Paid Family & Medical Leave

- Currently no program

Benefits: paid job protected leave to:
- Receive treatment for a serious medical condition
- Bond with a newborn or newly adopted child
- Care for family member with serious medical condition
- Care for family member injured while serving in the armed forces
- Handle matters arising from a family member’s active duty service in the armed forces or call for deployment

Duration
- 16 weeks family leave
- 26 weeks medical leave
- 26 weeks aggregate/military

Wage Replacement
- 90% of employee’s weekly wage up to cap
- Weekly benefit capped at $1,000

Contributions
- Payroll tax of .63%, adjusted annually
- Employers cover 50% of premium
- No small business exemption

Employer Opt-Out: none

Effective Dates: January 1, 2019

Benefits: paid, job protected leave to:
- Receive treatment for a serious medical condition
- Bond with a newborn or newly adopted child
- Care for family member with serious medical condition
- Care for family member injured while serving in the armed forces
- Handle matters arising from a family member’s active duty service in the armed forces or call for deployment

Duration:
- 12 weeks family leave
- 20 weeks medical leave
- 26 weeks aggregate/military

Wage Replacement
- 80% of employee’s wage up to 50% of the State Avg. Weekly Wage ($669.03)
- Then 50% of wages exceeding 50% of SAWW up to cap
- Weekly benefit capped at $850

Contributions
- Payroll tax of .63%, adjusted annually
- Employees cover 100% of family leave and 40% of medical leave contribution
- Employers cover at least 60% for medical leave
- Employers with fewer than 25 employees not required to cover employer portion of contributions BUT are required to remit employee portion

Employer Opt-Out
- Business has option to provide private benefits program meeting requirements of the law.
- Private plan must be certified by the state

Effective Dates
- Family Leave:
  - For care of child: 1/1/21
  - For family member with serious health condition: 7/1/21
- Medical Leave: 1/1/21
- Military Family Leave: 1/1/21
- Collections begin 7/1/19