

Paid Family Leave Program Proposed by H.66 of 2023				
		LC/djl; Feb 3, 2023		
		Proposed	Proposed	Proposed
		H.66 As Introduced	H.66 as Rec. by HGH	H.66 HW&M Draft
Status	Enacted	----	----	----
	Effective	July 1, 2023	July 1, 2023	July 1, 2023
Program Start		Tax begins July 1, 2025; Benefits begin Oct. 1, 2026	Tax begins July 1, 2025; Benefits begin Oct. 1, 2026	Tax begins July 1, 2025; Benefits begin July 1, 2026
Reasons and Duration (wks)	Family care	12	12	12
	Birth, adoption, foster	12	12	12
	Own disability	12	12	12
	Military Exigencies and Care	12	12	12
	Safe Leave	12	12	12
	Bereavement Leave	2	2	2
	Maximum, if any	Max 12 weeks in 12 months	Max 12 weeks in 12 months	Max 12 weeks in 12 months
Definition of Family Member	Child	X	X	X
	Parent	X	X	X
	In loco parentis	X	X	X
	Spouse	X	X	X
	Civil or domestic partner	X	X	X
	Grandparent	X	X	X
	Grandchild	X	X	X
	Sibling	X	X	X
	Parent-in-law	X	X	X
Significant personal bond	X	X	X	

Eligibility		Earned taxable wages or made contributions on self-employment income in 2 of last 4 completed calendar quarters	Earned taxable wages or made contributions on self-employment income in 2 of last 4 completed calendar quarters	Earned taxable wages or made contributions on self-employment income in either: <ul style="list-style-type: none"> • 2 calendar quarters in prior calendar year; or • 2 of last 4 completed calendar quarters
Funding	Employer pays	0.29% on first \$320,400 of employee's wages	0.275% on first \$320,400 of employee's wages	0.275% on first \$320,400 of employee's wages
	Employee pays	0.29% on first \$320,400 of employee's wages	0.275% on first \$320,400 of employee's wages	0.275% on first \$320,400 of employee's wages
	Self-employed pays	0.58% on first \$320,400 of self-employment income	0.55% on first \$320,400 of self-employment income	0.55% on first \$320,400 of self-employment income
Benefit amount	Per week	100%	100%	90%
	Maximum	\$1,135/wk	\$1,135/wk	\$1,135/wk
Employer type	Private	All	All	All
	Public	All	All	All
	Self-employed	Opt-in	Opt-in	Opt-in
Waiting period		None	None	None