

PAID FAMILY & MEDICAL LEAVE INSURANCE PLAN

Available under N.H. Rev. Stat. § 21-I:99, et seq. and N.H. Code Admin. R. Ins. Part 8000

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

*Where disability insurance is unavailable

Child Bonding

Including newborn, adoption, and foster placement

Family Caregiver

When a covered family member has a serious health condition

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



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