



**2024 COMPLIANCE
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Comparing PFL and PFML Mandates to Untangle the Patchwork

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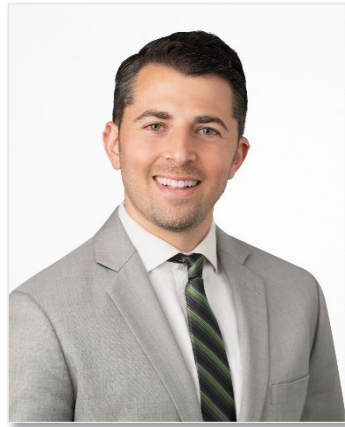


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Program Overview

- 01** Terminology and Historical Review
- 02** PFL/PFML Comparisons
- 03** Final Thoughts
- 04** Questions



Terminology and Historical Review



Terminology

- **Statutory Unpaid Family and Medical Leave (FML):** Provides up to a specified number of weeks of unpaid job-protected leave for eligible employees who take leave for covered reasons, including their own illness, bonding with new child or to care for family member with a serious health condition.
- **Statutory Disability Insurance (SDI, TDI):** Provides partial wage replacement to employees who are temporarily disabled and unable to work because of non-occupational illness or accident.
- **Statutory Paid Family Leave (PFL):** Provides up to certain number of weeks of paid leave for eligible employees who take leave for family care related covered reasons, including bonding with a new child or to care for family member with a serious health condition. This time may also be job-protected in some jurisdictions.
- **Statutory Paid Family and Medical Leave (PFML):** Provides up to certain number of weeks of paid leave for eligible employees who take leave for covered reasons, including their own illness, bonding with a new child or to care for family member with a serious health condition. This time may also be job-protected in some jurisdictions.



Terminology continued

- **Statutory Paid Sick Leave Law (PSL):** Employees earn a certain amount of paid leave based on hours worked that can be used for various reasons, including sickness or preventive care for themselves or family members. Employees receive their full pay (with potential nuances) for PSL and they are paid by their employer for the time.
- **COVID Paid Leave / Public Health Emergency Leave (SPSL, EPSL, PHEL):** In certain jurisdictions, employees receive a lump sum of paid time off for COVID-19 specific reasons or broader public health emergency leave reasons.
- **Company-Provided/Voluntary Leave (STD, LTD, PPL, etc.):** Companies may choose to provide leave benefits to employees such as short-term disability or paid parental leave in order to attract or retain employees.



Paid Family and Medical Leave

- **Existing Mandatory SDI Laws – 5 States:**
 - CA, HI, NJ, NY & RI
- **Existing Mandatory PFML Laws – 13 States + DC**
 - Paid Family Leave - **CA, NJ, NY & RI**
 - Paid Family and Medical Leave – **CO** (benefits became effective 1/1/2024), **CT, DC, DE** (benefits effective 2026), **MA, ME** (benefits effective 2026), **MD** (benefits effective 2026), **MN** (benefits effective 2026), **OR** (benefits became effective 9/3/2023) & **WA**



Paid Family and Medical Leave

A few new twists!

- **NH, VT** have instituted **Voluntary** PFML programs
 - NH (effective 1/1/2023)
 - VT (effective for state employees 7/1/2023; for other non-state government public employers 7/1/2024; for individual/private employer purchasers 7/1/2025)
- **AL, AR, FL, TN** (effective 1/1/2024), **TX, VA** added **Family Leave Insurance** as a class of insurance
- **Are these signs of the direction that PFML benefits will take in the coming years?**



PFL/PFML Comparisons

Survey Question



Which of the following PFML topics do you find to be the **most complicated?**

1. Employee Eligibility
2. Qualifying Absences and Covered Family Members
3. Length of Benefits
4. Job Protection vs. Wage Replacement
5. Coordination With Employer-Provided Benefits
6. All of the above, plus all other PFML criteria not mentioned here. These laws are tricky!



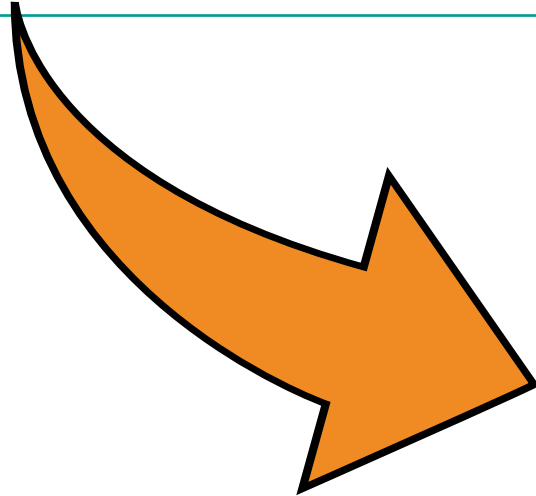
Overview of Comparisons

There are many PFML law substantive topics. We will be taking a closer look at the following:

- Employer Coverage
- Employee Eligibility
- Qualifying Absences
- Covered Family Members
- Length of Benefits
- Amount of Pay
- Job Protection
- Program Administration (state vs. private vs. both)
- Funding
- Coordination of Benefits
- Intermittent Leave

Employer Coverage

FMLA - Employer Coverage Standard: Employ no less than 50 employees for at least 20 workweeks in the current or preceding year.



PFML Laws - Employer Coverage Standard: Most existing PFML laws apply to employers that have in the relevant jurisdiction.



Employee Eligibility

Employee Eligibility Topics	Relevant PFML Locations
Wage Amount Threshold	CA, CO, CT, MA, ME, MN, NJ, OR, RI
Length of Employment	DE, NY
Hours and/or Percentage of Time Worked	DC, DE, MD, WA
Contribution to PFML Program	CA, OR, RI
Submission of Claim for PFML Benefits	CA, DE, ME, MN, OR
If Required, Use Certain Amount of PTO	CA
Lost Wages because of Absence for Qualifying Event / Unable to Perform Work	CA, MN
Meet Law's Administrative Requirements	DE, ME

Other Eligibility Issues to Keep in Mind (location-specific):

- Base Period
- Alternative Base Period
- Whether the employee works in the state (or meets other nexus criteria)
- Former Employee Coverage
- Does Law Have Certain Disqualification Criteria



Telecommuter Employees—Select Examples Only

Jurisdiction	Telecommuter Considerations
Connecticut	<p>If the employee is not subject to state unemployment insurance obligations, the CT Paid Leave Authority will apply the same factors (in the same order of priority) that are used in the unemployment insurance context to determine if the employee “works in Connecticut” for the purpose of the CT Paid Leave Program:</p> <ul style="list-style-type: none">(a) Whether the services are localized.(b) If the services are not localized, whether there is a base of operations and whether some of the services are performed within the same state as the base of operations.(c) If the work is not localized and there is no base of operations: whether the employee performs some of the services and receives direction and control from a state(d) If and only if there is no place of direction and control, no localized services, and no base of operation: where the employee resides.



Telecommuter Employees—Select Examples Only (Con't)

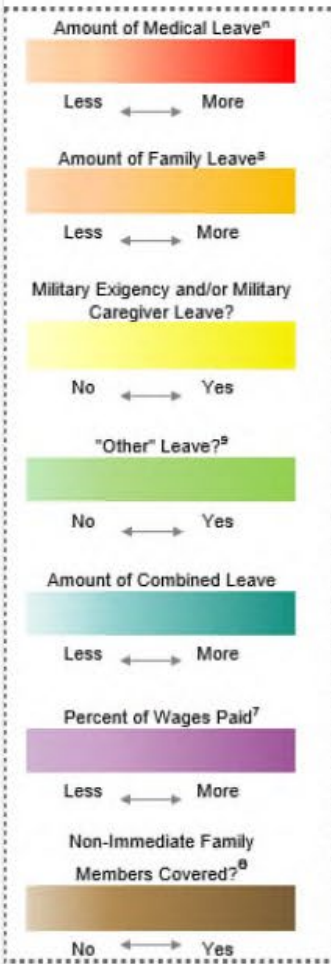
Jurisdiction	Telecommuter Considerations
New York	<p>To be eligible for New York Paid Family Leave an employee’s work must be localized in New York. Work is considered “localized” if it is (1) performed entirely in the state or (2) is performed in and outside of the state but that performed outside of the state is incidental to the employee's service in the state or is temporary or transitory in nature or consists of isolated transaction.</p> <p>The term "employment" includes an employee's entire service performed both within and without this state provided it is not localized in any state but some of the service is performed in this state, and</p> <ul style="list-style-type: none"> (1) the employee's base of operations is in this state; or (2) if there is no base of operations in any state in which some part of the service is performed, the place from which such service is directed or controlled is in this state; or (3) if the base of operations or place from which such service is directed or controlled is not in any state in which some part of the service is performed, the employee's residence is in this state.



Weaving the Patchwork: How Mandatory Paid Family Leave Laws Stitch Together

Private Plan Availability

All existing PFL laws other than DC and RI have a private plan option available to employers, **but** private plan approval criteria varies greatly.



Locations with Mandatory PFL Laws ⁰	Medical Leave (weeks) ⁿ	Family Leave (weeks) ^a	Military Exigency And/Or Military Caregiver Leave?	"Other" Leave? ⁹	Combined Leave (weeks)	Percent of Wages Paid ⁷	Non-Immediate Family Members Covered? ⁶
CA	52 ¹	8	Yes ⁵	None	52 ¹	60 - 70%	None
CO (eff. 1/1/2024)	12 or 16 ³	12	Yes ⁵	1 type	12 or 16 ³	90% then 50%	2 types
CT	12 or 14 ³	12	Yes	2 types	12 or 14 ³	95% then 60%	1 type
DC	12	12	No	1 type	12 or 14 ⁴	90% then 50%	None
DE (eff. 1/1/2026)	6 ²	6 or 12 ²	Yes ⁵	None	12	80%	None
ME (eff. 5/1/2026)	12	12	Yes	3 types	12	90% then 66%	2 types
MD (eff. 1/1/2026)	12	12	Yes	None	24	90% then 50%	None
MA	20	12	Yes	None	26	80% then 50%	None
MN (eff. 1/1/2026)	12	12	Yes	1 type	20	90% then 66% then 55%	3 types
NJ	26 ¹	12	No	2 types	38 ¹	85%	1 type
NY	26 ¹	12	Yes ⁵	1 type	26 ¹	67%	None
OR (eff. 9/3/2023)	12 or 14 ³	12	No	1 type	12 or 14 ³	100% then 50%	3 types
RI	30 ¹	6	No	None	30 ¹	4.62% ⁸	None
WA	12 or 14 ³	12	Yes ⁵	1 type	16 or 18 ³	90% then 50%	2 types

⁰ Effective date represents date benefits become available for all forms of leave

¹ Length of absence from statutory disability insurance (SDI) laws

² 6 weeks in 24-month period = employee or family member serious health condition; 12 weeks in 12-month period = bonding

³ Additional weeks possible if pregnancy complications

⁴ Additional weeks possible for prenatal care and bonding

⁵ Military Exigency Only

⁶ For this graphic, Immediate Family Members are: child, parent, in-laws, spouse, domestic partner, sibling, grandparent, grandchild

Non-Immediate Family Members Include: equivalent of family relationship by close association, individual who lives in employee's home, expectation of care, etc.

⁷ Amount of pay to Employee will depend on certain factors, such as their average weekly wage ("AWW"), the statewide AWW and the maximum weekly pay established by each program

⁸ Unlike other PFL laws, which typically measure amount of pay based on the employee's AWW, RI measures based on the employee's highest earning quarter in the base period

⁹ "Other" Leave can include, but is not limited to, Bereavement Leave, Safe Time, Bone Marrow or Organ Donation, Prenatal Care, Public Health Emergencies, or COVID related absences.

ⁿ For this graphic, Medical Leave refers to qualifying absences related to the employee's own serious health condition or disability, depending on applicable law

^a For this graphic, Family Leave refers to qualifying absences related to bonding or caring for a family member with a serious health condition



Locations with Mandatory PFL Laws ⁰	Medical Leave (weeks) ⁿ	Family Leave (weeks) ^a	Military Exigency And/Or Military Caregiver Leave?	"Other" Leave? ⁹	Combined Leave (weeks)	Percent of Wages Paid ⁷	Non-Immediate Family Members Covered? ⁶
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DC	12	12	No	1 type	12 or 14 ⁴	90% then 50%	None
DE (eff. 1/1/2026)	6 ²	6 or 12 ²	Yes ⁵	None	12	80%	None
ME (eff. 5/1/2026)	12	12	Yes	3 types	12	90% then 66%	2 types
MD (eff. 1/1/2026)	12	12	Yes	None	24	90% then 50%	None
MA	20	12	Yes	None	26	80% then 50%	None
MN (eff. 1/1/2026)	12	12	Yes	1 type	20	90% then 66% then 55%	3 types
NJ	26 ¹	12	No	2 types	38 ¹	85%	1 type
NY	26 ¹	12	Yes ⁵	1 type	26 ¹	67%	None
OR (eff. 9/3/2023)	12 or 14 ³	12	No	1 type	12 or 14 ³	100% then 50%	3 types
RI	30 ¹	6	No	None	30 ¹	4.62% ⁸	None
WA	12 or 14 ³	12	Yes ⁵	1 type	16 or 18 ³	90% then 50%	2 types



Qualifying Events

Qualifying Event	Relevant PFML Locations
Bonding – Birth	All mandatory laws PFML Laws
Bonding – Adoption	All mandatory laws PFML Laws
Bonding – Foster Care Placement	All mandatory laws PFML Laws
Care of Family Member with Serious Health Condition	All mandatory laws PFML Laws
Own Serious Health Condition	CA*, CO, CT, DC, DE, HI*, ME, MD, MA, MN, NJ*, NY*, OR, RI*, WA
Qualifying Military Exigency	CA, CO, CT, DE, ME, MD, MA, MN, NY, WA
Military Caregiver Leave	CT, ME, MD, MA, MN
Bone Marrow and Organ Donation	CT, ME
Safe Time	CO, CT, ME, MN, NJ, OR
Bereavement Leave	ME**, WA
Pre-Natal Care	DC, MN
State of Emergency or Public Health Emergency Related Absences	NJ
COVID-Specific Absences	NY



Covered Family Members

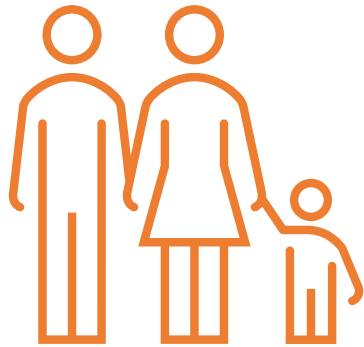
Family Member	Relevant PFML Locations
Child	All mandatory laws
Parent	All mandatory laws
Parent-In-Law	CA, CO, CT, DC, ME, MD, MA, MN, NJ, NY, OR, RI, WA
Spouse	All mandatory laws
Domestic Partner	CA, CO, DC, ME, MD, MA, MN, NJ, NY, OR, RI, WA
Sibling	CA, CO, CT, DC, ME, MD, MA, MN, NJ, NY, OR, WA
Grandparent	CA, CO, CT, DC, ME, MD, MA, MN, NJ, NY, OR, RI, WA
Grandchild	CA, CO, CT, ME, MD, MA, MN, NJ, NY, OR, WA



Covered Family Members (con't)

Family Member	Relevant PFML Locations
Sibling, Grandparent, and/or Grandchild of EE or EE's Spouse or Domestic Partner	ME, MN, CO, OR
Child's Spouse and/or Domestic Partner	MN, OR, WA
Individual related to the employee by blood or affinity, whose close association with the employee is equivalent of a family relationship	CO, CT, ME, NJ, OR
Individual who regularly resides in EE home or where the relationship creates an expectation that EE care for the person	WA
Individual who has a relationship with the eligible employee that creates "an expectation and reliance" that the employee will care for the individual, regardless of residence.	MN

Length of Benefits – “Family Leave”



Weeks of Benefit Per Year	Relevant PFML Locations
6 Weeks	DE* (family member serious health condition as of 2026), RI (as of 2023)
8 Weeks	CA
12 Weeks	CO (as of 2024), CT, DC, DE (bonding with new child) (as of 2026), ME (as of 2026), MD (as of 2026), MA, MN (as of 2026), NJ, NY, OR (as of 9/3/2023), WA

***DE – Certain Absences Measured on 24-Month Basis:** Care of family member of with a serious health condition (SHC) is limited to a total 6 weeks in a 24-month period. In addition, employee is only eligible for one medical, family member SHC, or military exigency in 24-month period.



Length of Benefits – “Medical Leave”

Weeks of Benefit Per Year	Relevant PFML Locations
6 Weeks	DE* (as of 2026)
12 Weeks	CO (as of 2024), CT, DC, ME (as of 2026), MD (as of 2026), MN (as of 2026), OR (as of 9/3/2023), WA
14 Weeks	CT (if incapacitated during pregnancy); OR (if limitations related to pregnancy, childbirth, or related medical condition) (as of 9/3/2023); WA (if incapacitated during pregnancy)
16 Weeks	CO (if pregnancy or childbirth complications) (as of 2024)
20 Weeks	MA
26 Weeks	NJ (via SDI program); NY (via SDI program)
30 Weeks	RI (via SDI program)
52 Weeks	CA (via SDI program)

***DE – Certain Absences Measured on 24-Month Basis:** EE “medical” leave for their own serious health condition (SHC) is limited to a total 6 weeks in a 24-month period. In addition, EE is only eligible for one medical, family member SHC, or military exigency in 24-month period.





Length of Benefits – Other Absences

- **California:** Qualifying Exigency: 8 Weeks / Year
- **Colorado:** Qualifying Exigency / Safe Leave: 12 Weeks / Year (as of 1/1/2024)
- **Connecticut:** Bone Marrow / Organ Donation; Qualifying Exigency: 12 weeks / Year
- **Connecticut:** Safe Leave: 12 Days / Year
- **Connecticut:** Military Caregiver: 26 Weeks / Year
- **Delaware:** Qualifying Exigency: 6 Weeks / 24-month period (as of 2026)
- **Washington, D.C.:** Pre-Natal Leave: 2 Weeks / Year
- **Maine:** Qualifying Exigency / Military Caregiver / Safe Leave / Bereavement Leave*/ Organ Donation: 12 weeks (as of 2026)
- **Maryland:** Qualifying Exigency: 12 Weeks / Year (as of 2026)
- **Massachusetts:** Qualifying Exigency: 12 Weeks / Year
- **Massachusetts:** Military Caregiver: 26 Weeks / Year
- **Minnesota:** Qualifying Exigency / Safe Leave / Military Caregiver: 12 weeks (as of 2026)
- **New Jersey:** Safe Leave / State of Emergency or Public Health Emergency Related Absences: 12 Weeks / Year
- **New York:** Qualifying Exigency / COVID-Specific Absences: 12 Weeks / Year
- **Oregon:** Safe Leave: 12 Weeks / Year (as of 9/3/2023)
- **Washington:** Bereavement Leave: 7 calendar days following death of family member
- **Washington:** Qualifying Exigency: 12 Weeks / Year



Length of Benefits – Combined Total

Weeks of Benefit Per Year	Relevant PFML Locations
12 Weeks	CO (as of 1/1/2024), CT, DC, DE (as of 2026), ME (as of 2026), OR (as of 9/3/2023)
14 Weeks	CT (if incapacitated during pregnancy); DC (“parental leave” + “pre-natal leave” only); OR (if limitations related to pregnancy, childbirth, or related medical condition) (as of 9/3/2023)
16 Weeks	CO (if pregnancy or childbirth complications) (as of 2024); WA (if both “family” and “medical” covered events)
18 Weeks	WA (if both “family” and “medical” covered events + incapacitated during pregnancy)
20 Weeks	MN (as of 2026)
24 Weeks	MD (as of 2026)
26 Weeks	MA; NY (via SDI program)
30 Weeks	RI (via SDI program)
38 Weeks	NJ (via SDI program + PFL program)*
52 Weeks	CA (via SDI program)



Amount of Pay

State	Amount of Benefit Payments
CA (PFL)	<p>Percent of Wages: 60 and 70% of EE's average weekly wage (AWW) depending on income</p> <p>Current Weekly Max: \$1,620.00</p>
CT	<p>Percent of Wages: 95% of EE' AWW up to 40x state min. wage, plus 60% of the AWW that is greater than 40x state min. wage up to the weekly maximum benefit</p> <p>2024 Weekly Max : \$941.40</p>
CO (Benefits began 2024)	<p>Percent of Wages: 90% of EE's AWW up to 50% of the state AWW plus 50% of the AWW that is greater than 50% of the state AWW up to the weekly maximum benefit</p> <p>2024 Weekly Max: \$1,100.00</p>
DC	<p>Percent of Wages: 90% of EE's AWW up to 40x 150% of DC minimum wage and 50% of the AWW above 40x 150% of DC minimum wage</p> <p>Current Weekly Max: \$1,118.00 (as of October 1, 2023)</p>
DE (Benefits begin 2026)	<p>Percent of Wages: 80% of a worker's AWW during the preceding 12 months</p> <p>2026 Weekly Max: \$900.00</p>



Amount of Pay (con't)

State	Amount of Benefit Payments
ME (Benefits begin 2026)	Percent of Wages: 90% of EE's AWW up to 50% of the state AWW and 66% of the AWW above 50% of the state AWW 2026 Weekly Max: Maximum weekly benefit will be set at the state average weekly wage, which changes annually.
MD (Benefits begin 2026)	Percent of Wages: 90% of EE's AWW up to 65% of the state AWW and 50% of the AWW above 65% of the state AWW 2026 Weekly Max: \$1,000.00
MA	Percent of Wages: 80% of EE's AWW up to 50% of the state AWW and 50% of the AWW greater than 50% of the state AWW 2024 Weekly Max: \$1,149.90
MN (Benefits begin 2026)	Percent of Wages: 90% of EE's wages up to 50% of the state AWW plus 66% of wages that is greater than 50% of the state AWW but less than 100% of state AWW plus 55% of wages above 100% of state AWW 2026 Weekly Max: State AWW as calculated by State on or before 6/30 of each year
NJ (PFL)	Percent of Wages: 85% of a worker's AWW up to maximum weekly benefit amount 2025 Weekly Max: \$1,055.00



Amount of Pay (con't)

State	Amount of Benefit Payments
NY (PFL)	<p>Percent of Wages: 67% of employee's average weekly wage up to the maximum weekly benefit</p> <p>2024 Weekly Max: \$1,151.16</p>
OR (Benefits began Sept. 2023)	<p>Percent of Wages: 100% of the employee's average weekly wage up to 65% of the state average weekly wage plus 50% of the average weekly wage over 65% of the state average weekly wage</p> <p>2024 Weekly Max: \$1,523.63</p>
RI (PFL)	<p>Percent of Wages: 4.62% of employee's wages in the highest quarter of the base period</p> <p>Weekly Max as of 7/1/2023: \$1,043.00</p>
WA	<p>Percent of Wages: 90% of the employee's average weekly wage up to 50% of the state average weekly wage plus 50% of the average weekly wage above 50% of the state average weekly wage up to the weekly maximum</p> <p>2024 Weekly Max: \$1,456.00</p>



Job Protection



Job Protection	Relevant PFML Locations
Law provides job protection without conditions	DE, MD, MA, NY (PFL), RI (PFL)
Law provides job protection with conditions that must be satisfied	CO, ME, MN, OR, WA
Law does not provide protection	CA (PFL), CT, DC, NJ (PFL)



Who Administers the Program?

Program Administration	Relevant PFML Locations
State Only (i.e., No Private Plan)	DC, RI
State or Private Plan	CA, CT, CO, DE, ME, MD, MA, MN, NJ, NY, OR, WA



Funding

Funding Mechanism	Relevant PFML Locations
Employee-Funded	CA (PFL), CT, NJ (PFL), NY (PFL), RI (PFL)
Employer-Funded	DC
Funding Split Between Employer and Employee	CO, DE, ME, MD, MA, MN, OR, WA

Coordination of Benefits: Inconsistency with the FMLA

FMLA - Employer Coverage Standard: Employ no less than 50 employees for at least 20 workweeks in the current or preceding year.



PFML Laws - Employer Coverage Standard: Most existing PFML laws apply to employers that have in the relevant jurisdiction.

FMLA - Employee Eligibility: 12 months of employment with current employer; 1,250 hours worked in previous 12 months; and 50+ employees within 75-mile radius.



PFML Laws – Employee Eligibility: Most existing PFML laws determine employee eligibility based on wages earned from any employer in the jurisdiction over a defined period of time.



Coordination of Benefits: Inconsistency with the FMLA (con't)

- **FMLA Reasons for Use:**
 - Birth/placement of child
 - Care for family member with serious health condition
 - Employee's own serious health condition
 - Qualifying exigency
 - Military caregiver
- **FMLA Covered Family Members:**
 - Spouse
 - Parent
 - Child
- **FMLA Length of Benefits:**
 - Generally, 12 weeks in a 12-month period
 - 26 weeks during a single 12-month period for military caregiver leave



Coordination of Benefits: Coordination with Employer Policies

- Some laws are ambiguous or silent.
- Coordination with “time off” benefits (i.e., PTO, paid sick leave, vacation, etc.) **versus** “leave” benefits (i.e., parental leave, STD, etc.).
- Coordination involves multiple layers, including **(a)** determining whether the statutory leave and company-provided benefit can be run concurrently, and **(b)** assessing how the leave will be compensated (i.e., will the time off be fully paid at 100% normal wages; what amount of pay will come from the statute versus company policy; is there a reimbursement component, etc.)
- Restrictions on employers’ ability to run company-provided leave concurrently with statutory PFML, depending on the law.

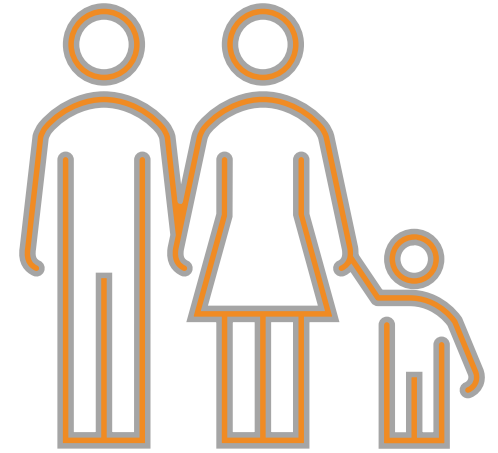


Coordination of Benefits: Understanding Overlapping Leave Laws

- **Overall:** State PFL and PFML laws touch upon several other existing statutory benefits, such as the **(a)** federal FMLA, **(b)** state unpaid FML laws, **(c)** federal, state and local disability law, **(d)** domestic violence victim leave laws, **(e)** military leave laws, **(f)** family military leave laws, **(g)** paid sick and safe time laws
- **Several areas must be assessed to determine overlap and interplay. Nonexclusive examples include:**
 - Amount of leave?
 - Reasons for leave?
 - Whether employer-provided benefits run concurrently?
 - Paid versus unpaid?
 - Amount of pay?
 - Job protection?

Intermittent Leave

- PFML laws are inconsistent.
 - Employer approval required?
 - Employee must satisfy certain conditions
 - Potential recertification
- Most PFML laws allow intermittent bonding leave.
 - By contrast, federal FMLA requires employee & employer consent for this.
 - So too do certain state PFMLs (e.g., CT, MA)
- Increments of use vary.
 - Weekly vs. Daily vs. Less than 1 day
- PFML payment schedules can be impacted.





Final Thoughts



Additional PFML Topics

PFML laws are **more than** just the substantive topics covered in this section!

Select Other PFML Law Substantive Topics:

- Waiting Period
- Employee Notice
- Documentation / Certification
- Claim Process
- Continuation of Benefits
- Remitting Funds & Reporting
- Recordkeeping
- Private Plan Requirements
- Anti-Retaliation
- Confidentiality
- Coordination of Benefits
- Coordination with Other Laws



Future PFML Locations?

Mandatory Program

- Hawaii
- Michigan
- New Mexico

Voluntary Program

- Kentucky
- South Dakota



Seyfarth Paid Family Leave Resources

If you're struggling with or have questions about the country's **Paid Family Leave "Patchwork"** here are some ways Seyfarth can help:

(A) PFL Survey: Seyfarth maintains a **comprehensive PFL survey** breaking down the specific requirements of **each** existing state and local PFL and PFML law.

For more information contact: paidleave@seyfarth.com

(B) Paid Leave Mailing List: Seyfarth regularly publishes Legal Updates and Blog Posts on PFL law developments.

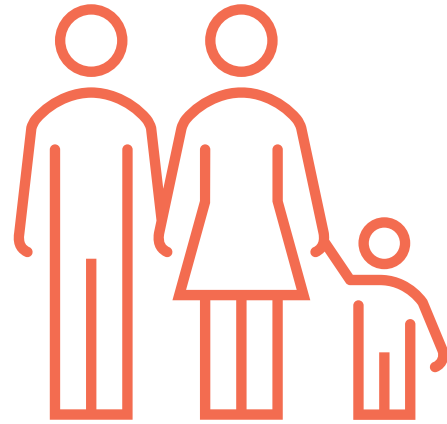
You can sign up here:

<https://connect.seyfarth.com/9/7/landing-pages/subscription.asp>





Questions?





thank
you

For more information please contact:

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