



New York Paid Family Leave 2022

Information is for general informational purposes only and does not constitute legal advice. It does not purport to be complete or to cover every situation. You must consult with your own legal advisors to determine how the New York Paid Family and Medical Leave law affects you.



AbSolve as Administrator for the Metropolitan Life Insurance Company
LEGAL NUMBER L1120009221[exp0122][NY]

©2020 MetLife Services and Solutions LLC

Agenda

1. Benefit Plan Design
2. Funding & Costs
3. Claim Submission Best Practices
4. Tools & Resources

Benefit Plan Design – What's New for 2022?

New Paid Family Leave Benefits Starting in 2022

Weekly benefit payment is a percent of wages up to a maximum of:

\$1068.36/week

(Up from \$971.61 in 2021)

up to a maximum total benefit of \$12,820.32

Benefit Calculation:

67% of the employee's average weekly wage up to the cap

2021 state average weekly wage: \$1,450.17

2022 state average weekly wage: \$1,594.57



12 weeks

Child bonding
Care of family
Military exigency

Or Up to

84 Days

If taken intermittently
and dependent on the
average work week

COVID-19 Special Benefits – If your Minor Child is Quarantined

2 weeks quarantine benefits available when a child is not sick, but subject to a Covid 19 quarantine order

Eligibility

Same as NY PFL eligible workers

- **Full-time employees:** working a regular schedule of 20+ hours/week, workers are eligible after 26 consecutive weeks of employment with your employer.
- **Part-time employees:** working a regular schedule < 20 hours/week, workers are eligible after working 175 days, which do not need to be consecutive.

Benefits

Capped at 2020 weekly benefits **\$840.70**

- When a minor child is quarantined, normally for 2 weeks
- 67% wage replacement benefits
- Worker's average weekly wage is based on the last 8 weeks of wages worked prior to the first day of quarantine for your child.
- **NOTE:** If the child is sick with Covid, the normal NY PFL – Care for family member leave would apply.

Protections

Same as NY PFL eligible workers

- **Job protected.**
 - Continuation of **health insurance.** If workers contribute to the cost of health insurance, they must continue to pay your portion of the cost while on leave.
 - **Employer is prohibited from discriminating or retaliating** against anyone for requesting or taking Paid Family Leave.

Funding & Costs – New Rates for 2022

Community Rate

City of New York uses the NY State published community rate as the premium for the NY PFL product offering

2021

Maximum Wage**: \$75,408.84

NY PFL Total Premium Rate: 0.511%

- Community Rate: 0.506% per dollar of wages
- COVID-19 Risk Adjustment: 0.005% per dollar of wages

Maximum Employee Contribution: \$385.34 per year

2022

Maximum Wage**: \$82,917.64

NY PFL Total Premium Rate: 0.511%

- Community Rate: 0.506% per dollar of wages
- COVID-19 Risk Adjustment: 0.005% per dollar of wages

Maximum Employee Contribution: \$423.71 per year



Reminder: NY PFL payroll deduction calculation is the same method used for FICA tax deductions

* Annual wage based on the AWW of 2021: \$1,450.17,

** Annual wage based on the AWW of 2022 \$1,594.57

Claim Submission – Best Practices

Submitting a Claim

Submission Tips

2022 benefits will be available for new claim submissions when the first absence date is taken 1/1/2022 or later.

Advance Notice

- Where the leave is foreseeable, you must give your agency at least 30 calendar days' notice before the leave begins. Otherwise, you must notify your agency as soon as possible.
- It is your responsibility to notify your agency if there are any changes to the agreed-upon schedule
- You must request a PFL package from your agency's HR, complete the request for Family Leave (Form PFL-1), and submit the required supporting documentation which is forwarded to the insurance carrier.

Filing a Claim

- Claims should be filed with AbSolve within 30 days of the first absence needed for the NY PFL leave by your agency.
- Therefore, it's critical that you give notice at least 30 days before leave begins, or as soon as possible
- Approved time can be for a full day, intermittent day or for continuous leave
 - If an employee works part of the day, it is not approved for PFL benefit payment
 - PFL benefits are only available in full day increments

Which Benefit Applies to Me?

Tips for successful administration

Claim Benefit year is determined when the employee takes their first day of absence. That benefit year carries through the entire claim entitlement.

When the 2021 Benefit Applies

- Claim closed in 2021 and reopened within 3 months for the same leave reason in 2021 or 2022 (recurrent claim)
- Intermittent claims started in 2021 and continuing into 2022

When the 2022 Benefit Applies

- New claims filed with the first date of absence on or after January 1, 2022, even if filed in 2021
- Claims closed in 2021 and reopened after 3 months with a start date in 2022 for the same leave reason.

Tools & Resources

Paid Family Leave Useful Tools & Resources

PFL Useful Links, Email & Phone

Click here to activate the AbSolve Claims Information Portal – [Absolve Portal Activation](#)

(Note: claimants must already be in the AbSolve system)

After the claim has been approved and submitted by your agency, click here to Login to the AbSolve Claims Information Portal – [AbSolve Claims Portal](#)

Click here for the New York Paid Family Website – [New York State PFL Website](#)

Click here for the NY PFL PSB 440-16.

https://www1.nyc.gov/assets/dcas/downloads/pdf/reports/440_16.pdf

Have a question or want to report a claim, Call or email AbSolve at – 1-800-401-2691 NYPFL@absencesolved.com

AbSolve Portal Registration – *Once You Have Filed Your Claim*

- To register & activate your Portal access click here [Absolve Portal Activation](#)
- Your email address will serve as your username for logging into the Portal
- Once you have activated your access you will receive a notification email from – manager.access.requests@absencesolved.com
- The email will contain a Link that you will be instructed to click on
- Once you click on the Link you will be asked to change your password
- Enter a password and reenter it to verify
- Then hit “Change Password”
- You will be taken directly to the Portal

How to File a Claim

EASY CLAIM FILING for FASTER PAYMENTS

Dedicated Paid Family Leave Specialists are available to assist you Monday through Friday from 8:30 a.m. to 5:00 p.m. by dialing (800) 401-2691.

NOTE – New Claims Filing & Questions email address - NYPFL@absencesolved.com

STEP 1 Request your PFL package

You must request a PFL package from your agency's HR and complete the Request for Family Leave (Form PFL-1). You can get other appropriate PFL – (2-5) forms from AbSolve or the State of New York's PFL website. The specific documentation required varies based on the type of leave. There is a separate PFL-1 form for each type of leave. Click here for more details – [City of New York Paid Family Leave Benefits for Represented Employees](#)

STEP 2 Know when it's time to call

Once your PFL is approved, call us at the above number for next steps.

STEP 3 Have your information ready

- Employee identification number and other personal details
- Your last day of work and manager's contact information
- Your doctor's contact information including email and/or fax number

How to File a Claim (Cont'd)

EASY CLAIM FILING for FASTER PAYMENTS

Dedicated Paid Family Leave Specialists are available to assist you Monday through Friday from 8:30 a.m. to 5:00 p.m. by dialing (800) 401-2691.

NOTE – New Claims Filing & Questions email address - NYPFL@absencesolved.com

STEP 4 Call, email, or fax us to file a claim

With your information in hand, call 1-800-401-2691, or **NEW** email NYPFL@absencesolved.com, or fax 800-728-7028 to file a claim. Experts who specialize in Paid Family Leave benefits are available to answer your questions and guide you through the entire process from 8:30am until 5:00pm EST, Monday – Friday.

Thank you

