

H.196 Substantive Changes

As Introduced	As Passed House General	H.196 as Passed Ways & Means, Appropriations, & the House
	Voted 7-4-0	Voted 7-4-0 out of Ways & Means Voted 6-5-0; out of Appropriations Voted 88-58-03 on House Floor
12 weeks	12 weeks	6 weeks
100% wage replacement (% of average weekly wage, capped at two times the livable wage)	100% wage replacement (% of average weekly wage, capped at two times the livable wage)	80% wage replacement (% of average weekly wage, capped at two times the livable wage)
Leave can be used to bond with a new baby, care for an ill or injured family member, or recover from own illness or injury	Leave can be used to bond with a new baby, care for an ill or injured family member, or recover from own illness or injury	Leave can be used to bond with a new baby or care for an ill or injured family member. <i>Leave for own non-work related illness or injury was removed.</i>
Must have worked 6 of the last 12 months to be eligible	Must have worked 6 of the last 12 months to be eligible	Must have worked 12 of the last 13 months to be eligible
Self-employed can elect to obtain coverage	Self-employed can elect to obtain coverage	Self-employed can not elect to obtain coverage
Funded by .93% payroll deduction [split evenly (.465% each) by employer & employee]	Funded by .93% payroll deduction [paid for by employees with the option for the employer to contribute to the cost]	Funded by .141% payroll deduction (paid by default by employees, with employer option to contribute to the cost)
Family is defined as “...employee’s child, stepchild, ward who lives with the employee, foster child, parent, grandparent, sibling, spouse, or parent of the employee’s spouse.”	Family is defined as “...employee’s child, stepchild, ward who lives with the employee, foster child, parent, grandparent, sibling, spouse, or parent of the employee’s spouse.”	Family is defined as “...employee’s child, stepchild, ward who lives with the employee, foster child, grandchild , parent, grandparent, sibling, spouse, or parent of the employee’s spouse.”
N/A		Employee may take leave after “the birth of the employee’s grandchild if the employee is the primary caregiver or guardian of the child and the child’s biological parents are not taking a family leave...”
Employers are required to provide job protection (with a few exceptions)	Employers are required to provide job protection (with a few exceptions)	Employers are required to provide job protection (with a few exceptions) to employees who have been continuously employed by the employer for one year for an average of 30+ hours per week unless the employer employs fewer than 10 FTEs (defined as at least 30 hours per week)
All wages are considered “covered wages” for this program	All wages are considered “covered wages” for this program	Because of the cap on wage replacement received during leave, wages above \$150,000 are not taxed for this program