



# Did you find the Easter Eggs??

(Enter the slide numbers)

1. \_\_\_\_\_

6. \_\_\_\_\_

2. \_\_\_\_\_

7. \_\_\_\_\_

3. \_\_\_\_\_

8. \_\_\_\_\_

4. \_\_\_\_\_

9. \_\_\_\_\_

5. \_\_\_\_\_

10. \_\_\_\_\_



# Paid Statutory Leave Helpful Links



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

# Mandatory States

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



# Voluntary States

New Hampshire	<a href="https://www.paidfamilymedicalleave.nh.gov/">https://www.paidfamilymedicalleave.nh.gov/</a>
Vermont	No official site yet. <a href="https://www.thehartford.com/paid-family-medical-leave/vt">https://www.thehartford.com/paid-family-medical-leave/vt</a>
Virginia	<a href="https://lis.virginia.gov/cgi-bin/legp604.exe?221+ful+CHAP0132">https://lis.virginia.gov/cgi-bin/legp604.exe?221+ful+CHAP0132</a>
Arkansas	<a href="https://www.arkleg.state.ar.us/Bills/Detail?tbType=&amp;id=SB111&amp;ddBienniumSession=2023%2F2023R">https://www.arkleg.state.ar.us/Bills/Detail?tbType=&amp;id=SB111&amp;ddBienniumSession=2023%2F2023R</a>
Tennessee	<a href="https://wapp.capitol.tn.gov/apps/BillInfo/Default.aspx?BillNumber=SB0454&amp;GA=113">https://wapp.capitol.tn.gov/apps/BillInfo/Default.aspx?BillNumber=SB0454&amp;GA=113</a>
Alabama	<a href="https://arc-sos.state.al.us/ucp/L1251642.AI1.pdf">https://arc-sos.state.al.us/ucp/L1251642.AI1.pdf</a>
Florida	<a href="https://flsenate.gov/Session/Bill/2023/721/ByCategory/?Tab=BillHistory">https://flsenate.gov/Session/Bill/2023/721/ByCategory/?Tab=BillHistory</a>
Texas	<a href="https://custom.statenet.com/public/resources.cgi?id=ID:bill:TX2023000H1996&amp;ciq=urn:user:PA182748405&amp;client_md=b08990eaf1abb67a812e7f0bb2149488&amp;mode=current_text">https://custom.statenet.com/public/resources.cgi?id=ID:bill:TX2023000H1996&amp;ciq=urn:user:PA182748405&amp;client_md=b08990eaf1abb67a812e7f0bb2149488&amp;mode=current_text</a>

# Additional Helpful Links

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