

Timeline for Paid Family and Medical Leave Program in H.66 as Proposed by House Ways and Means

March 13, 2023, draft 4.1

2023

- July 1: Effective Date
- July 1: Add safe leave, qualifying exigency leave, and bereavement leave coverage to Parental and Family Leave Act
- Hiring for FY 2024 staff positions at Division of Family and Medical Leave
- Work begins on program planning and design, rulemaking, and IT development

2024

- Hiring FY 2025 staff positions at Division of Family and Medical Leave and Department of Taxes
- Work continues on program planning and design, rulemaking, and IT development

2025

- April 1: Rules adopted
- June 1: Education and outreach materials available and informational sessions begin
- July 1: Tax collection begins
- Hiring of FY 2026 positions at Division of Family and Medical Leave
- October 15: Applications for private plan approval for CY 2026 are due
- December 1: CY 2026 private plan determinations due

2026

- January 15: Refunds due to employers with approved private plan for CY 2026
- May 31: Informational sessions end
- July 1: Benefits begin
- July 1: Corresponding Amendments to Parental and Family Leave Act