NOTICE OF BENEFITS

PAID FAMILY & MEDICAL LEAVE INSURANCE PLAN


New Hampshire Paid Family and Medical Leave (NH PFML) is a first in the nation, state-sponsored, voluntary insurance plan where NH employers and eligible NH workers can purchase NH PFML insurance providing 60% wage replacement (up to the Social Security wage cap) for up to six weeks per year for absences from work for covered common life events.

WHAT IS COVERED?
NH PFML covers the following leaves of absence:

- **Paid Medical Leave**
  - Own Serious Health*
    - Employee’s own medical need
  - Child Bonding
    - Including newborn, adoption, and foster placement
  - Family Caregiver
    - When a covered family member has a serious health condition

- **Paid Family Leave**
  - Military Exigency
    - When a covered family member is called to active service
  - Military Caregiver
    - When a spouse, child, parent, or next of kin who is a member of the armed forces has a serious illness or injury

WHO IS ELIGIBLE FOR COVERAGE?
Employees working for a NH employer are eligible for NH PFML insurance coverage.

AM I COVERED?
Talk with your employer or your Human Resources Office to find out if your employer is sponsoring NH PFML coverage and to learn more about NH PFML.

NO RETALIATION OR DISCRIMINATION
It is unlawful for an employer to discriminate or retaliate against any employee taking leave under NH PFML.

CONTINUATION OF HEALTH INSURANCE
Employers with 50+ workers must continue to provide health insurance to employees taking leave under NH PFML at the same level and under the same conditions as they did prior. Smaller employers have the option to continue.

FOR MORE INFORMATION, VISIT
PaidFamilyMedicalLeave.nh.gov

FOR MORE INFORMATION ABOUT BENEFITS,
CONTACT METLIFE 1-866-595-7365