

Mandated PFML – State or private plan? Helping employers understand and analyze their options

April 13, 2026

Concurrent Session



Meet the Presenters



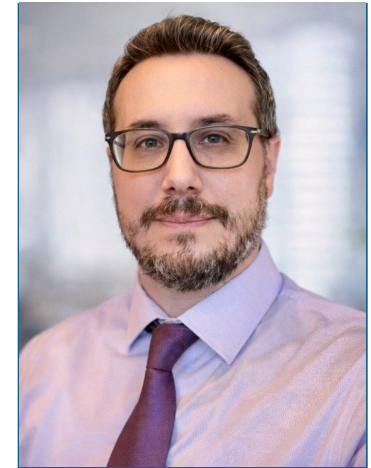
Sharon Andrus
Head of Paid Family and
Medical Leave Product,
The Hartford



Robin Bellemore
First Vice President –
Consultant,
American Benefits
Consulting



Shelly Birkholz
Client Relationship
Executive,
The Hartford



Thomas Schroepfer
Employee Relations
Consultant,
UnitedHealth Group



Panel Agenda

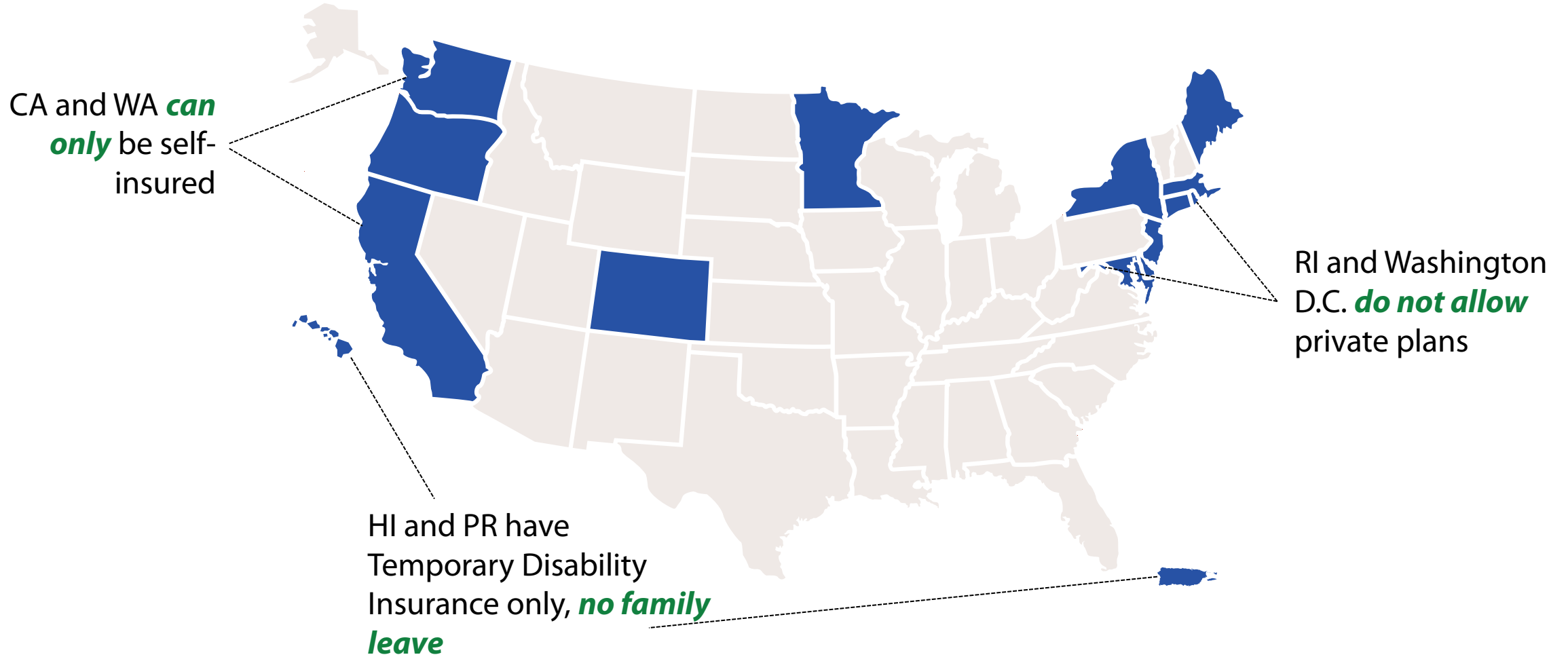
Mandated Paid Leave Landscape

Discussion | Private Plan Considerations

Questions?



Mandated Paid Leave Landscape



Private Plan Considerations

What should I be thinking about when considering State or Private plans?



**COSTS PRIVATE VS.
STATE PLAN**



**PRIVATE PLAN
ADMINISTRATIVE
COSTS**



**EMPLOYEE
EXPERIENCE**



**EMPLOYER PLAN
ADMINISTRATION**



**REQUIRED
REPORTING**



**DISABILITY & LEAVE
INTEGRATION**



Questions?

