

## H.107

### Summary of Substantive Changes from Senate Proposal of Amendment to Conference Committee Report

#### **Sec. 2. Family and Medical Leave Insurance Program**

##### **§ 571. Definitions**

- Definition of “qualified employee” amended to reduce the monetary threshold from \$11,400 to \$7,400 (1040 x MW to 675 x MW)

##### **§ 572. Family and Medical Leave Insurance Program; Administration**

- Established new timeline for RFI and RFP process:
  - RFI issued 45 days after passage of bill
  - Responses to RFI due in 45 days
  - RFP issued 15 days after responses to RFI are due
  - Insurance carrier selected 75 days after RFP issued
- Annual audit must include information regarding claims submitted, average period of benefits used, and claims denials
- Commissioner of Financial Regulation must provide a summary of the annual audit to General Assembly
- **§ 572a. Notice** (*New Section*)
- Requires employers to post notice of law and to provide notice to new employees

##### **§ 575. Benefits**

- Deleted 16-week cap on bonding benefits for two-parent households

##### **§ 577. Employer Option; Alternative Insurance or Benefits**

- Allows Commissioner of Financial Regulation to consider value of medical leave benefits when determining if an alternative plan provides benefits that are equivalent to the State’s Family and Medical Leave Insurance Program.

#### **Sec. 5. Education and Outreach**

- Requires Dept. of Labor to develop a model poster
- Requires employers to provide written notice of provisions of law to all existing employees

#### **Sec. 21. State Plan for Family and Medical Leave Insurance** (*New Section*)

- Ensures that plan agreed to by State and VSEA will qualify as an alternative plan.

#### **Sec. 22. Effective Dates**

- New timelines for start of PFMLI Program:
  - If insurance carrier selected on or before 9/1/20, contributions start 1/1/21 and benefits start 7/1/21
  - If insurance carrier selected after 9/1/20, contributions start 4/1/21 and benefits start 10/1/21
  - If no insurance carrier, contributions start 7/1/21 and benefits start 7/1/22