

New York Paid Family Leave 2026

**Managerial
Employees**

**What you need to
know**



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Agenda

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

Benefit Plan Design – NY PFL For Managerial Employees

Paid Family Leave Benefits, Qualifying Events and Eligibility

NY PFL benefits that provides job protection and wage replacement for

Child bonding

(natural birth, adoption or foster).

Family Caregiver

When a covered family member has a serious health conditions.

- **Spouse**
- **Domestic Partner**
- **Child**
- **Parents/
Parents-in -law**
- **Grandparents/
Grandchild**
- **Siblings**

Military Exigency

When a covered family member is called to active service overseas.

New York Paid Family Leave Benefits Starting in 2026

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

\$1,228.53/week

(Up from \$1,177.32 in 2025)

up to a maximum total benefit of \$14,742.36

Benefit Calculation:

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

2024 state average weekly wage: \$1,718.15

2025 state average weekly wage: \$1,757.19

2026 state average weekly wage: \$1,833.63

12 weeks

Child bonding
Care for family member
Military exigency

Or Up to

60 Days

If taken intermittently
and dependent on the
average work week

NY PFL Coordination with Other Benefits

Leave Reason	NY PFL	PPL	FMLA
Employee has complications to pregnancy	No	No	Yes
Employee is disabled due to childbirth	No PFL to begin after disability has ended.	No	Yes
Employee has a serious health condition requiring multiple days-weeks-months away from work (including acting as a bone/organ donor)	No	No	Yes
Employee is injured at work	No	No	Yes
Employee is bonding with a newborn, fostering and/or adopting a child under-age 18	Yes	Yes	Yes
Employee needs to care for a grandparent or grandchild with a serious health condition	Yes	No	No
Employee needs to care for a grandparent, sibling, grandchild, with a serious health condition	Yes	No	No
Employee is impacted by family violence (medical or non-medical reason)	No	No	Yes- if medical No-if non-medical
Former employee receiving unemployment (less than 90 days post termination) has a qualifying event	No	No	No

NY PFL Eligibility

Eligibility

- **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.
- **Out-of-state employees/telecommuters:** In general, NY PFL is for employees who work in New York, and where you live typically does not matter when determining if you are in New York employment. If an employee is working in New York, his/her employment is considered New York employment. If an employee spends only part of their time working in New York, their coverage status depends on other factors.
- **Waiver available if employee will not meet work hour criteria:** If a worker will not meet the eligibility criteria listed above, they can sign a waiver to remove the payroll deduction and opt-out of benefits. However, the waiver is void if the employee's schedule changes such that they will meet the eligibility criteria listed above and the employee would be responsible to pay retroactive contributions.

Benefits

- 67% wage replacement benefits
- Mandated community rate of 0.432% with an annual cap of \$ 411.91 per employee per year.
- 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. 2 weeks quarantine benefits available when a child is not sick, but subject to a Covid 19 quarantine order**

Protections

- **Job protection.**
- Wage Replacement.
- 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 – Rates for 2026

Community Rate

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

2025

Maximum Wage : \$ 91,373.88

NY PFL Community Rate: 0.388%

Maximum Employee Contribution: \$354.53 per year

2025 state average weekly wage: \$ 1,757.19

2026

Maximum Wage : \$ 95,348.76

NY PFL Community Rate: 0.432%

Maximum Employee Contribution: \$411.91 per year

2026 state average weekly wage: \$ 1,833.63



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

Claim Submission – Best Practices

Submitting a Claim

Submission Tips

Advance Notice

- If possible, employees should alert their supervisor/employer 30 days in advance that they will be taking a NY PFL leave.
- AbSolve does not require 30 days' notice to file the claim.
- A claim cannot be approved until the 1st absence day of the claim
- Employees cannot receive PFL benefits and be paid by their employer during the same time period. Employees who receive pay from their employer while receiving PFL benefits are responsible to contact their Payroll department for repayment of funds.
- It is your responsibility to notify your HRSS Leave Administrator if there are any changes to the agreed-upon schedule.
- Visit your employer's intranet for a PFL package to complete the request.
- For all PFL Claims, Employee should complete (Form PFL-1 Part A), Employer to complete (Form PFL-1 Part B)

And to complete other appropriate PFL forms:

- Managerial employees who are applying for PPL/PFL Bonding For Child Bonding Claims –should complete (Form PFL- 2).
- For Care for Family Member – You should complete (Form PFL–3 & PFL -4).
- For Military Exigency- You should complete (Form PFL- 5)

Note: Employees applying for PPL/PFL Bonding leave should email the completed PFL 1& PFL 2 forms, along with any supporting documentation, to pplhrss@nychhc.org. Once HRSS Leave administration approves the PPL leave, they will in forward the documentation to Absolve/Insurance carrier.

Submitting a Claim (Cont'd)

Submission Tips

Filing a Claim

- Managerial Employee claims for NY PFL/PPL should be filed and submitted to your HRSS Leave Administration in advance, following your Paid Parental Leave Policy.
- 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 or PPL benefit payment
 - PFL or PPL benefits are only available in full day increments
- As part of Benefit Coordination Process - (Employer Paid Parental Leave and PFL Child Bonding Leave) Eligible PPL leave will be paid by the Employer directly at full pay(no retro leaves will be processed for PPL), managerial employees must apply through their agency HRSS Leave Administration with Absolve package to effectuate all necessary application and documentation.



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 2025 Benefit Applies

- Claim closed in 2025 and reopened within 3 months for the same leave reason in 2025 or 2026 (recurrent claim)
- Intermittent claims started in 2025 and continuing into 2026

When the 2026 Benefit Applies

- New claims filed with the first date of absence on or after January 1, 2026, even if filed in 2025
- Claims closed in 2025 and reopened after 3 months with a start date in 2026 for the same leave reason, a new claim form and certification may be needed for the claim.

Tools & Resources

Paid Family Leave Useful Tools & Resources

PFL Useful Links & Email

Click here to email a claim to AbSolve –

NYPFL@absencesolved.com

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

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

Click here to Login to the AbSolve Claims Information Portal to review your claim status– [AbSolve Claims Portal](#)

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

Click here for additional information & forms the PPL/PFL for Group 11 employees.

[Employee Resources Center \(nychhc.org\)](#)

Have a question or want to report a claim, Call AbSolve at – 1-800-401-2691

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

Claim Filing Process

STEP 1 Know when its time to call

If your absence is scheduled, please call us up to 30 days before you plan to be out. If unscheduled, please follow your normal call-out procedure and call us as soon as possible.

You can request for PFL package by visiting your employer's intranet site.

You can get other appropriate PFL Forms—(2-5) from AbSolve, and [NYC Health + Hospital](#) website.

STEP 2 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



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AbSolve Portal Login Page & Dashboard

STEP 3 Call, email, or fax us to file a claim

With your information in hand, call 1-800-401-2691, or 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.

For any further questions related to Filing Claim Leave- Contact Absolve Customer Service- Monday through Friday from 8:30 a.m. to 5:00 p.m. by dialing (800) 401-2691. or *email address your Claim inquiry-* NYPFL@absencesolved.com

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.

Thank you

Some services in connection with your coverage may be performed by AbSolve. This service arrangement in no way alters Metropolitan Life Insurance Company's obligation to you. Your coverage will continue to be administered in accordance with Metropolitan Life Insurance Company's policies and procedures.
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