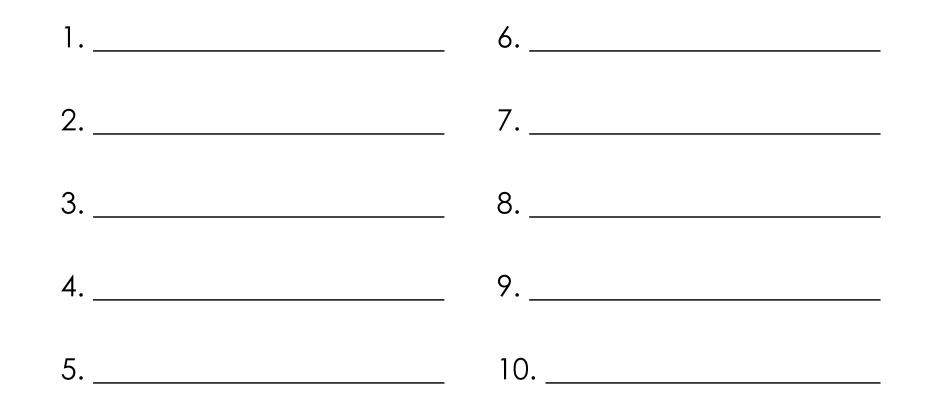


Did you find the Easter Eggs??

(Enter the slide numbers)











How to keep track of paid statutory leave laws...

If you have a small number of employees in two or three different states:

- Track different state statutes on a spreadsheet or in your HR database.
- Set a calendar reminder to check for new developments every few months.

If you have a larger number of employees in a larger number of states,

- Consider a Leave of Absence (LOA) Administrator.
- LOA Administrator will keep track of all state leave legislation, and will ensure employers are complying with all the rules/regulations in which an employer has workers
- Legislation follows the state in which the employee works
 - Complicated for employers who now have remote employees

Subscribe to legislative newsletters to keep up to date



Mandatory States

California	CA SDI: <u>https://edd.ca.gov/en/Disability/Disability_Insurance</u> CA PFL: <u>https://edd.ca.gov/en/disability/paid-family-leave/</u>
Colorado	https://famli.colorado.gov/
Connecticut	https://ctpaidleave.org/s/?language=en_US
Delaware	No official site yet. <u>https://legis.delaware.gov/json/BillDetail/GenerateHtmlDocumentSessionLaw?sessio</u> <u>nLawId=79186&docTypeId=13&sessionLawName=chp301</u>
Hawaii	https://labor.hawaii.gov/dcd/home/about-tdi/
Maine	No official site yet.
Maryland	No official site yet. https://mgaleg.maryland.gov/mgawebsite/Legislation/Details/SB0275?ys=2022RS
Massachusetts	https://www.mass.gov/info-details/paid-family-and-medical-leave-pfml-overview- and-benefits



Mandatory States

Minnesota	https://mn.gov/deed/programs-services/paid-family/
New Jersey	NJ TDI: <u>https://nj.gov/labor/myleavebenefits/worker/tdi/</u> NJ FLI: <u>https://nj.gov/labor/myleavebenefits/worker/fli/</u>
New York	NY DBL: <u>https://www.wcb.ny.gov/content/main/DisabilityBenefits/employee-</u> <u>disability-benefits.jsp</u> NY PFL: <u>https://paidfamilyleave.ny.gov/</u>
Oregon	https://paidleave.oregon.gov/
Puerto Rico	https://www.trabajo.pr.gov/sinot.asp
Rhode Island	https://dlt.ri.gov/individuals/temporary-disability-caregiver-insurance
Washington	https://paidleave.wa.gov/
Washington, DC	https://dcpaidfamilyleave.dc.gov/



Voluntary States

New Hampshire	https://www.paidfamilymedicalleave.nh.gov/
Vermont	No official site yet. <u>https://www.thehartford.com/paid-family-medical-leave/vt</u>
Virginia	https://lis.virginia.gov/cgi-bin/legp604.exe?221+ful+CHAP0132
Arkansas	https://www.arkleg.state.ar.us/Bills/Detail?tbType=&id=SB111&ddBienniumSession=2 023%2F2023R
Tennessee	https://wapp.capitol.tn.gov/apps/BillInfo/Default.aspx?BillNumber=SB0454&GA=113
Alabama	https://arc-sos.state.al.us/ucp/L1251642.Al1.pdf
Florida	https://flsenate.gov/Session/Bill/2023/721/ByCategory/?Tab=BillHistory
Texas	https://custom.statenet.com/public/resources.cgi?id=ID:bill:TX2023000H1996&ciq=u rn:user:PA182748405&client_md=b08990eaf1abb67a812e7f0bb2149488&mode=cur rent_text



Additional Helpful Links

Absence Advisories	https://www.aflac.com/brokers/resources/plads-legislative-advisories/default.aspx
DMEC	http://dmec.org/resources/legislative-updates/
Department of Labor	https://www.dol.gov/agencies/whd/fmla

