

WEBINAR

PAID FAMILY & MEDICAL LEAVE

PART 1 OF 2

Presented by:

**MAINE
S T A T E
CHAMBER
of
COMMERCE**



**A VIRTUAL EVENT
MONDAY, APRIL 22, 2024
10:00 AM to 11:00 AM**

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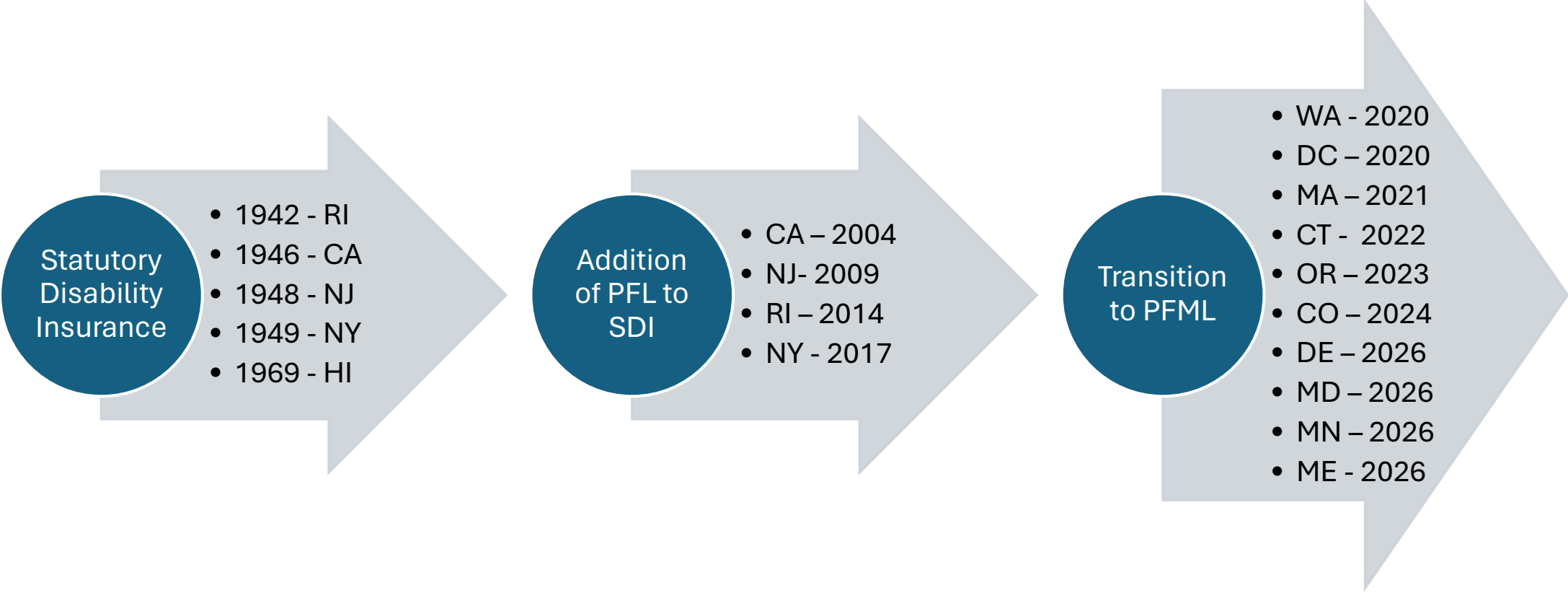


PAID FAMILY & MEDICAL LEAVE STATES AT A GLANCE

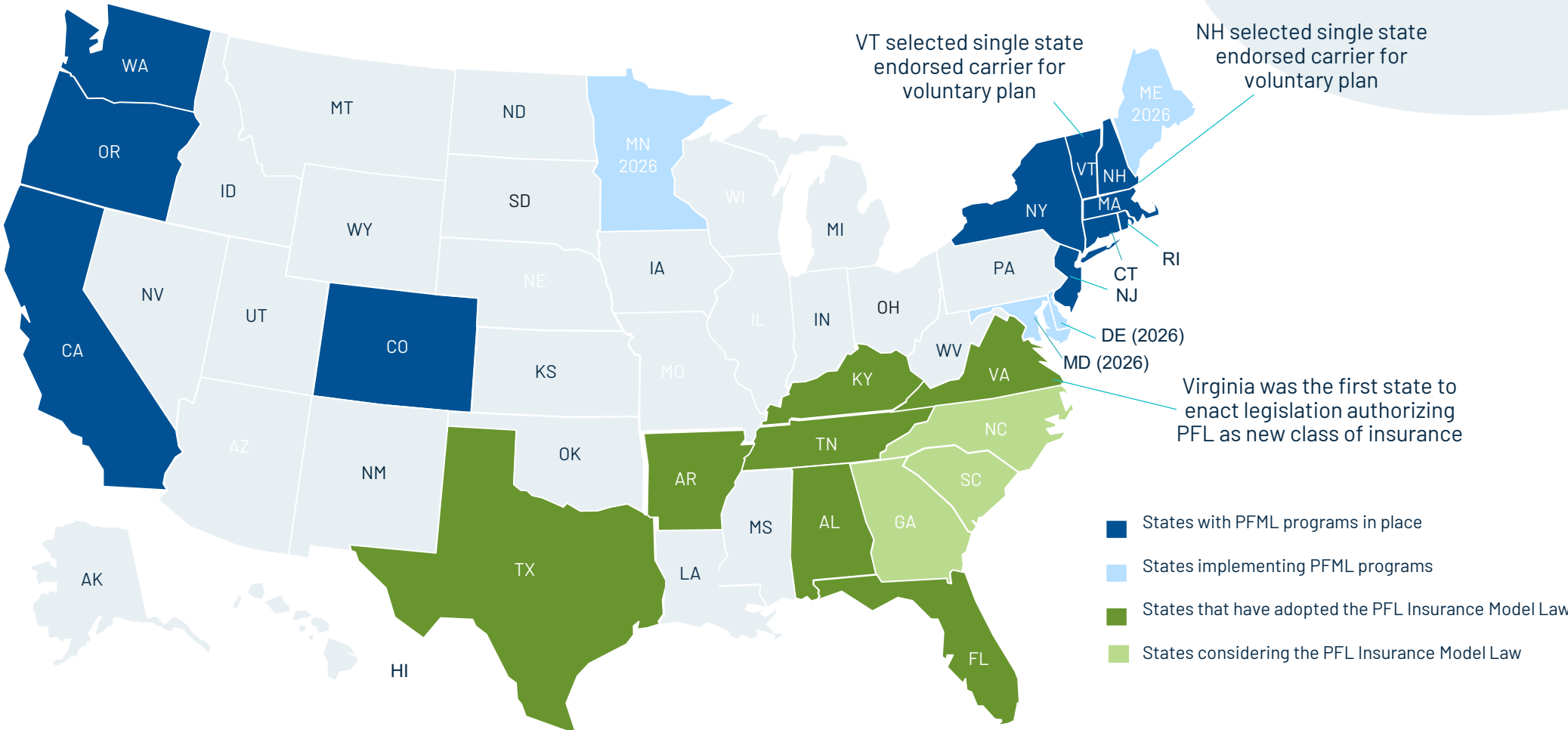
15 States + Washington D.C. have already enacted programs

- California (2004)
- New Jersey (2009)
- Rhode Island (2014)
- New York (2019)
- Washington (2020)
- Washington DC (2020)
- Massachusetts (2021)
- Connecticut (2022)
- Vermont (2023 – voluntary)
- New Hampshire (2023 - Voluntary)
- Oregon (2023)
- Colorado (2024)
- Maryland (2026)
- Delaware (2026)
- Minnesota (2026)
- Maine (2026)
- *Hawaii (disability only)*

Evolution of Disability Income to PFML



PAID FAMILY & MEDICAL LEAVE LEGISLATIVE LANDSCAPE



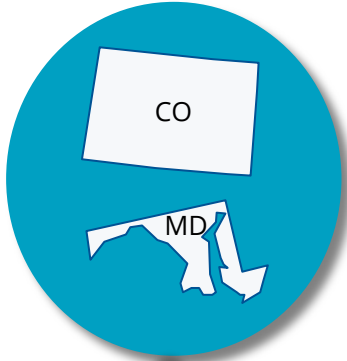
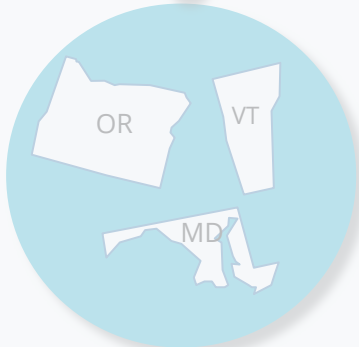
PFML on the Horizon



OR Go-Live
09/03/23
VT Phase One

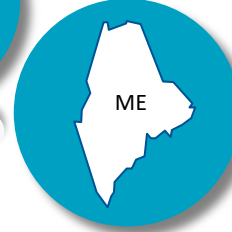
2023

NH Go-Live
01/01/23
CO Contributions
01/01/23
OR Contributions
01/01/23



2024

CO Go-Live
01/01/24
MD Contributions*
Begin 10/01/24
VT Phase Two
February



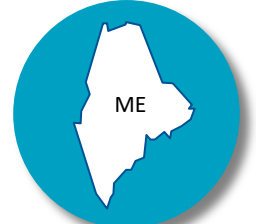
2025

DE Contributions
Begin 01/01/25
ME Contributions
Begin 01/01/2025
VT Phase Three



2026

DE Go-Live
01/01/26
MD Go-Live*
01/01/26
MN Go-Live
01/01/26
ME Go-Live
05/01/26



***Legislation awaiting Governor's signature in Maryland to delay both contributions and benefits (07/25, 07/26)**

PFML

Legislation is
Enacted - What
happens now?

PFML statute provides the framework

- Leave Reasons
- Durations
- Benefit Formulas
- Claim Processing Timelines
- Rules for State Plan
- Rules for Private Plans
- Reporting
- Administration
- Appeals

PFML

Legislation is
Enacted - What
happens now?

Regulations provide structure & detail

- Employer Registration Process
- Contribution Process
- Eligible Employees/Waivers/Self Employed
- Private Plan Provisions
- Claims Processes
- Dispute Resolution/Appeals
- Job Protection/Anti-Retaliation
- Penalties

PFML

Legislation is
Enacted - What
happens now?

Department Guidance/Websites/FAQs

- Resources for Employers, Employees and Self-Employed
- Checklists
- Process documents and videos
- Benefit Calculators
- Benefit Application Portals
- Forms
- FAQs

Phases of Implementation

Phase One

Communication/Outreach to Employers
Technology Build
Register Employers
Collect Contributions
Promulgate Regulations

Phase Two

Communication/Outreach to Employees
Technology Build
Claims Administration
Private Plan Opt Out

Phase Three

Payment of Benefits
Process Improvements
Reporting