

## To Use Paid Family Leave To:

#### Assist family members due to Care for a family member with a another family member's active Bond with a newborn, a newly serious health condition adopted or fostered child military duty or impending active duty abroad **Complete Form PFL-1** Complete Form PFL-1 **Complete Form PFL-1** · Complete PFL-1, Part A · Complete PFL-1, Part A · Complete PFL-1, Part A Provide PFL-1 to employer Provide PFL-1 to employer Provide PFL-1 to employer • Employer completes PFL-1, Employer completes PFL-1, • Employer completes PFL-1, Part B and returns to you Part B and returns to you Part B and returns to you within 3 days within 3 days within 3 days **Complete Form PFL-2** Complete Form PFL-3 Complete Form PFL-5 Complete PFL-2 and collect Complete PFL-5 and collect Care recipient completes PFL-3 and provides to health supporting documentation supporting documentation care provider Send forms Send forms Care recipient's health care provider keeps PFL-3 and documents and documents · Send completed forms and · Send completed forms and Complete Form PFL-4 supporting documentation to supporting documentation to insurance carrier insurance carrier · Complete "Employee" information at the top of · Insurance carrier accepts or · Insurance carrier accepts or PFL-4 denies claim within 18 days denies claim within 18 days Provide PFL-4 to care recipient's health care provider Care recipient's health care provider completes PFL-4 and returns to you Send forms and documents · Send completed forms and supporting documentation to insurance carrier

Please keep a copy of all pages for your records.

 Insurance carrier accepts or denies claim within 18 days

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

- To request PFL, the employee requesting PFL must complete Part A of the *Request For Paid Family Leave (Form PFL-1)*. 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 the employee)

The employee requesting PFL must complete all required information.

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

Question 12: A child is defined as a biological, adopted, or foster son or daughter, a stepson or stepdaughter, a legal ward, a son or daughter of a domestic partner, or the person to whom the employee stands in loco parentis. A parent is defined as a biological, foster, or adoptive parent, parent-in-law, a stepparent, a legal guardian, or other person who stood in loco parentis to the employee when the employee was a child.

Questions 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	÷	52
Prorated Weekly Bonus =	_	\$50
Form PFL-1 Instructions continued on next page		

orm PFL-1 instructions continued on next page

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

#### Form PFL-1 Instructions continued from prior page

Average Weekly Wage \$525 Prorated Weekly Bonus \$50 \$575

## Average Weekly Wage (including bonus) =

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).

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 presubmitting, 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 resubmitted 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 the employer)

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

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

Question 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 starting 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.



## **Request For Paid Family Leave**

(Form PFL-1)

INSTRUCTIONS INCLUDED WITH FORM

Other last names, if any, under which employee has worked    Country   Count	Employee's legal name (first name, middle initial, last name)	Optional (for research purposes)		
City, State   Country (if not U.S.A.)   Mexican   Mexi	Other last names, if any, under which employee has worked	Employee's ethnicity/race     For purposes of health demographic only. (U.S. Centers for		
Street address   City, State   City, State   City, State   City, State   Chicano/a   Puerto Rican   Dominican   Chicano/a   Puerto Rican   Dominican   Cuban   Another Hispanic, Latino/a, or Spanish origin   Unknown   Unknown   What is employee's race? (One or more categories may be selected.)   Amother Hispanic, Latino/a, or Spanish origin   Unknown   Unknown   What is employee's race? (One or more categories may be selected.)   American Indian or Alaska Native   Black or African American Indian or Alaska Native   Black or African American Indian or Alaska Native   Black or African American Indian or Alaska Native   Filipino   Japanese   Korean   Vietnamese   Other Asian   White   Mative Hawaiian   Guamanian or Chamorro   Samoan   Other Pacific Islander   Other race   Other Pacific Islander   Other race   Military qualifying event   Military qualifying event   Military qualifying event   The family member is employee's:	Employee's mailing address	Is employee of Hispanic, Latino/a, or Spanish origin?		
Mexican American   Chicano/a   Puerto Rican   Dominican   Cuban   Another Hispanic, Latino/a, or Spanish origin   Another Hispanic, Latino/a, or Spanish origin   Not of Hispanic, Latino/a, or Spanish origin   Unknown   What is employee's race? (One or more categories may be selected.)   American Indian or Alaska Native   Black or African American   Asian Indian   Chinese   Filipino   Japanese   Korean   Wielnamese   Korean   Wielnamese   Male   Female   Not designated/Other   Polski	-			
Chicano/a		Mexican		
Pueto Rican	City Chair	Mexican American		
Employee's Social Security Number or TIN  Employee's date of birth (MMDD/YYYY)  I /	City, State	Chicano/a		
Employee's Social Security Number or TIN  Another Hispanic, Latino/a, or Spanish origin  Not of Hispanic, Latino/a, or Spanish origin  Unknown  What is employee's race? (One or more categories may be selected.)  American Indian or Alaska Native  Black or African American  Asian Indian  Chinese  Employee's preferred email address while on PFL (if available)  Employee's gender  Male   Female   Not designated/Other   Not designated/Ot		Puerto Rican		
Employee's Social Security Number or TIN    Another Hispanic, Latino/a, or Spanish origin   Not of Hispanic, Latino/a, or Spanish origin   Unknown   Unknown   Unknown   What is employee's race? (One or more categories may be selected.)   American Indian or Alaska Native   Black or African American   Asian Indian   Chinese   Filipino   Japanese   Korean   White   Female   Not designated/Other   Not designated/Other   Native Hawaiian   Guamanian or Chamorro   Samoan   Other Pacific Islander   Other race   Other race   Military qualifying event   Military qu	Zip code Country (if not U.S.A.)	Dominican		
Employee's Social Security Number or TIN    Another Hispanic, Latino/a, or Spanish origin   Not of Hispanic, Latino/a, or Spanish origin   Unknown   Unknown   Unknown   What is employee's race? (One or more categories may be selected.)   American Indian or Alaska Native   Black or African American   Asian Indian   Chinese   Filipino   Japanese   Korean   White   Female   Not designated/Other   Not designated/Other   Native Hawaiian   Guamanian or Chamorro   Samoan   Other Pacific Islander   Other race   Other race   Military qualifying event   Military qu		Cuban		
Employee's Social Security Number or TIN    Not of Hispanic, Latino/a, or Spanish origin   Unknown				
Unknown   What is employee's race? (One or more categories may be selected.)   American Indian or Alaska Native   Black or African American Indian or Alaska Native   Black or African American Indian or Alaska Native   Black or African American   Asian Indian   Chinese   Filipino   Japanese   Korean   Vietnamese   Other Asian   White   Native Hawaiian   Guamanian or Chamorro   Samoan   Other Pacific Islander   Other Pacific Islander   Other race   Other race   Military qualifying event   Military qu	Employee's Social Security Number or TIN			
Cone or more categories may be selected.)   American Indian or Alaska Native				
Cone or more categories may be selected.)   American Indian or Alaska Native	Employee's date of birth (MM/DD/YYYY)	What is employee's race?		
Employee's primary telephone number (				
Employee's preferred email address while on PFL (if available)  Employee's gender    Male   Female   Not designated/Other   Vietnamese   Vietnamese   Vietnamese   White   Native Hawaiian   Guamanian or Chamorro   Samoan   Other Pacific Islander   Other race    Other   Other Pacific Islander   Other race    Reason for PFL request:   Bond with child   x Care for family member   Military qualifying event   Military qual		American Indian or Alaska Native		
Employee's preferred email address while on PFL (if available)    Filipino     Japanese     Korean     Vietnamese     Other Asian     White     Native Hawaiian     Guamanian or Chamorro     Samoan     Other Pacific Islander     Other race     Other race     Chinese     Filipino     Japanese     Korean     Vietnamese     Other Asian     White     Native Hawaiian     Guamanian or Chamorro     Samoan     Other Pacific Islander     Other race     Other race     Other race     Chinese     Filipino     Japanese     Korean     White     Native Hawaiian     Guamanian or Chamorro     Samoan     Other Pacific Islander     Other race     Other race     Chinese     Filipino     Japanese     Korean     White     Native Hawaiian     Guamanian or Chamorro     Samoan     Other Pacific Islander     Other race     Other race     Chinese     Filipino     Japanese     Korean     White     Native Hawaiian     Guamanian or Chamorro     Samoan     Other Pacific Islander     Other race     Chinese     Filipino     Japanese     Korean     Vietnamese     Other Asian     White     Native Hawaiian     Guamanian or Chamorro     Samoan     Other Pacific Islander     Other race     Other race     Chinese     Filipino     Vietnamese     Other Asian     White     Native Hawaiian     Guamanian or Chamorro     Samoan     Other Pacific Islander     Other race     Other race     Chinese     Chinese     Chinese     Chief Asian     White     Native Hawaiian     Guamanian or Chamorro     Samoan     Other Pacific Islander     Other race     Chinese     Chief Asian     Chief Asian	Employee's primary telephone number	Black or African American		
Employee's preferred email address while on PFL (if available)  Employee's gender  Male Female Not designated/Other  Employee's preferred language  English Español Pyccкий Polski 中文 Italiano Kreyòl ayisyen 한국어  Other  Other  Other  Other  Other Asian  White  Native Hawaiian  Guamanian or Chamorro  Samoan  Other Pacific Islander  Other race  Paid Family Leave (PFL) Request (to be completed by the employee)  Reason for PFL request: Bond with child 又 Care for family member Military qualifying event  The family member is employee's:	(	Asian Indian		
Employee's gender  Male Female Not designated/Other  Employee's preferred language  English Español Pyccкий Polski 中文 Italiano Kreyòl ayisyen 한국어 Other  Other Pacific Islander Other race  Paid Family Leave (PFL) Request (to be completed by the employee) Reason for PFL request: Bond with child 文 Care for family member Military qualifying event	`	Chinese		
Japanese	7. Englessed and formed and it address while an BEI (formitals)			
Employee's gender    Male   Female   Not designated/Other   Vietnamese   Other Asian   White   Native Hawaiian   Guamanian or Chamorro   Samoan   Other Pacific Islander   Other race   Other race   Other Asian   White   Native Hawaiian   Guamanian or Chamorro   Samoan   Other Pacific Islander   Other race   Other race   Other race   Other race   Other race   Other Pacific Islander   Other race   Other ra				
Employee's gender    Male   Female   Not designated/Other   Other Asian				
Male   Female   Not designated/Other   Other Asian   White   Native Hawaiian   Guamanian or Chamorro   Samoan   Other Pacific Islander   Other race   Other race   Male   Female   Not designated/Other   Other Asian   White   Native Hawaiian   Guamanian or Chamorro   Samoan   Other Pacific Islander   Other race   Other race   Other race   Other race   Military qualifying event   Other family member	Employee's gender			
Employee's preferred language  English Español Pyccкий Polski Native Hawaiian  中文 Italiano Kreyòl ayisyen 한국어  Other  Other Other race  Paid Family Leave (PFL) Request (to be completed by the employee)  Reason for PFL request: Bond with child 文 Care for family member Military qualifying event  The family member is employee's:	Male Female Not designated/Other			
English				
마文 Italiano Kreyòl ayisyen 한국어 Guamanian or Chamorro Samoan Other Other race  Paid Family Leave (PFL) Request (to be completed by the employee)  Reason for PFL request: Bond with child 文 Care for family member Military qualifying event  The family member is employee's:	Employee's preferred language			
Other Other Other   Samoan   Other Pacific Islander   Other race  Paid Family Leave (PFL) Request (to be completed by the employee)  Reason for PFL request:   Bond with child   X Care for family member   Military qualifying event  The family member is employee's:	English Español Pусский Polski			
Other Pacific Islander Other race  Other race  Other race  Paid Family Leave (PFL) Request (to be completed by the employee)  Reason for PFL request: Bond with child Care for family member Military qualifying event  The family member is employee's:	☐ 中文 ☐ Italiano ☐ Kreyòl ayisyen ☐ 한국어	Guamanian or Chamorro		
Other race  Paid Family Leave (PFL) Request (to be completed by the employee)  Reason for PFL request: Bond with child Care for family member Military qualifying event  The family member is employee's:	Other	Samoan		
Paid Family Leave (PFL) Request (to be completed by the employee)  Reason for PFL request: Bond with child Care for family member Military qualifying event  The family member is employee's:		Other Pacific Islander		
. Reason for PFL request: Bond with child		Other race		
. Reason for PFL request: Bond with child	Only English and (DEL) Decrease (In heavy related by the con-			
The family member is employee's:				
		ember Military qualifying event		
Office Operate Domestic parties of arent of arent-fill-faw of orangement of orangement				

TO BE COMPLETED I	BY THE EMPLOYEE  (first name, middle initial, last name)  Employee's date of birth (MM/DD/YYYY)	
PART A - EMPL	OYEE INFORMATION (to be completed by the employee) - continued from prior page	
Form PFL-1 continue	d from prior page	
13. Will PFL be fo	or a continuous period of time and/or periodic?	
	PFL start date (MM/DD/YYYY) PFL end date (MM/DD/YYYY)	
Continuous	Dates are estimated	
	Identify dates periodic PFL will be taken:	
Periodic		
14 If providing k	ess than 30 day's advance notice to the employer, please explain:	
14. If providing is	ess than 30 day's advance notice to the employer, please explain.	
	nformation (to be completed by the employee)	
15. Business nar		
C&C TV I	Productions, LLC (payroll employer)	
16. Employee's d	late of hire (MM/DD/YYYY) / / / /	
17. Employee's v	vork location	
Street address		
City, State	Zip code Country (if not U.S.A.)	
18. Employee's a	average gross weekly wage (This data will be requested of both employee and employer)	
	elephone number for contact regarding this request ( )	
20a. Does employ	yee have more than one employer? Yes No	
20b. If yes, is em	ployee taking PFL from the other employer? Yes No	
21. Is employee	currently receiving Workers' Compensation Lost Wage Benefits?	
Disclosure statement	t: Information regarding PFL benefits received by the employee, such as payments received and types of leave, will be provided to the employer.	
Declaration and s	signature	
Any person who knowi	ingly and with intent to defraud any insurance company or other person files an application for insurance or statement of claim containing ormation, or conceals for the purpose of misleading, information concerning any fact material thereto, commits a fraudulent insurance act, shall also be subject to a civil penalty not to exceed five thousand 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 signature affirms that the information I am courate to the best of my knowledge and belief.	
Employee's signature  Date signed (MM/DD/YYYY)		
I am submitting the required missing	his form in advance (see instructions about pre-submitting). I understand the insurance carrier will contact me to advise how to submit the information	

	ED BY THE EMPLOYEE  me (first name, middle initial, last na	me) E	mployee's date of birth (MM/DD/YYYY)	
PART B - EMF	PLOYER INFORMATION (t	o be completed by the	e employer)	
1. Business's in Business name C&C TV  Mailing address 2300 En City, State Burbanl  2. Employer's  3. Employer's Employer's	full legal name and mailing are Productions, LLC s npire Ave, 5th Fl k, CA	address  (payroll emp  oor  Zip cc 91  2 4 8  cation (SIC) Code 8  related to PFL	loyer)  de Country (if not U.S.A.)	
6. Employer's	Employer's contact telephone number ( o I o ) o o o o o o o o o o o o o o o o			
8. Employee's	7. Employee's date of hire (MM/DD/YYYY)			
Week no. W	Veek ending date (MM/DD/YYYY)	Number of days worked	Gross amount paid	
2				
4				
5				
7				
8				
С	alculated average gross we	ekly wage:		
10. If employee	received or will receive full wa	ges while on PFL, will er	nployer be requesting reimbursement? Yes X No  Form PFL-1 continued on next page	

TO BE COMPLETED BY THE EMPLOYEE  Employee's name (first name, middle initial, last name)				M/DD/YYYY)
PAR	TB-EMPLO	OYER INFORM	MATION (to be completed by the employer) - continued fr	om prior page
Form	PFL-1 continued	d from prior page		
11a.	In the precedi	ng 52 weeks has	the employee taken leave for: NYS Disability PFL I	Both Disability and PFL None
11b.	Enter the tot	al number of w	eeks and days taken for both Disability and PFL in the last	52 weeks:
	Dischilitu	Weeks	Please provide specific dates for Disability:	
	Disability:	Days		
Weeks Please provide specific dates for PFL:		Please provide specific dates for PFL:		
	PFL:	Days		
	13. PFL insurance carrier's name and mailing address  PFL insurance carrier's name  Mailing address			
City, State  Zip code  Country (if not U.S.A.)  14. PFL insurance carrier's telephone number ( ) -				
I		nployee regular	ly works 20 or more hours per week and has been in emplo mployee regularly works less than 20 hours per week and	
Any pe	erson who knowir aterially false info	ngly and with intent ormation, or concea	to defraud any insurance company or other person files an application for ins is for the purpose of misleading, information concerning any fact material the to a civil penalty not to exceed five thousand dollars and the stated value of t	urance or statement of claim containing reto, commits a fraudulent insurance act,
		zed to sign as the e	imployer of the employee requesting PFL. My signature affirms that to the be urate.	st of my knowledge and belief, the
Emplo	yer's authorized	signature	Date signed (MM/DD/YYYY)	
Title				

## Release Of Personal Health Information Under The Paid Family Leave Law (Form PFL-3) Instructions

- If an employee is requesting PFL to care for a family member with a serious health condition, the care recipient or an authorized representative must complete a *Release Of Personal Health Information Under The Paid Family Leave Law (Form PFL-3)* and submit it to their health care provider, along with a copy of the *Health Care Provider Certification For Care Of Family Member With Serious Health Condition (Form PFL-4)*.
- The Release Of Personal Health Information Under The Paid Family Leave Law (Form PFL-3) enables the health care provider to complete Health Care Provider Certification For Care Of Family Member With Serious Health Condition (Form PFL-4) and release it to the employee seeking PFL benefits.
- Before completing and signing, the care recipient must read the Release Of Personal Health Information Under The Paid Family Leave Law (Form PFL-3) in its entirety.
- The employee requesting PFL submits both the Request For Paid Family Leave (Form PFL-1) and the Health Care Provider Certification For Care Of Family Member With Serious Health Condition (Form PFL-4) to their employer's PFL insurance carrier, or to their employer if the employer is self-insured, for PFL benefit determination.

**NOTE:** This form will be retained by the health care provider. The employee should make a copy for their records before giving it to the health care provider.

Care recipient or authorized representative signs and dates.

This form is given to the care recipient's health care provider along with the Health Care Provider Certification For Care Of Family Member With Serious Health Condition (Form PFL-4).

RELEASE OF PERSONAL HEALTH INFORMATION BY THE HEALTH CARE PROVIDER FOR A FAMILY MEMBER WITH A SERIOUS HEALTH CONDITION (to be completed by the care recipient or authorized representative and submitted to care recipient's health care provider with Form PFL-4)

Employee enters their name, and care recipient's (patient's) name and date of birth at the top of each page.

The PFL insurance carrier name requested at the top of the form is the same as the PFL insurance carrier identified in Request For Paid Family Leave (Form PFL -1) Part B line 13.

Care recipient or authorized representative must complete all applicable requested information.

If a care recipient is unable to fill out this form, an authorized representative must attach a copy of legal documentation, such as a health care proxy or power of attorney, permitting the representative to sign on behalf of the care recipient. The health care provider will require this documentation of authorization unless the authorized representative is a parent signing on behalf of a minor child.

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**

Release Of Personal Health Information Under The Paid Family Leave Law (Form PFL-3)

## INSTRUCTIONS INCLUDED WITH FORM

TO BE COMPLETED BY THE EMPLOYEE			
Employee's name (first name, middle initial, last name)			
Care recipient's (patient's) name (first name, middle initial, last name)  Care recipient's (patient's) date of birth (MM/DD/YYYY)			
RELEASE OF PERSONAL HEALTH INI WITH A SERIOUS HEALTH CONDITION submitted to care recipient's health care	(to be complet	ed by the care recipient or auth	
Care recipient's (patient's) name			
I,		, authorize my health care provi	ider listed on this form to
	Employee's name	· · ·	
release my personal health information to			and their
	ance carrier's name		
employer's PFL insurance carrier			
Records Subject to Release: This form gives the health care provider listed permission to include information from your health care records on the attached medical certification. This form gives your health care provider permission to release only the information in your health care records that relate to your current condition, which is the subject of the employee's request for Paid Family Leave benefits.  Duration of Revocable Release: This authorization ends after one year, or when you revoke the release. You can cancel this release at any time. To cancel, send a letter to the health care provider listed on this form.  This form does NOT allow your health care provider to release the following types of information, unless you specifically permit such release. Put an "X" next to any information your health provider MAY release:  HIV/AIDS related information Mental health information Alcohol/drug treatment Psychotherapy notes  Health Care Provider Information (to be completed by the care recipient or authorized representative)			
Identify the health care provider who is currer request for PFL benefits.	ntly providing you	with treatment for a condition that i	is subject to the employee's
1. Health care provider's name			
2. Health care provider's mailing address			
Mailing address  Mailing address			
City, State		Zip code	Country (if not U.S.A.)
3. Health care provider's telephone number (provide area or country code)			
			Form PFL-3 continued on next page

## FORM PFL-3 - CONTINUED FROM PRIOR PAGE

TO BE COMPLETED BY THE EMPLOYEE			
Employee's name (first name, middle initial, last name)			
Care recipient's (patient's) name (first name, middle initial, last name)	Care recipient's (patient's) date of birth (MM/DD/YYYY)		
	Y THE HEALTH CARE PROVIDER FOR A FAMILY MEMBER sed by the care recipient or authorized representative and orm PFL-4) - continued from prior page		
Form PFL-3 continued from prior page			
Care Recipient Information (to be completed by the ca	are recipient or authorized representative)		
4. Care recipient's mailing address			
Mailing address			
City, State	Zip code Country (if not U.S.A.)		
5. Care recipient's Social Security Number			
Care recipient's telephone number (provide area or country or	ode)		
READ AND SIGN BELOW			
I hereby request that the health care provider listed give a completed <i>Health Care Provider Certification For Care Of Family Member With Serious Health Condition (Form PFL-4)</i> to the employee identified on the PFL-4 form. I understand that such information includes a diagnosis and prognosis of my current condition, the date it commenced, and any estimation of the amount of care that I require from the employee requesting PFL benefits as a result of my current condition.			
Care recipient's signature			
	Date signed (MM/DD/YYYY)		
Authorized representative			
Print name			
I,	, represent the care recipient in this matter as authorized by:		
Parental right Power of attorney (attach copy) Court order (attach copy) Health care proxy (attach copy)  Authorized representative's signature			
	Date signed (MM/DD/YYYY)		
The employee should retain a copy for their own records.			

# Health Care Provider Certification For Care Of Family Member With Serious Health Condition (Form PFL-4) Instructions

The employee requesting PFL to care for a family member with a serious health condition must submit the *Health Care Provider Certification For Care Of Family Member With Serious Health Condition (Form PFL-4)* with the *Request For Paid Family Leave (Form PFL-1)*.

#### **Employee:**

- 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, mailing address, and care recipient's (patient's) name and date of birth at the top of page 1.
- Employee enters their name and date of birth, and care recipient's (patient's) name and date of birth at the top of page 2.
- Employee gives the Health Care Provider Certification For Care Of Family Member With Serious Health Condition (Form PFL-4) to the health care provider.

HEALTH CARE PROVIDER CERTIFICATION FOR CARE OF FAMILY MEMBER WITH SERIOUS HEALTH CONDITION (to be completed by the health care provider for the care recipient (patient) and returned to the employee identified above)

The patient's health care provider must complete all applicable requested information unless noted as optional.

Patient Information / family member with serious health condition (to be completed by the health care provider for the care recipient (patient) and returned to the employee identified above)

Question 2: Providing the optional ICD-10 code is recommended.

The patient's health care provider must complete the Patient Information and Health Care Provider sections of the Health Care Provider Certification For Care Of Family Member With Serious Health Condition (Form PFL-4).

Health care provider signs and dates, and then returns the form to the employee requesting PFL.

If you believe the patient is the victim of abuse or neglect caused by the employee requesting PFL, you may decline to provide this certification.

#### Employee:

• When you receive the completed *Health Care Provider Certification For Care Of Family Member With Serious Health Condition (Form PFL-4)* form from the health care provider, send the completed forms and supporting documentation to the insurance carrier.

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.





Health Care Provider Certification For Care Of Family Member With Serious Health Condition (Form PFL-4)

INSTRUCTIONS INCLUDED WITH FORM

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				
Mailing address				
City, State	Zip code Country (if not U.S.A.)			
Care recipient's (patient's) name (first name, middle initial, last name)	Care recipient's (patient's) date of birth (MM/DD/YYYY)			
Care recipient's (patient's) name (ilist hame, middle ililital, iast hame)	/ / / / / / / / / / / / / / / / / / /			
HEALTH CARE PROVIDER CERTIFICATION FOR CARE Of the completed by the health care provider for the care recipion.	OF FAMILY MEMBER WITH SERIOUS HEALTH CONDITION ient (patient) and returned to the employee identified above)			
(to be completed by the meaning care provider for the care recip	ioni (patient) and retarned to the employee identified above)			
Patient Information / family member with serious healt				
for the care recipient (patient) and returned to the employe				
<ol> <li>Does patient require care by the employee requesting Paid Family Leave (PFL)?</li> <li>Yes No (If no, skip to "Health Care Provider Information".)</li> </ol>				
<b>Note:</b> For the purposes of this section, "providing care" may include necessary physical care, emotional support, visitation, assistance in treatment, transportation, arranging for a change in care, assistance with essential daily living matters, and personal attendant services.				
2. Primary ICD-10 code (optional)				
3. Diagnosis				
4. Date patient's condition commenced (MM/DD/YYYY)				
5. First date care for patient is needed (MM/DD/YYYY)				
6. Expected date patient will no longer require care (MM/DD/Y)	(M) 1 1 1			
7. Estimated number of days per week OR days per month p	atient requires care Days/week Days/month			
	OR			
<b>Health Care Provider Information</b> (to be completed by the health care provider for the care recipient (patient) and returned to the employee identified above)				
8. Health care provider's name				
• • • • • •				
	Form PFL-4 continued from prior page			

## FORM PFL-4 - CONTINUED FROM PRIOR PAGE

TO BE COMPLETED BY THE EMPLOYEE  Employee's name (first name, middle initial, last name)	Employee's date of birth (MM/DD/YYYY)			
Care recipient's (patient's) name (first name, middle initial, last name	ne) Care recipient's (patient's) date of birth (MM/DD/YYYY)			
	RE OF FAMILY MEMBER WITH SERIOUS HEALTH CONDITION ecipient (patient) and returned to the employee identified above)			
Form PFL-4 continued from prior page				
9. Type of health care provider:				
Medical Doctor (MD) Doctor of Osteopathy (DO) Doctor of Podiatric Medicine (DPM) Doctor of Chiropractic Medicine (DC)				
10. Health care provider's mailing address  Mailing address  City, State	Zip code Country (if not U.S.A.)			
11. Health care provider's telephone number (provide area or country code)  12. Health care provider's fax number (provide area or country code)				
13. Health care provider's email address (if available)				
14. State or country (if not U.S.A.) in which health care p	rovider is licensed to practice			
15. Specialty				
16. Health care provider's license number				
any materially false information, or conceals for the purpose of misleading	any or other person files an application for insurance or statement of claim containing information concerning any fact material thereto, commits a fraudulent insurance act, ive thousand dollars and the stated value of the claim for each such violation.			
My signature attests that the information I have provided in this form is based on my professional assessment within my licensed scope of practice.				
Health care provider's signature	Date signed (MM/DD/YYYY)			