - Gross wage	\$500
Week 4 - Gross wage	\$500
Week 5 - Gross wage	\$500
Week 6 - Gross wage	\$500
Week 7 - Gross wage, including overtime	\$600
Week 8 - Gross wage, including overtime	\$550
	+
Total:	\$4,200
Divide by 8:	÷8
Average Weekly Wage =	\$525
Bonus earned in preceding 52 weeks:	\$2,600
Divide by 52:	÷ <u>52</u>
Prorated Weekly Bonus =	\$50
Average Weekly Wage =	\$525
Prorated Weekly Bonus =	\$50
	+
Average Weekly Wage (including bonus) =	\$575

Please note that the employer is also required to provide this information in Part B of the Request For Paid Family Leave (Form PFL-1).

Form PFL-1 Instructions continued on next page

PART A - EMPLOYEE INFORMATION (to be completed by employee) - continued from prior page

Form PFL-1 Instructions continued from prior page

If you are pre-submitting form: Indicate if the employee is pre-submitting their PFL request. Pre-submitting is defined as submitting the application in advance of an upcoming qualifying event, with certain required information missing due to the information being unknown at the time of the submitting. If pre-submitting is permitted by the carrier or self-insured employer, the missing information must be supplied as soon as it is known. Benefits cannot be determined until all of the required information is provided.

The PFL insurance carrier or self-insured employer will provide the employee a notice within five days which 1) states the claim is pending; 2) identifies what information is missing; 3) instructs how to submit the missing information. **Once all information is supplied, the PFL insurance carrier or self-insured employer has 18 days to pay or deny the claim.**

If the carrier or self-insured employer does not permit pre-submitting, the carrier or self-insured employer must return the Request for Paid Family Leave within five days to the employee with an explanation that the claim should be re-submitted when all information is available.

Employee signs and dates, before giving this form to their employer to complete Part B.

PART B - EMPLOYER INFORMATION (to be completed by employer)

The employer of the employee requesting PFL must complete all information in Part B.

Questions 2: If a Social Security Number is used for the Federal Employer Identification Number (FEIN), enter the Social Security Number.

Questions 3: Enter the employer's Standard Industrial Classification (SIC) Code. Contact your carrier if you don't know your SIC code.

Question 8: The employee occupation code can be found at: www.bls.gov/soc/2010/soc_alph.htm

Question 9: Enter the wages earned by the employee during the last eight weeks preceding the PFL start date. The gross amount paid is the employee's gross weekly pay, including any overtime and tips earned for that week, plus the weekly prorated amount of any bonus or commission received during the preceding 52 weeks. (For detailed steps, see Question 18 on page 1 of the instructions.) Calculate the gross average weekly wage by adding up the gross amounts paid, and then divide by eight (or number of weeks worked if less than eight).

Question 10: Failure to select "Yes" for requesting reimbursement from the insurance carrier, will result in a waiver of the right to reimbursement.

Question 11a: 'Disability' refers to NYS statutory required disability. If the answer is "none," enter a "0" for total weeks and days in Question 12b.

Question 11b: The maximum number of weeks available for NYS statutory disability and PFL in any 52 week period is 26 weeks. Specify the total number of weeks, as well as the number of additional days if the leave includes a partial week, taken for NYS statutory disability and PFL during the preceding 52 weeks.

Question 13, 14 & 15: Enter the Paid Family Leave or Disability/ PFL insurance carrier's name, address and PFL policy number. If this employer is self-insured, enter the name and address of where the PFL request should be submitted for processing.

Affirmation employee is eligible for PFL: An employee who regularly works 20 hours or more per week must have been in employment for at least 26 consecutive weeks. An employee who regularly works less than 20 hours per week must have worked 175 days.

Employer signs and dates, and then returns to the employee requesting PFL within three business days.

Be sure to complete the appropriate additional PFL form(s) based on the type of PFL leave being requested.

Notification Pursuant to the New York Personal Privacy Protection Law (Public Officers Law Article 6-A) and the Federal Privacy Act of 1974 (5 USC 552a).

The Workers' Compensation Board's (Board's) authority to request that employees provide personal information, including their social security number or tax identification number, is derived from the Board's administrative authority under Workers' Compensation Law section 142. This information is collected to assist the Board in investigating and administering claims in the most expedient manner possible and to help it maintain accurate records. Providing your social security number or tax identification number to the Board is voluntary. The Board will protect the confidentiality of all personal information in its possession, disclosing it only in furtherance of its official duties and in accordance with applicable state and federal law.



Applying For Paid Family Leave – Military

(Form PFL-1)

INSTRUCTIONS INCLUDED WITH FORM

	Optional (for research purposes)
st names, if any, under which employee has worked	10. Employee's ethnicity/race For purposes of health demographic only. (U.S. Centers for Disease Control and Prevention (CDC) code set, version 1.0.)
oloyee's mailing address	Is employee of Hispanic, Latino/a, or Spanish origin? (One or more categories may be selected.)
address	☐ Mexican
	☐ Mexican American
	☐ Chicano/a
State	☐ Puerto Rican
	☐ Dominican
code Country (if not U.S.A.)	☐ Cuban
South y (i. not Steam,)	☐ Another Hispanic, Latino/a, or Spanish origin
	☐ Not of Hispanic, Latino/a, or Spanish origin
mployee's Social Security Number or TIN	□ Unknown
	What is employee's race? (One or more categories may be selected.)
mployee's date of birth (MM/DD/YYYY)	☐ American Indian or Alaska Native
	☐ Black or African American
	☐ Asian Indian
imployee's primary telephone number	☐ Chinese
) -	☐ Filipino
mployee's preferred email address while on PFL (if available)	☐ Japanese
imployee's preferred email address write on FTE (ii available)	☐ Korean
	☐ Vietnamese
mployee's gender	☐ Other Asian
Male Female Not designated / Other	☐ White
mployee's preferred language	☐ Native Hawaiian
] English ⊟ Español □ Русский □ Polski	☐ Guamanian or Chamorro
	☐ Samoan
]中文 □ Italiano □ Kreyòl ayisyen □ 한국어	☐ Other Pacific Islander
Other:	☐ Other race

FORM PFL-1 - CONTINUED FROM PRIOR PAGE

BE COMPLETED BY THE nployee's name st name, middle initial, las			Employee's date of birth (MM/DD/YYYY)
RT A - EMPLO	OYEE INFORMATION (to	be completed by emplo	oyee) - continued from prior page
rm PFL-1 continued t	from prior page		
3. Will PFL be for a cor	ntinuous period of time and/or periodic?		
☐ Continuous	PFL start date (MM/DD/YYYY)	PFL end date (MM/DD/YYYY)	☐ Dates are estimated
☐ Periodic	Identify dates periodic PFL will be taken:		☐ Dates are estimated
	n 30 day's advance notice to the employe		
Employment	Information (to be comp	leted by the employee)	
15. Business name			
16. Employee's date of			
16. Employee's date of			
16. Employee's date of l		Zip code	Country (if not U.S.A.)
16. Employee's date of late. 17. Emplyee's work local Street address City, State		·	
16. Employee's date of late. Street address City, State 18. Employee's average	ation	quested of both employee and employer)	
16. Employee's date of late. Street address City, State 18. Employee's average.	e gross <u>weekly</u> wage (This data will be req	quested of both employee and employer)	
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City, State 18. Employee's average 19. Employer's telephor 20a. Does employee hav 20b. If yes, is employee	e gross <u>weekly</u> wage (This data will be reque ne number for contact regarding this reque ve more than one employer? Yes	quested of both employee and employer) est () - - No	
16. Employee's date of land to a lan	e gross weekly wage (This data will be requested in a number for contact regarding this requested in a number for contact requested	puested of both employee and employer) est () - - No Yes	
16. Employee's date of land to a lan	e gross weekly wage (This data will be requested in a number for contact regarding this requested in a number for contact requested	puested of both employee and employer) est () - - No Yes	
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FORM PFL-1 - CONTINUED FROM PRIOR PAGE

### B - EMPLOYER INFORMATION (to be completed by the employer) #### B - EMPLOYER INFORMATION (to be completed by the employer) ###################################		ame			Employee's date of birth (MM/DD/YYYY)
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FORM PFL-1 - CONTINUED FROM PRIOR PAGE

RT B - EMPLOYER INFORMATION (to be completed by employer) - continued from prior page ### PFL-1 continued from prior page 1a. In the preceding \$2 weeks has the employee taken leave for: \text{NYS Dissoilty} \text{FFL} \text{Extent Dissoilty} and \text{FFL} \text{None} 1b. Enter the total number of weeks and days taken for both Dissoiltify and PFL in the last \$2 weeks: Destribly:	trot nome maldalla lattal I	IE EMPLOYEE		Employee's date of birth (MM/DD/YYYY)
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Please provide specific dates for Disability: Please provide specific dates for Disability:	1a. In the preceding 5	2 weeks has the employee take	n leave for: NYS Disability PFL Bo	th Disability and PFL None
Disability: Disps	1b. Enter the total num	nber of weeks and days taken for	or both Disability and PFL in the last 52 week	eks:
PFL: Days		Weeks	Please provide specific dates for	r Disability:
PFL: Days	Disability:	Dave		
2. Is the employee taking Family Medical Leave Act (FMLA) concurrently with PFL? \[\text{Yes} \] No 3. PFL insurance carrier's name and mailing address PFL insurance carrier's name and mailing address PRL insurance carrier's name and mailing address PO. Box 1328 City, State Mt. Laurel, NJ 2/p.code 08054 Country (if not U.S.A.) 4. PFL insurance carrier's telephone number (8 0 0 0 4 0 1 2 6 9 1 5. PFL policy number MET228950 claration and signature 1 laffirm the employee regularly works 20 or more hours per week and has been in employment for at least 26 consecutive weeks 0R the employee regularly works less than 20 hours per week and has worked at least 175 days. Alty person who knownholy and with intent to defraud any insurance company or other person files an application for insurance or statement of claim containing any materially false information, or conceasts for the purpose of misleading, information concerning any fact material thereto, commits a fraudulent insurance act, which is a crime, and shall also be subject to a civil penalty not to exceed they throusand dollars and the stated value of the claim for each such wickloin. I am the person authorized to sign as the employer of the employee requesting PFL. My signature affirms that to the best of my knowledge and belief, the information I have provided is true and accurate.		Days		
2. Is the employee taking Family Medical Leave Act (FMLA) concurrently with PFL? \[\text{Yes} \] No 3. PFL insurance carrier's name and mailing address PFL insurance carrier's name and mailing address PRL insurance carrier's name and mailing address PO. Box 1328 City, State Mt. Laurel, NJ 2/p.code 08054 Country (if not U.S.A.) 4. PFL insurance carrier's telephone number (8 0 0 0 4 0 1 2 6 9 1 5. PFL policy number MET228950 claration and signature 1 laffirm the employee regularly works 20 or more hours per week and has been in employment for at least 26 consecutive weeks 0R the employee regularly works less than 20 hours per week and has worked at least 175 days. Alty person who knownholy and with intent to defraud any insurance company or other person files an application for insurance or statement of claim containing any materially false information, or conceasts for the purpose of misleading, information concerning any fact material thereto, commits a fraudulent insurance act, which is a crime, and shall also be subject to a civil penalty not to exceed they throusand dollars and the stated value of the claim for each such wickloin. I am the person authorized to sign as the employer of the employee requesting PFL. My signature affirms that to the best of my knowledge and belief, the information I have provided is true and accurate.				
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Military Qualifying Event (Form PFL-5) Instructions

If an employee is requesting PFL because of a family member's covered active military duty or impending covered active duty, the employee must submit the *Military Qualifying Event (Form PFL-5)* with the *Request For Paid Family Leave (Form PFL-1)*.

The employee must identify the family member, provide a copy of the member's covered active duty orders or impending active duty orders, and describe the reason leave is being requested.

MILITARY QUALIFYING EVENT (to be completed by employee)

The employee requesting PFL must complete all applicable requested information.

Employee enters their name, date of birth, other last names, if any, under which they have worked, Social Security or Taxpayer Identification Number (TIN) number, and mailing address at the top of page 1.

Employee enters their name and date of birth at the top of page 2.

Questions 1 - 5: Enter the military member's information, and indicate the military member's relationship to the employee.

Question 6: Enter dates of expected military covered active duty.

Question 7: Documentation that shows that the military member is on covered active duty or has been notified of an impending call or order to covered active duty is required and must be attached to this form. Select the type of documentation that is attached from the list below.

Required documentation includes one of the following:

- Covered active duty orders; OR
- Letter from the military unit documenting impending call or order to covered duty; OR
- Documentation of military leave signed by the approving authority for military member's Rest and Recuperation.

Qualifying Reason for Leave (to be completed by the employee)

Question 8: Explain the need for PFL because of the Military Qualifying Event. For example: "My spouse was just called on short notice to covered active duty status, and will be deployed to (country) in five days. I need to take PFL to be with them and make arrangements for while they are away on active duty." If the explanation will not fit in the space provided on the form, enter "See Attached" and add an attachment with the explanation. Be sure to include the employee's full name, date of birth, other last names, if any, under which they have worked, Social Security or Taxpayer Identification Number (TIN) number, and mailing address at the top of the attachment.

Question 9: Include one or more of the qualifying supporting documents:

- Meeting announcement for informational briefing sponsored by the military; or
- Document(s) confirming an appointment with a school official, doctor, attorney or financial advisor; or
- Copy of a bill for services for the handling of legal or financial affairs.

Notification Pursuant to the New York Personal Privacy Protection Law (Public Officers Law Article 6-A) and the Federal Privacy Act of 1974 (5 USC 552a).

The Workers' Compensation Board's (Board's) authority to request that employees provide personal information, including their social security number or tax identification number, is derived from the Board's administrative authority under Workers' Compensation Law section 142. This information is collected to assist the Board in investigating and administering claims in the most expedient manner possible and to help it maintain accurate records. Providing your social security number or tax identification number to the Board is voluntary. The Board will protect the confidentiality of all personal information in its possession, disclosing it only in furtherance of its official duties and in accordance with applicable state and federal law.



Request For Paid Family Leave

Military Qualifying Event (Form PFL-5)

INSTRUCTIONS INCLUDED WITH FORM

mployee's name (first name, middle initial, last name)	/	Employee's date of birth (MM//DD/YYYY)	
ther last names, if any, under which employee has worked	Employee's Social Security Number or TIN		
nployee's mailing address]- -	
ailing address			
ty, State	Zip code		Country (if not U.S.A.)
TARY QUALIFYING EVENT (to be c	ompleted by the	emplovee)	
TANT QUALIFTING EVENT (10 be C	ompleted by the	employee <i>j</i>	
Name of military member on covered active duty or impendi	ng call to covered active duty	status (internationa	al deployment) (first name, middle initial, last name)
Military member's date of birth (MM/DD/YYYY)			
Military member's gender ☐ Male ☐ Female ☐ Not design	nated/Other		
Military member's mailing address			
illing address			
ty, State	Zip code		Country (if not U.S.A.)
The above-named military member is employee's: ☐ Spous	e ☐ Domestic partner ☐ Chi	ld Parent	
Period of military member's covered active duty(MM/DD/YYYY)			
/ / / to / / /			
Please select one of the following and attach the indicated of	locument to support that the	military member is o	on covered active duty or impending call or order to
covered active duty status:			
\square Covered active duty orders \square Letter of impending call or ord \square Documentation of military leave signed by the approving author	,	and Recuperation	
	ompleted by the	employee)	
Qualifying Reason for Leave (to be o			
What is the reason employee is requesting PFL? (One or more r			
			's representative before a federal, state, or local agency for purpose appealing military service benefits
What is the reason employee is requesting PFL? (One or more r		of obtaining, arranging, or	
What is the reason employee is requesting PFL? (One or more r		of obtaining, arranging, or	appealing military service benefits
Arranging for parental care		of obtaining, arranging, or Attending any event spons	

FORM PFL-5 - CONTINUED FROM PRIOR PAGE

TO BE COMPLETED BY THE EMPLOYEE	Employee's date of birth (MM/DD/YYYY)
Employee's name (first name, middle initial, last name)	
MILITARY QUALIFYING EVENT (to be completed by the	e employee) - continued from prior page
Form PFL-5 continued from prior page	
9. Written documentation supporting this request for leave is available and attached?	
☐ Yes ☐ No ☐ None Available	
Note: A complete and sufficient certification to support a request for PFL leave due to a qualif need for leave; such documentation may include a copy of a meeting announcement for infor member's Rest and Recuperation leave; a document confirming an appointment with a third p a bill for services for the handling of legal or financial affairs. If leave is requested to meet with meeting that includes the name, address, appropriate contact information of the individual or email address of the individual or entity).	mational briefings sponsored by the military; a document confirming the military party, such as a counselor or school official, or staff at a care facility; or a copy of a third party, the employee must provide the supporting documentation of the
Declaration and signature	
Any person who knowingly and with intent to defraud any insurance company or other person files an application for the purpose of misleading, information concerning any fact material thereto, commits a fraudulent insurance dollars and the stated value of the claim for each such violation.	
I am hereby making a request for paid family leave benefits under the NYS Workers' Compensation Law. My sig knowledge and belief.	nature affirms that the information I am providing is true and accurate to the best of my
Employee's signature	Date signed (MM/DD/YYYY)

TO BE COMPLETED BY THE EMPLOYEE Employee's name (first name, middle initial, last name)	Employee's date of birth	(MM/DD/YYYY)
Other last names, if any, under which employee has worked	Employee's Social Security	Number or TIN
Employee's mailing address		
Malling address		
City, State	Zip code	Country (if not U.S.A.)
ALIFYING REASON FOR LEAVE - DOCU	IMENTATION	
If leave is requested to meet with a third party, the employee must provide supporting doc with whom you are meeting (i.e., either the telephone number, fax number or email addre: financial or legal arrangements, acting as the military member's representative before a fe sponsored by the military or military service organizations.	ss of the individual or entity). The reason for a meet	ng can include: arranging for child or parental care, counseling, making
Please submit this d	locumentation for each required meetin	g/event.
Name of individual with whom employee is meeting		
Title		
Organization		
Telephone number (provide area or country code)		
Fax number (provide area or country code)		
Email address		
Mailing address		
Mailing address		
City, State	Zip code	Country (if not U.S.A.)
Describe nature of meeting. Include dates, if known:		
Describe nature of meeting, include dates, it known.		
<u> </u>		