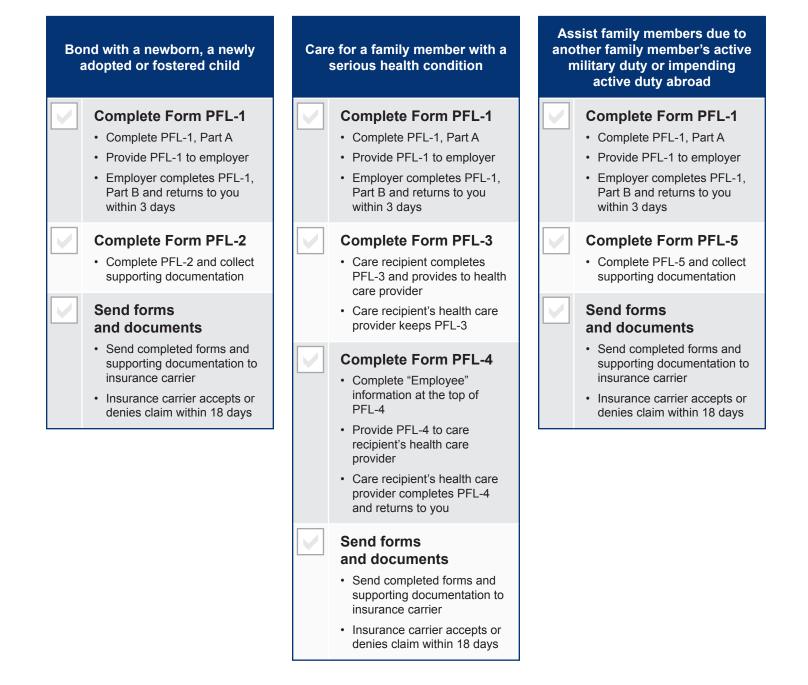
Applying For Paid Family Leave



To Use Paid Family Leave To:



Please keep a copy of all pages for your records.

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 Week 2 - Gross wage Week 3 - Gross wage Week 4 - Gross wage Week 5 - Gross wage Week 6 - Gross wage Week 7 - Gross wage, including overtime Week 8 - Gross wage, including overtime	+	\$550 \$500 \$500 \$500 \$500 \$500 \$600 \$550
Total = Divide by 8	÷	\$4,200 8
Average Weekly Wage =		\$525
Bonus earned in preceding 52 weeks Divide by 52	÷	\$2,600 52
Prorated Weekly Bonus = Form PFL-1 Instructions continued of	n n	\$50 ext page

If you need assistance, please call (844) 337-6303 www.ny.gov/PaidFamilyLeave

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 (including bonus) =		\$575
Prorated Weekly Bonus	+	\$50
Average Weekly Wage		\$525

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.



(Form PFL-1)

INSTRUCTIONS INCLUDED WITH FORM

PART A - EMPLOYEE INFORMATION (to be completed by the employee)

1.	Employee's legal name (fir	rst name, middle initial, last name)	Optional (for research purposes)				
2.	2. Other last names, if any, under which employee has worked		 Employee's ethnicity/race For purposes of health demographic only. (U.S. Centers for Disease Control and Prevention (CDC) code set, version 1.0.) 				
3.	Employee's mailing addre	955	Is employee of Hispanic, Latino/a, or Spanish origin? (One or more categories may be selected.)				
	Street address		Mexican				
			Mexican American				
	City, State		Chicano/a				
			Puerto Rican				
	Zip code	Country (if not U.S.A.)					
4.	Employee's Social Securi	ty Number or TIN	Another Hispanic, Latino/a, or Spanish origin				
			Not of Hispanic, Latino/a, or Spanish origin				
			Unknown				
5.	Employee's date of birth (MM/DD/YYYY)	What is employee's race? (One or more categories may be selected.)				
			American Indian or Alaska Native				
6. Employee's primary telephone number			Black or African American				
	() -		Asian Indian				
			Chinese				
7.	Employee's preferred ema	ail address while on PFL (if available)	 Filipino				
8.	Employee's gender		Vietnamese				
	Male Female No	ot designated/Other	Other Asian				
			White				
9.	Employee's preferred lang		Native Hawaiian				
	English Español		Guamanian or Chamorro				
	□ 中文 □ Italiano	Kreyòl ayisyen 한국어	Samoan				
	Other		Other Pacific Islander				
			Other race				
Ρ	aid Family Leave (PFL)	Request (to be completed by the e	employee)				
	. Reason for PFL request:		nember X Military qualifying event				
12	. The family member is en	nplovee's:					
			I-law Grandparent Grandchild				
	Child Spouse Domestic partner Parent Parent-in-law Grandparent Grandchild						
			Form PFL-1 continued on next page				



DRM PFL-1 - CONTINUED		
TO BE COMPLETED BY 1	THE EMPLOYEE st name, middle initial, last name)	Employee's date of birth (MM/DD/YYYY)
	s name, mode initial, last hame)	
PART A - EMPLOY	EE INFORMATION (to be complet	ted by the employee) - continued from prior page
Form PFL-1 continued fro	om prior page	
13. Will PFL be for a	continuous period of time and/or p	eriodic?
Continuous	PFL start date (MM/DD/YYYY) I	PFL end date (MM/DD/YYYY) I I Dates are estimated
	Identify dates periodic PFL will be taken:	Dates are estimated
Periodic		
14. If providing less	than 30 day's advance notice to the	employer, please explain:
Employment Info	mation (to be completed by the e	mplovee)
15. Business name		
	l, LLC (payroll emplo	over)
16. Employee's date	of hire (MM/DD/YYYY)	
17. Employee's worl	clocation	
Street address		
City, State		Zip code Country (if not U.S.A.)
ony, otato		
18. Employee's aver	r age gross <u>weekly</u> wage (This data wi	Il be requested of both employee and employer)
	hone number for contact regarding	
	have more than one employer?	
	yee taking PFL from the other employed	
	rently receiving Workers' Compensa	
Disclosure statement: Info	ormation regarding PFL benefits received by the e	employee, such as payments received and types of leave, will be provided to the employer.
Declaration and sign	ature	
any materially false informa	ation, or conceals for the purpose of misleading	bany or other person files an application for insurance or statement of claim containing g, information concerning any fact material thereto, commits a fraudulent insurance act, five thousand dollars and the stated value of the claim for each such violation.
	est for paid family leave benefits under the NY ate to the best of my knowledge and belief.	S Workers' Compensation Law. My signature affirms that the information I am
Employee's signature		Date signed (MM/DD/YYYY)
I am submitting this fo	orm in advance (see instructions about pre-sub	mitting). I understand the insurance carrier will contact me to advise how to submit the

		TED BY THE EMPLOYEE	me) E	Employee's date of birth (MM/DD/YYYY) I I					
PA	PART B - EMPLOYER INFORMATION (to be completed by the employer)								
1.	Business na	's full legal name and mailing a ame ayroll, LLC (payro							
	Mailing address 2300 Empire Ave, 5th Floor								
	City, State Burba:	nk, CA	Zip cc 91	ode Country (if not U.S.A.) 504					
2.	Employer	's FEIN 9 5 - 4 1 4 9	9 0 9						
3.	Employer	's Standard Industrial Classific	cation (SIC) Code 8	7 2 1					
		's contact name for questions	related to PFL						
		ree Help Desk							
5.	5. Employer's contact telephone number (8 1 8) 8 6 0 - 7 7 5 6								
6.		's contact email address	1						
	employeehelpdesk@castandcrew.com								
	7. Employee's date of hire (MM/DD/YYYY)								
	8. Employee's occupation Codes are available at: www.bls.gov/soc/2010/soc_alph.htm								
9.				calculate the average gross weekly wage					
	Week no.	Week ending date (MM/DD/YYYY)	Number of days worked	Gross amount paid					
	1								
	2								
	3								
	4								
	5								
	6								
	7								
	8								
		Calculated average gross we	ekly wage:						
10.	10. If employee received or will receive full wages while on PFL, will employer be requesting reimbursement? Yes X No Form PFL-1 continued on next page								

FORM PI	-L-1 - CONTINU	ED FROM PRIOR PAG	JE		FORM PFL-1 - 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)										
Empi	oyee's name	(first name, middle ini	tial, last name)							
PAR	T B - EMPLO	OYER INFORMA	TION (to be complete	d by the employer) - cont	tinued from prior page					
		d from prior page	· · ·							
			ne employee taken leave f	ior: NYS Disability P	FL Both Disability and PFL None					
11b. Enter the total number of weeks and days taken for both Disability and PFL in the last 52 weeks:										
		Weeks	Please provide specific	-						
	Disability:	Days								
		Weeks	Please provide specific	dates for PFL:						
	PFL:									
		Days								
40 1	- 41	- Ashina Familat								
				LA) concurrently with PFL	? Yes No					
	PFL insurance ca		and mailing address							
	Mailing address									
City, State Zip code Country (if not U.S.A.)					Country (if not U.S.A.)					
14. F	PFL insurance	e carrier's telepho	one number ()						
15. F	PFL policy nu	mber 11DBL	8375100							
	aration and s	-	works 20 or more how	s nor wook and has boon	in employment for at least 26					
					eek and has worked at least 175 days.					
Any person who knowingly and with intent to defraud any insurance company or other person files an application for insurance or statement of claim containing any materially false information, or conceals for the purpose of misleading, information concerning any fact material thereto, commits a fraudulent insurance act, which is a crime, and 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 th	e person authori	-	loyer of the employee reques		t to the best of my knowledge and belief, the					
	yer's authorized									
	-	-		Date signed (MM/DD/YYY	Y)					
litle	Title									
				_						

Military Qualifying Event (Form PFL-5) Instructions

If an employee is requesting PFL because of a family member's covered active military duty or impending covered active duty, the employee must submit the *Military Qualifying Event (Form PFL-5)* with the *Request For Paid Family Leave (Form PFL-1).*

The employee must identify the family member, provide a copy of the member's covered active duty orders or impending active duty orders, and describe the reason leave is being requested.

MILITARY QUALIFYING EVENT (to be completed by the employee)

The employee requesting PFL must complete all applicable requested information.

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, and mailing address at the top of page 1.

Employee enters their name and date of birth at the top of page 2.

Questions 1-5: Enter the military member's information, and indicate the military member's relationship to the employee.

Question 5: 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.

Question 6: Enter dates of expected military covered active duty.

Question 7: Documentation that shows that the military member is on covered active duty or has been notified of an impending call or order to covered active duty is required and must be attached to this form. Select the type of documentation that is attached from the list below.

Required documentation includes one of the following:

- · Covered active duty orders; OR
- · Letter from the military unit documenting impending call or order to covered duty; OR
- Documentation of military leave signed by the approving authority for military member's Rest and Recuperation.

Qualifying Reason for Leave (to be completed by the employee)

Question 8: Explain the need for PFL because of the Military Qualifying Event. For example: "My spouse was just called on short notice to covered active duty status, and will be deployed to (country) in five days. I need to take PFL to be with them and make arrangements for while they are away on active duty." 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, date of birth, other last names, if any, under which they have worked, Social Security or Taxpayer Identification Number (TIN) number, and mailing address at the top of the attachment.

Question 9: Include one or more of the qualifying supporting documents:

- Meeting announcement for informational briefing sponsored by the military; or
- Document(s) confirming an appointment with a school official, doctor, attorney or financial advisor; or
- Copy of a bill for services for the handling of legal or financial affairs.

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.

Form PFL-5 Instructions Page 1 of 1 If you need assistance, please call (844) 337-6303 www.ny.gov/PaidFamilyLeave

DO NOT SCAN



Request For Paid Family Leave

Military Qualifying Event (Form PFL-5)

INSTRUCTIONS INCLUDED WITH FORM

Employee's name (first name, middle initial, last name) Employee's date of birth (MM/DD/YYYY) I I Other last names, if any, under which employee has worked Employee's Social Security Number or TIN Image: Imployee's mailing address Image: Imployee's mailing address Mailing address Image: Imployee's mailing address Image: Imployee's mailing address Image: Imployee's mailing address					
Employee's mailing address Mailing address City, State Zip code Country (if not U.S.A.) MILITARY QUALIFYING EVENT (to be completed by the employee) 1. Name of military member on covered active duty or impending call to covered active duty status (international deployment) (first name, middle initial, last name) 2. Military member's date of birth (MM/DD/YYYY) 1 3. Military member's gender Male Female Not designated/Other					
Mailing address City, State Zip code Country (if not U.S.A.) MILITARY QUALIFYING EVENT (to be completed by the employee) Image: Country (if not U.S.A.) 1. Name of military member on covered active duty or impending call to covered active duty status (international deployment) (first name, middle initial, last name) 2. Military member's date of birth (MM/DD/YYYY) Image: Image: Country (Image:					
Mailing address City, State Zip code Country (if not U.S.A.) MILITARY QUALIFYING EVENT (to be completed by the employee) Image: Country (if not U.S.A.) 1. Name of military member on covered active duty or impending call to covered active duty status (international deployment) (first name, middle initial, last name) 2. Military member's date of birth (MM/DD/YYYY) Image: Image: Country (Image:					
MILITARY QUALIFYING EVENT (to be completed by the employee) 1. Name of military member on covered active duty or impending call to covered active duty status (international deployment) (first name, middle initial, last name) 2. Military member's date of birth (MM/DD/YYYY) / 3. Military member's gender Male					
 Name of military member on covered active duty or impending call to covered active duty status (international deployment) (first name, middle initial, last name) Military member's date of birth (MM/DD/YYYY) / / / / / / / / / / / / / / / / /					
deployment) (first name, middle initial, last name) 2. Military member's date of birth (MM/DD/YYYY) J J <					
3. Military member's gender Male Female Not designated/Other					
4. Military member's mailing address					
Mailing address					
City, State Zip code Country (if not U.S.A.)					
5. The above-named military member is employee's: Spouse Domestic partner Child Parent					
6. Period of military member's covered active duty (MM/DD/YYYY) Image:					
7. Please select one of the following and attach the indicated document to support that the military member is on covered active duty or impending call or order to covered active duty status:					
Covered active duty orders Letter of impending call or order to covered duty authority for military leave signed by the approving authority for military member's Rest and Recuperation					
Qualifying Reason For Leave (to be completed by the employee)					
 What is the reason employee is requesting PFL? (One or more reasons may be selected.) 					
Arranging for child care Acting as military member's representative before a federal, state, or local agency for purpose of obtaining, arranging, or appealing military service benefits					
Counseling Attending any event sponsored by the military or military service organizations					
Making financial arrangements Other					
Making legal arrangements					
Form PFL-5 continued on next page					



TO BE COMPLETED BY THE EMPLOYEE Employee's name (first name, middle initial, last name) Image: Imag

Form PFL-5 continued from prior page

9. Written documentation supporting this request for leave is available and attached?

No None Available

Note: A complete and sufficient certification to support a request for PFL leave due to a qualifying event includes any available written documentation which supports the need for leave; such documentation may include a copy of a meeting announcement for informational briefings sponsored by the military; a document confirming the military member's Rest and Recuperation leave; a document confirming an appointment with a third party, such as a counselor or school official, or staff at a care facility; or a copy of a bill for services for the handling of legal or financial affairs. If leave is requested to meet with a third party, the employee must provide the supporting documentation of the meeting that includes the name, address, appropriate contact information of the individual or entity with whom you are meeting (i.e., either telephone number, fax number, or email address of the individual or entity).

Declaration and signature

Any person who knowingly and with intent to defraud any insurance company or other person files an application for insurance or statement of claim containing any materially false information, or conceals for the purpose of misleading, information concerning any fact material thereto, commits a fraudulent insurance act, which is a crime, and 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 providing is true and accurate to the best of my knowledge and belief.

Employee's signature

Yes

Date	signed	(MM	I/DE)/YY	YY)		
	1			1			

TO BE COMPLETED BY THE EMPLOYEE						
Employee's name (first name, middle initial, last name)	Employee's date of birth /	n (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.)				
City, State	Zip code	Country (if not U.S.A.)				

QUALIFYING REASON FOR LEAVE - DOCUMENTATION

If leave is requested to meet with a third party, the employee must provide supporting documentation of the meeting that includes the name, address, and appropriate contact information of the individual or entity with whom you are meeting (i.e., either the telephone number, fax number or email address of the individual or entity). The reason for a meeting can include: arranging for child or parental care, counseling, making financial or legal arrangements, acting as the military member's representative before a federal, state or local agency for purposes of obtaining, arranging or appealing military service benefits, or attending any event sponsored by the military service organizations.

Please submit this documentation for each required meeting/event.

Name of individual with whom employee is meeting					
Title					
Organization					
Telephone number (provide area or country code)					
Fax number (provide area or country code)					
Email address					
Mailing address					
City, State	Zip code	Country (if not U.S.A.)			
Describe nature of meeting. Include dates, if known:					

