

STATE PAID LEAVE – MULTISTATE PATCHWORK CONTINUES TO GROW

Current Landscape:

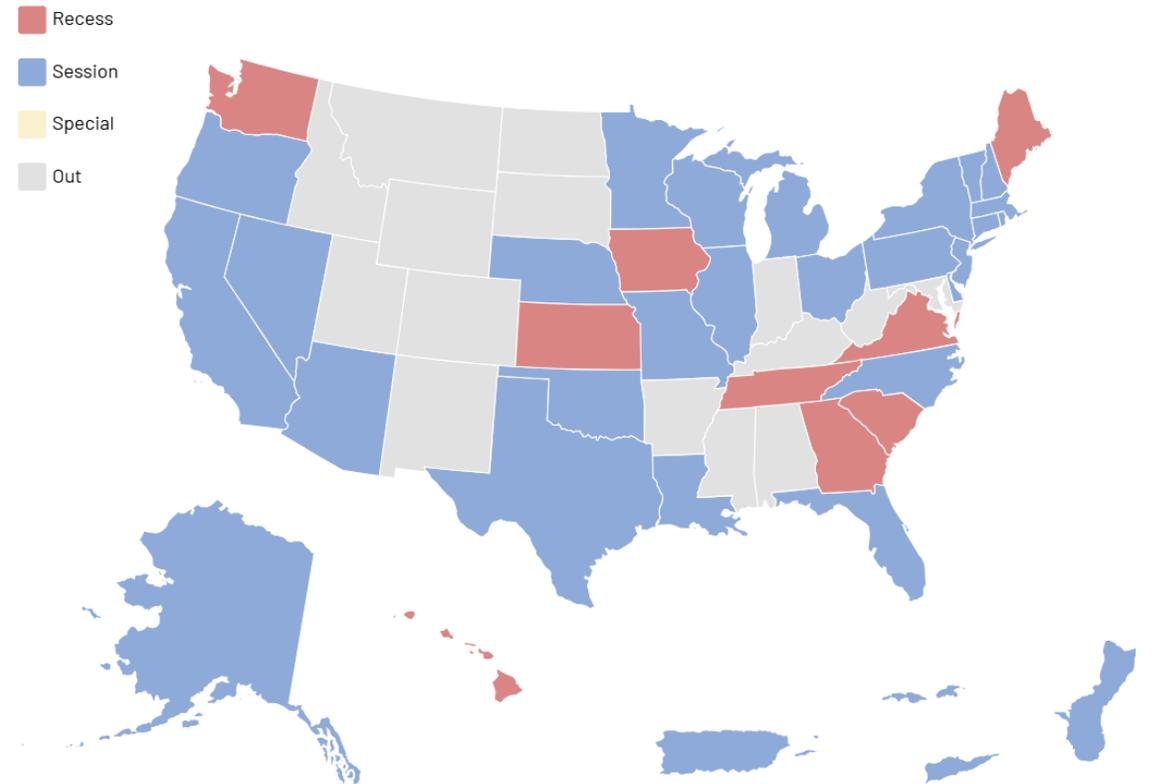
- 13 states and DC have now enacted separate PFML insurance programs
- Multistate patchwork creates counterproductive challenges
- More than 50 policy “levers” and standards that differ state-by-state
- Continued growth in purple and red state proposals introduced
- No new state PFML program enacted since 2023 (Minnesota, Maine)

Policy Principles:

- Uniform benefits standards (following example of FMLA):
 - Duration of leave
 - Employee eligibility
 - Family member definition
 - Job protection
- Coordination with other benefits
- Substitution of equivalent private plans

STATE PAID LEAVE – 2025 ACTIVITY AND OUTLOOK

- **Hawaii** – (HCR 179, HR 175, SCR 145, SR 117) Series of resolutions passed directing a legislative working group to suggest future PFML proposals
- **New Mexico** – (HB 11) PFML proposals left by for year; surprising after nearly passed in 2024
- **Pennsylvania** – (HB 200) expansive PFML program proposal laid on table for the year
- **Virginia** – (HB 2531) PFML proposal vetoed by Gov. Younkin for second year in a row
- **Illinois** – Last ERIC priority state still in session; lagging behind other Dem. trifecta states
 - (HB 2946) – Extremely expansive and problematic PFML bill
 - (HB 3483/SB 241) – More approachable PFML proposal, still raises issues with ERIC principles



FEDERAL PAID LEAVE – BIPARTISAN LEGISLATION RELEASED



- Federal discussions recognize challenges created for employers/employees by state patchwork
- New legislation aimed at incentivizing harmony between state programs
- Interstate Paid Leave Action Network (I-PLAN) Act
 - Central body to decide on common benefits standards
 - Conforming and implementation grants
- Paid Family Leave Public-Private Partnerships Act
 - Pilot program to encourage more states to adopt PFML
 - Grant money to establish program, dependent on I-PLAN



STATE PAID LEAVE – EMPLOYER COMPLIANCE CONSIDERATIONS

How are employers keeping up with state paid leave activity?

How can employers plan better for the future of state paid leave?