



## **Press Release**

### **For Immediate Release**

#### **Contact:**

Rich Lavers  
Deputy Commissioner  
New Hampshire Employment Security  
(603) 496-0096

### **New Hampshire remains only state offering individual Paid Family and Medical Leave**

*Annual Enrollment for Individuals, Premiums no more than \$5 per week*

Concord, N.H. (December 10, 2024) – Annual open enrollment has started for New Hampshire workers to purchase Paid Family and Medical Leave Coverage. Costs remain capped at no more than \$5 per week to provide New Hampshire workers with access to wage replacement benefits, providing opportunity to every worker to afford time away from work when life happens.

“For less than a meal at McDonald’s each week, New Hampshire is the only state in America to offer our workforce with an innovative, affordable paid family and medical leave program,” said Governor Chris Sununu. “Only right here in the Granite State have we been successful in creating the opportunity to buy low cost, high benefit leave coverage. It’s a bargain that can’t be beat!”

New Hampshire remains the only state in the country to provide all workers with voluntary Paid Family and Medical Leave coverage. While other states require all workers to pay for this coverage whether they want it or not, New Hampshire gives workers the option to choose how they want to spend their hard-earned money.

The third annual open enrollment period when individuals can sign up to purchase coverage runs through January 29, 2025.

New Hampshire’s Paid Family and Medical Leave program continues to grow. Currently, over 23,000 workers are beneficiaries of the program either by purchasing it on their own during Open Enrollment or

as a benefit offered by their employer. For many employers, Paid Family and Medical Leave insurance has become a key tool in their array of benefits to recruit and retain workforce. The program's early successes have established the roots needed for its longevity and continued growth.

Individual plan coverage includes:

- Paid family and paid medical leave together in a single insurance policy.
- 60% wage replacement (up to the Social Security wage cap).
- Up to six weeks of wage replacement benefits per benefit year.
- Full day, reduced schedule, or partial day leaves (minimum of four-hour increments).
- A single unpaid work week before benefits may be paid.
- A seven-month waiting period before a claim may be submitted during which time premiums are required to be paid.
- Individuals need to coordinate leave with their employer and discuss whether federal job protection applies.

The New Hampshire Department of Administrative Services and the Department of Employment Security continue their ongoing advertising campaign to inform workers across the Granite State of the program and the 60-day open enrollment period.

Individuals can obtain a quote online at [paidleave.nh.gov](https://paidleave.nh.gov) or request a quote by calling the MetLife Customer Solution Center at 1-866-595-PFML (7365). To learn more, individuals should go to [paidleave.nh.gov](https://paidleave.nh.gov).

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