



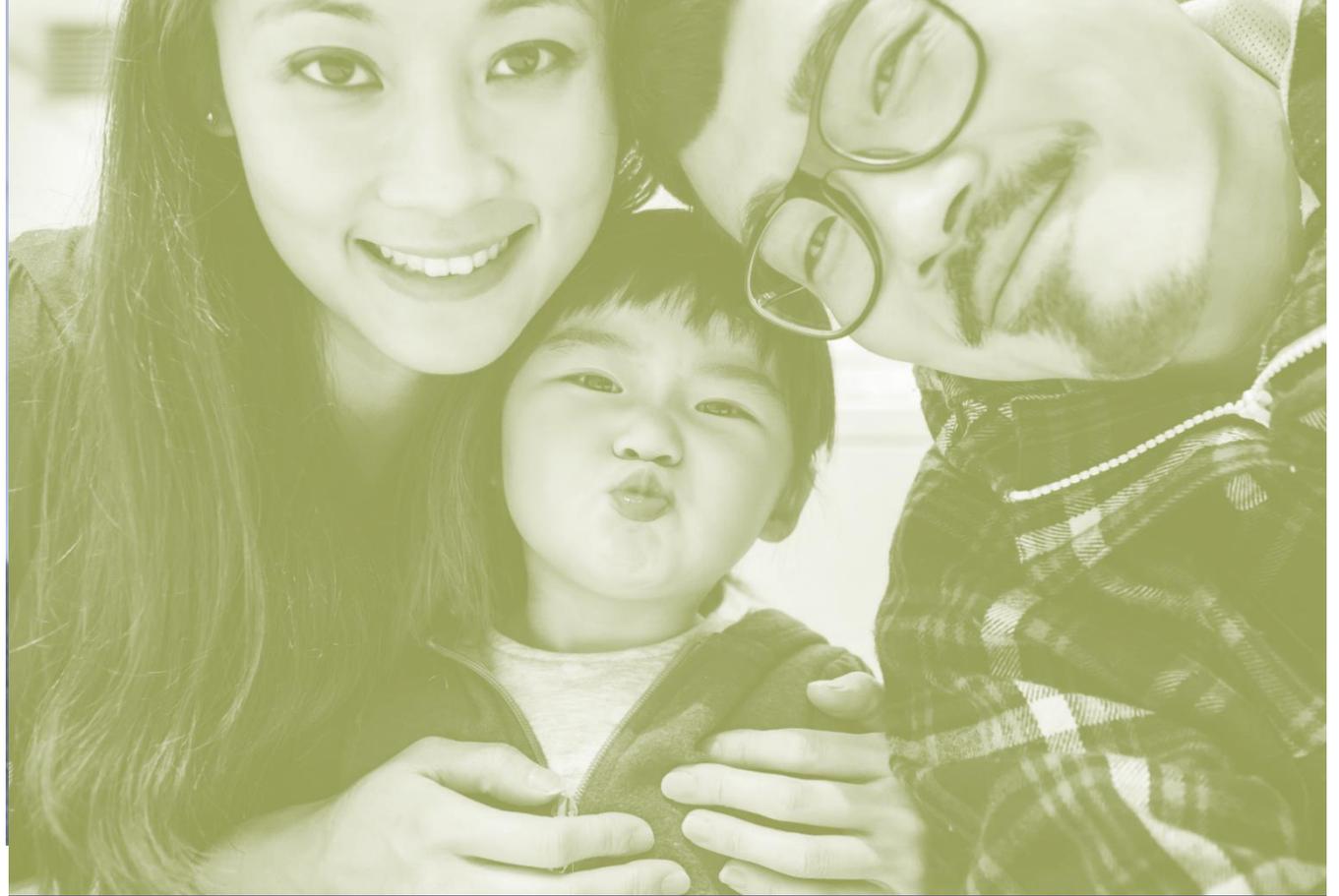
Maine Commission to Develop a Paid Family and Medical Leave Benefits Program

December 7, 2021

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Agenda

- Overview of paid leave
- Legislative action
- State Examples
- Policy considerations
- Q&A and discussion



Employee Leave Benefits

- Parental leave
- Family care leave
- Medical leave
- Sick leave



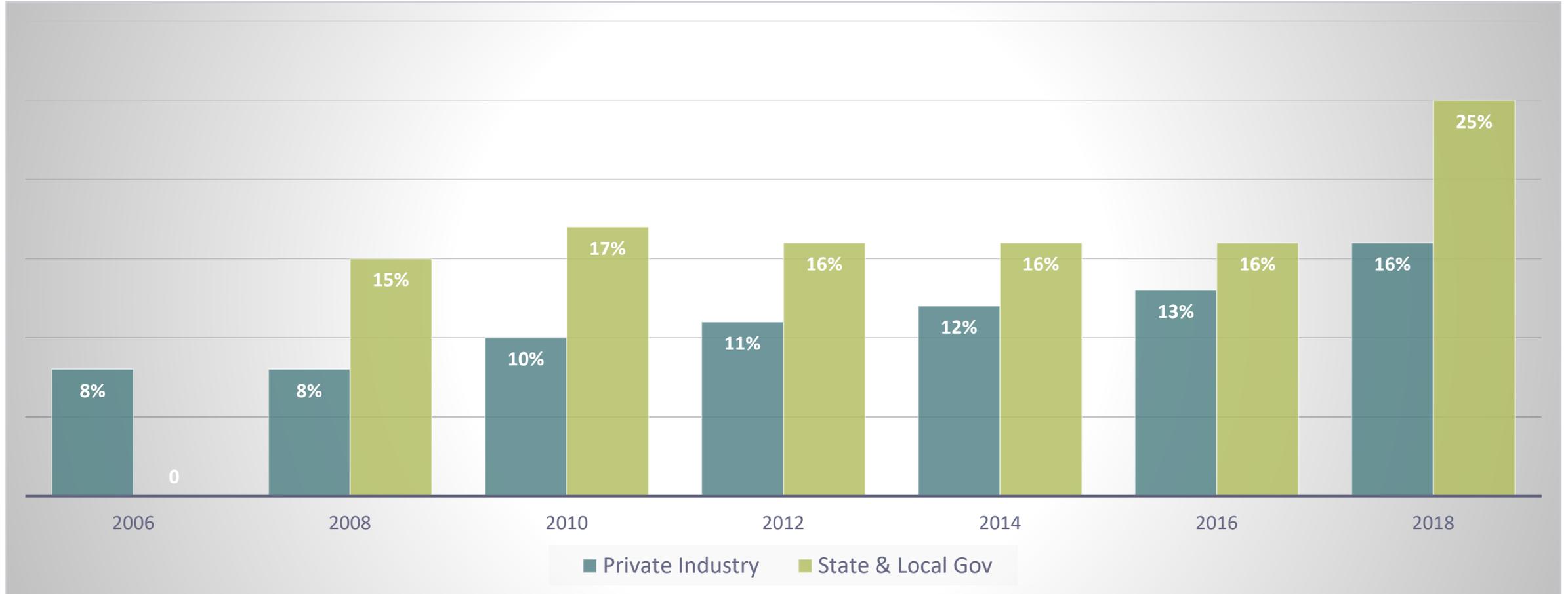
What is Paid Family & Medical Leave?



- Longer-term care for oneself (medical) or ill family members or new child (family)
- Also referred to as “Paid Family and Medical Leave Act (FMLA)” “family caregiver leave” or “family leave insurance”
- Between 6 to 12 weeks of partial wages
- Works as an insurance fund which both workers and employers pay into



Americans Access to Paid Family & Medical Leave



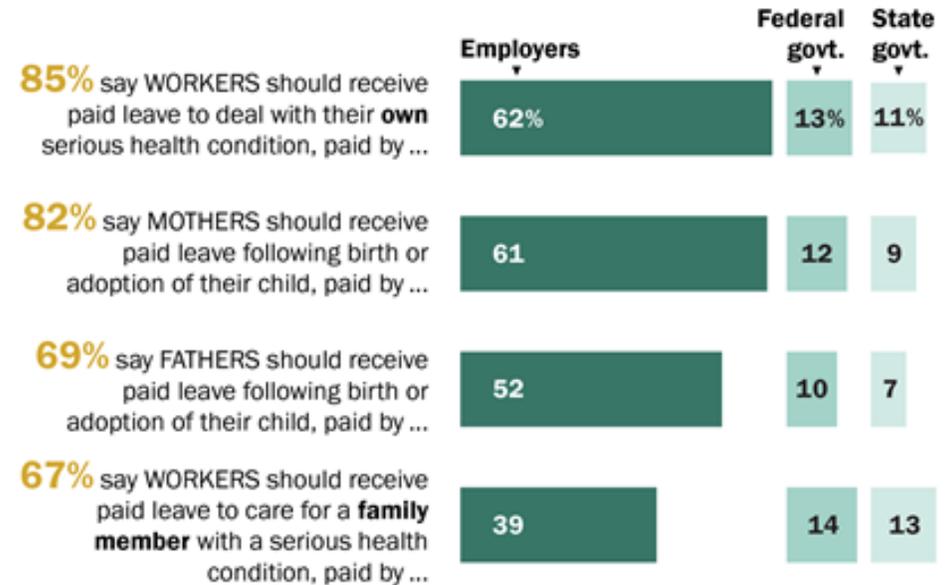
Bureau of Labor Statistics

Majority of Americans Support Paid Family & Medical Leave

- 50/50 split on federal mandates or employers deciding for themselves
- Employer should pay the lions share
- Bipartisan support

Most Americans say workers should receive paid family and medical leave

% saying each group should receive paid leave from ...



Note: Net support for paid leave calculated before rounding. Percent saying workers should be able to take unpaid leave or should not be able to take leave and share of respondents who didn't offer an answer not shown.

Source: Survey of U.S. adults conducted Nov. 17-Dec. 1, 2016.

"Americans Widely Support Paid Family and Medical Leave, but Differ Over Specific Policies"

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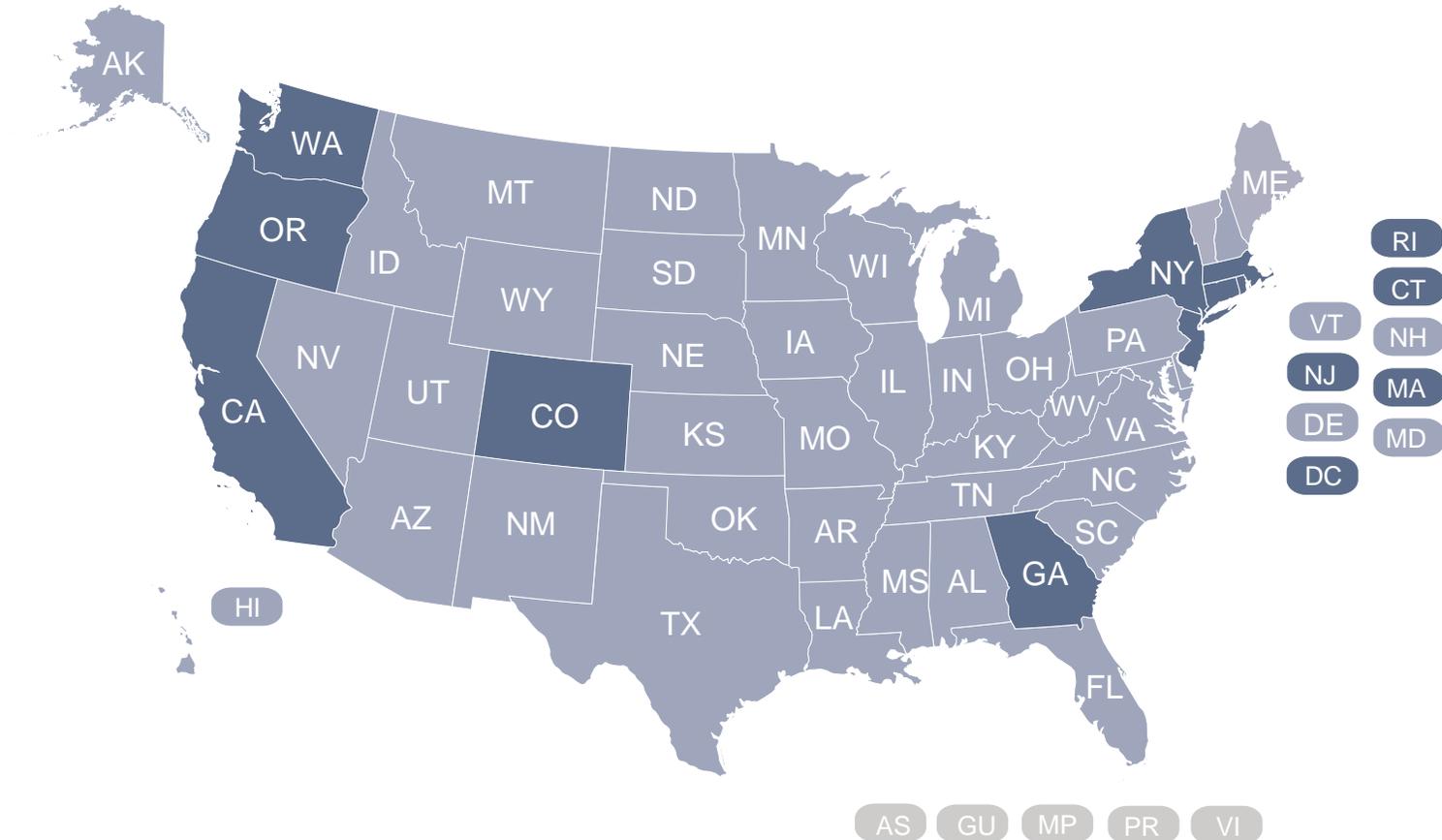
Paid Family & Medical Leave by State

Georgia enacted legislation in 2021, Colorado passed through ballot measure in 2020



Family & Medical

10 states and the District of Columbia



Paid Family & Medical Leave- New York

State Education, Labor, Housing and Family Assistance Budget for 2016- SB 6406

Who?

- Available to most workers;
- Full-time & part-time after 175 working days;
- Separates family leave from medical leave.

How?

- Workers cover premiums;
- 67% for family, 50% for own health;
- 12 weeks for family, up to 26 weeks for own health.



Paid Family & Medical Leave- Georgia

House Bill 146, 2021

Who?

- State employees, including those in education;
- Full-time after working six months;
- Paid parental leave.

How?

- Full pay;
- 3 weeks paid leave for birth, adoption and foster care;
- No new funding pool or insurance created.



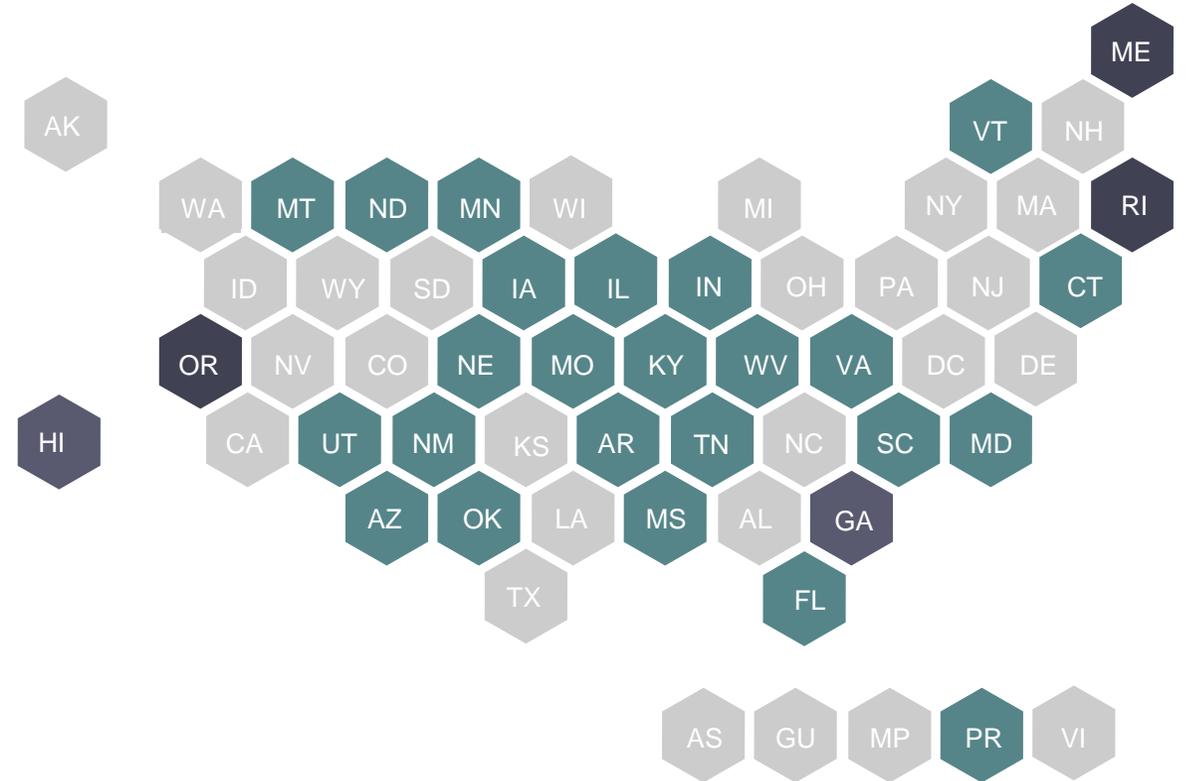
Paid Family Leave in 2021

Visit our [legislative database](#) under the topic prenatal, infants and toddlers for more.



29 states introduced legislation

Five states enacted legislation



How early adopters have refined their leave

- ❖ Expanded definition of family
- ❖ Extended duration of leave
- ❖ Increased wage replacement rate
- ❖ Expanded reasons to take leave
- ❖ Small business support



Variables to consider



Type of leave



Qualifying events



Eligible workers



Definition of family



Funding mechanism

Variables to consider



Administration



Wage replacement
rate



Duration of leave



Exceptions



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