

2020 Paid Family and Medical Leave / Paid Sick Days (4/3/20) (5pm)

Issue	Introduced	Passed / Enacted	Defeated
Paid Family and Medical Leave	33 States and 3 Local Governments: CA, CO (ballot initiatives), FL, GA (state employees), HI, IA, ID (Executive Order), IL and Naperville IL (city employees), IN, KS, LA, MA (municipal employees), MD, ME, MI, MN, MO, MS, NC, NE, NH, NJ (local government employees) (Lost Wage Replacement) , NM, NY, OH, OK, PA, SD (state employees), TN (state employees and teachers) (military families) and Nashville and Shelby County TN, UT (state employees), VA, VT, WI, WV	5 States and 1 Local Government: NH (next goes to the Gov), Naperville IL (city employees), NJ (local government employees; next goes to the Gov)(Lost Wage Replacement; next goes to the Gov) , NY, SD (state employees), UT(state employees)	8 States and 1 Local Government: FL, IN, MD, MS, NM, Nashville and Shelby County TN (city employees), VA, VT, WV
Paid Sick Days	9 States: CA, IL, KY, MN, NJ, NY, OK, PA, VA	1 State: NJ (next goes to the Gov)	1 State: VA

California:

- **[AB 196](#) (Introduced / Paid Family and Medical Leave Expansion):** The bill would state the Legislature's intent to enact legislation that would expand the paid family leave program in order to provide a 100% wage replacement benefit for workers earning \$100,000 or less annually. **Status: Passed Assembly. 6/6/19 referred to the Senate Labor, Public Employment and Retirement Committee.**
- **[2887](#) (Introduced / Paid Sick Days for COVID-19):** This bill, in the event of a state-declared public health state of emergency, including the COVID-19 pandemic, would provide each employee with paid sick days for immediate use, regardless of how long the employee has been employed. The bill would provide a full-time employee paid sick days in an amount sufficient to provide the employee with 14 continuous days away from work, and would provide a part-time or hourly employee with paid sick days in an amount equal to the number of hours that the employee was scheduled to work, or, if not

scheduled to work, regularly works in a 14-day period, as specified. The bill would authorize an employee to use those paid sick days to care for a family member affected by the public health crisis, to care for a child because of a school closing related to the public health crisis, or because the employee has been affected by the public health crisis. The bill would require the program to provide paid sick days in an amount equal to the number of hours that an independent contractor or day laborer was scheduled to work or, if not scheduled, regularly works in a 14-day period. The bill would require the Department of Industrial Relations to establish an application process for independent contractors and day laborers to apply for the paid sick days provided under the provisions of the bill. **Status: The bill was re-referred to the Assembly committee on Appropriations and Administrative Review on 3/17**

- **SB 796 (Introduced / Expansion of Paid Sick Leave for School and Community College Employees):** This bill would require a certificated or classified school employee, and an academic or classified community college employee, who exhausts all available sick leave and continues to be absent from duties on account of illness or accident for an additional period of 5 months to receive the employee's full salary during those 5 months. **Status: The bill was set for a hearing before the Senate Committee on Education but the hearing was canceled on 3/18.**

Colorado:

- On 2/19, the Secretary of State's Ballot Title Setting Board approved two versions of proposed paid family medical leave November 2020 ballot initiatives: [Proposed Initiative #247](#) and [Proposed Initiative #248](#) would establish a statewide paid family and medical leave law in the state if the legislature does not pass legislation this year. ["If a measure is approved and moved to the Colorado Secretary of State's Office, proponents will have to gather signatures to qualify for the November ballot."](#) The next step for proponents now that the Title has been approved is to submit a petition for signature gathering to be cleared for circulation.
- [A Paid Family and Medical Leave Bill is expected to be filed in the legislature sometime during the session.](#)

Florida:

- **HB 889 (Introduced / Paid Family and Medical Leave):** This bill would have created the "Florida Family Leave Act"; required an employer to allow certain employees to take paid family leave to bond with minor child upon child's birth, adoption, or foster care placement; provides requirements, limitations, & duties; provides for civil action & penalties & criminal penalty; prohibits specified employment practices on basis of pregnancy, childbirth, or medical condition related to pregnancy or childbirth; provides for leave, maintenance of health coverage, reasonable accommodation & transfer, & return rights for employee who is disabled from pregnancy, childbirth, or medical condition related to pregnancy or childbirth. **Status: The bill died in the House Professional and Business Subcommittee when the legislature adjourned sine die.**

Georgia:

- [HB 1094](#) (Introduced / Paid Family and Medical Leave): The bill provides paid parental leave for state employees for the birth of a child, adoption of child or placement of a foster child. The maximum amount of parental leave that may be taken by an employee is 120 hours in any rolling 365 day period. **Status: The bill was passed by the House on 3 / 10 and had a reading in the Senate on 3/12.**

Hawaii:

- [HB 802](#) (Carryover from 2019 / Paid Family and Medical Leave for Domestic Violence Victims): The purpose of this Act is to amend the Hawaii family leave law to allow an employee to take family leave, separate from victim leave, related to domestic or sexual violence against the employee or the employee's minor child. **Status: Carried over from the 2019 session and will be under consideration in the 2020 session.**
- [SB 1046](#) (Carryover from 2019 / Paid Family and Medical Leave for Domestic Violence Victims): Would allow an employee to take family leave in addition to victim leave for leave to seek safety, medical attention, or victim services related to domestic or sexual violence against the employee or the employee's minor child. **Status: Carried over from the 2019 session and will be under consideration in the 2020 session.**
- [SB 2491](#) (Introduced / Paid Family and Medical Leave): Provides family leave insurance benefits and extends the period of family leave to sixteen weeks for businesses that employ one or more employees who meet the hourly qualifications. **Status: The bill was referred to the House Committee on Labor on 3 / 9.**
- [HB 2219](#) (Introduced / Paid Family and Medical Leave): Provides family leave insurance benefits and extends the period of family leave to sixteen weeks for businesses that employ one or more employees who meet the hourly qualifications. **Status: The House Labor and Public Employment Committee recommended that the bill be deferred on 2/4.**
- [HB 1652](#) (Introduced / Paid Family and Medical Leave): Would require certain employers to provide employees with 12 months of paid caregiving leave during any calendar year to care for the employee's spouse, civil union partner, reciprocal beneficiary, significant other, relative, friend, or neighbor. **Status: Under consideration in the House Labor and Public Employment Committee.**
- [SB 784](#) (Carried over from 2019 session / Paid Sick Leave): The bill requires employers to provide a minimum amount of paid sick leave to employees to be used to care for themselves or a family member who is ill or needs medical care. **Status: The was carried over to the 2020 session and is pending before the Senate Labor, Culture and Arts Committee.**

Idaho:

- **Executive Order for Paid Family and Medical Leave:** The week of January 24, 2020, Governor Little issued an executive order ([Executive Order 2020-03, known as the "Families First Act"](#)) that establishes eight weeks of paid leave for employees of the

state's executive branch (approximately 25,000 employees) following the birth or adoption of a child. More information can be found [here](#).

Illinois:

- [HB 3532](#) and [SB 1723](#) (Carryover from 2019 / Paid Family and Medical Leave): Creates the Family and Medical Leave Act. Sets forth requirements for family and medical leave to be provided to employees in Illinois. Applies to employers employing more than 20 employees. Provides for 16 workweeks of family leave for the birth of a child, placement of a child for adoption or foster care, or the care of a family member who has a serious health condition. Provides for administration by the Department of Labor. Authorizes enforcement by the Attorney General. Effective July 1, 2020. **Status: Carried over from the 2019 session and will be under consideration during the 2020 session.**
- [HB 5165](#) (Introduced / Sick Leave for Elder Care): The bill expands the Employee Sick Leave Act, and provides that personal care of a parent, mother-in-law, father-in-law, grandparent, or stepparent is a permissible use of personal sick leave benefits. **Status: The bill was referred to the House Labor and Commerce Committee on 3/17.**
- [SB 1972](#) (Carryover from 2019 / Paid Sick Days): Creates the Healthy Workplace Act and amends the State Finance Act. Requires employers to provide specified paid sick days to employees. Provides that an employee who works in the State who is absent from work for specified reasons is entitled to earn and use a minimum of 40 hours of paid sick time during a 12-month period. **Status: Carried over from the 2019 session and will be under consideration during the 2020 session.**
- (Paid Family and Medical Leave) On 1 / 22 [the Naperville City Council approved a policy](#) that offers city employees up to 12 weeks of paid parental leave. The new plan also allows employees hired after 2011 to accrue sick days annually up to a maximum of 12 weeks.

Indiana:

- [HB 1427](#) (Introduced / Paid Family and Medical Leave): Would have required the Department of Workforce Development to establish a paid family and medical leave program to provide payments for employees who take family and medical leave. It would have established the family and medical leave fund to be funded with appropriations from the general assembly and payroll contributions. **Status: The bill died in the House Committee on Employment, Labor and Pensions when the legislature adjourned sine die.**

Iowa:

- [SF 195](#) (Carryover from 2019 / Paid Family and Medical Leave): This bill would establish a family leave and medical leave insurance program that provides for paid, job-protected leave for certain family leave and medical leave reasons for eligible employees of specified employers. **Status: Referred to Senate Labor and Business Relations Committee.**

Kansas:

- [HB 2665](#) (**Introduced / Paid Family and Medical Leave**): The bill would require that every employee accrue one hour of paid sick leave for every 30 hours worked. Sick leave could be used after the employee has worked 90 days. Unused paid sick leave of 24 hours or less would be carried over to the following year, except an employer would not be required to allow the use of more than 40 hours of paid sick leave in one calendar year of service. Sick leave can be used: to diagnose, care for or treat the employee or employee's family member's mental or physical illness, injury or health condition; to obtain preventative medical care for the employee or the employee's family member; closure of the employee's place of employment by order of a public official; to care for an employee's family member whose school or place of care has been closed by order of a public official due to a public health emergency. An employer may not retaliate against an employee for requesting or using paid sick leave under this Act. **Status: The bill was referred to the House Commerce, Labor and Economic Development Committee on 2 / 13.**

Kentucky:

- [HB 123](#) (**Paid Sick Leave**): The bill requires employers to provide earned paid sick leave to employees. Employees would accrue 1 day of sick leave for every 30 hours worked. The employee cannot carry over from year to year more than 40 hours of accrued leave if the employer has less than 10 employees and 72 hours if the employer has 10 or more employees. Employees earn paid sick leave upon the date of hire and can use the leave after being employed for 90 days. The bill sets forth allowable uses of earned paid sick time; designates how notice of need to use sick time is provided by employees; establishes a penalty for employers that fail to follow paid sick leave requirements. **Status: The bill was referred to the House Economic and Workforce Investment Committee on 1/7.**
- [SB 282](#) (**Paid Sick Days**): This bill would provide that any employee who works in Kentucky for an employer (with 10 or more employees) for 30 or more days within a year is entitled to a certain amount of paid sick days. This requirement would not apply to an employee covered by a collective bargaining agreement. Accrued paid sick days would carry over, but employers could limit the use of accrued paid sick days. Provides for civil penalties. The legislation would declare an emergency meaning the bill would have immediate effect because the outbreak of coronavirus poses an immediate threat. **Status: The bill was referred to the Senate Committee on Economic Development, Tourism and Labor on 3 / 6.**

Louisiana:

- [HB 475](#) (**Introduced / Paid Family and Medical Leave for State Employees**): The bill provides a state employee who has been employed for at least 12 months to take up to 12 consecutive weeks of leave during the first 12 months after the birth of a child, the placement of an adopted or foster child with the employee. A female employee is allowed to take up to 16 weeks of leave during pregnancy at any time a doctor

determines that she is disabled due to pregnancy or related medical conditions or that such leave is medically indicated for the health of her unborn child. **Status: The bill was referred to the House Committee on House and Governmental Affairs on 3/9.**

- **HB 832 (Paid Sick Leave):** The bill provides that an employer must grant sick leave benefits at a rate equal to one hour of sick leave for every 30 hours up to a maximum of 40 hours of sick leave per year. It is accrued at the employee's pay rate. It provides that employers with twenty or more full-time and part-time employees give paid sick leave. The leave can be used not only for an employee's medical care or for an illness of a family member but for a business closure or public school closure due to a public health emergency. The employee is able to use sick leave after 90 days of employment. **Status: The title was read on 3/31 and is pending House referral.**
- **HB 797 (Remove Prohibition Against Local Paid Sick Leave):** The bill provides that any parish or municipality may establish a mandatory number of vacation or sick leave days, whether paid or unpaid, that a private employer would be required to pay or grant employees. **Status: The title was read on 3/31 and is pending House referral.**
- **SB 437 (Expands Sick Leave for State Postsecondary Education Employees):** The bill provides that sick leave may be used to care for an immediate family member who is ill or injured or to accompany an immediate family member to a medical, dental, or optical consultation or treatment. An immediate family member is defined as a spouse, parent, or child of an employee. Under present law sick leave is limited to use for personal care. **Status: The bill was placed on the Senate Calendar for a second reading on 3/31 and is pending Senate referral.**

Maine:

- **HB 1410 (Carried Over from 2019 / Paid Family and Medical Leave):** The bill creates a universal paid family and medical leave (PFML) program in Maine that grants 12 weeks of paid family leave or 20 weeks of paid medical leave to Mainers who have paid into a newly established fund. A qualifying employee may take family leave for up to 12 weeks to care for a member of their family, e.g. after the birth of a child or to tend to an ill parent or spouse. Family members include children, parents, grandparents, siblings, and spouses (in accordance with existing statute). A qualifying employee may take medical leave for up to 20 weeks to address a personal medical issue, as certified by their physician. To qualify to receive these benefits, an employee must have paid into the fund for at least 26 weeks in the previous year. Benefits are based on the employee's wages and are capped at the state's Average Weekly Wage. **Status: The bill was carried over to any Special Session of the 129th Maine Legislature on 3/17.**

Maryland:

- **HB 839 (Introduced / Paid Family and Medical Leave):** This bill, the House companion to SB 539, establishes the Family and Medical Leave Insurance (FAMLI) program and FAMLI Fund to provide up to 12 weeks of benefits to a covered individual taking leave from employment due to specified personal and family circumstances. The weekly benefit is based on the individual's average weekly wage, subject to a cap. The FAMLI Fund consists of employer and employee contributions and pays for benefits, a public education program, and implementation and administrative costs. **Status: The bill died**

in the House Economic Matters Committee when the legislature adjourned sine die.

- [SB 539](#) (Introduced / Paid Family and Medical Leave): This bill, companion to HB 839, establishes the Family and Medical Leave Insurance (FAMLI) program and FAMLI Fund to provide up to 12 weeks of benefits to a covered individual taking leave from employment due to specified personal and family circumstances. **Status: The bill died in the Senate Finance Committee when the legislature adjourned sine die.**

Massachusetts:

- [S.1045](#) (Carryover from 2019 / Paid Family and Medical Leave for Municipal Employees): Legislation to ensure minimum wage and paid family medical leave benefits for municipal employees. **Status: On 3/30, the House extended the reporting date for the bill by the Joint Committee on Labor and Workforce Development to 6/5 pending Senate concurrence.**

Michigan:

- [HB 5628](#) (Paid Sick Days): The bill amends the Paid Medical Leave Act. For a business with fewer than ten employees, it would provide 1 hour of earned sick time for every 30 hours worked but the employee may not use more than 40 hours of earned sick time in a year. The employee may use an additional 32 hours of unpaid earned sick time in that year. All other employees would accrue 1 hour of paid earned sick time for every 30 hours worked but could not use more than 72 hours of paid earned sick time in a year. The bill adds the use of earned sick time to be used for meetings at a child's school or place of care related to the child's health or disability, or the effects of domestic violence or sexual assault on the child. It also adds a domestic partner to the category of family members for whom the employee can use earned sick time. **Status: The bill was referred to the House Committee on Commerce and Tourism on 3/12.**

Minnesota:

- [HF 5](#) (Carryover from 2019 / Paid Family and Medical Leave): Would include up to 12 weeks of "partial wage replacement" during pregnancy and medical leave. Employees would also get 12 weeks of partially paid family leave, which could include caring for a newborn or a sick family member. It would replace 80 - 55 percent of wages, depending on your income. Workers and employers would pay into an insurance pool, paying anywhere from \$1 to \$6 each week. **Status: The bill was referred to the Senate Jobs and Economic Growth Finance and Policy Committee on 3 / 9.**
- [HF 11](#) (Carryover from 2019 / Earned Sick and Safe Time Establishment and Enforcement): The bill would provide for earned sick and safe time; impose civil penalties, and require reports on the program and its effectiveness and enforcement. **Status: The House State Government Finance Division passed the bill on 3 / 11 and it received a second reading in the House.**
- [HF 29](#) (Carryover from 2019 / Earned Sick and Safe Time Establishment and Enforcement): The bill, similar to HF 11, would provide for earned sick and safe time; impose civil penalties, and require reports on the program and its effectiveness and

enforcement. **Status: Carried over from the 2019 session and will be under consideration during the 2020 session.**

Mississippi:

- [**SB 2126**](#) (Introduced / Paid Family and Medical Leave): The bill would have required employers with 18 or more employees to have provided three paid sick days in 2020 and to have increased the number of paid sick days to four days in 2021 and then five paid sick days in 2022. **Status: The bill died in the Senate Public Health and Welfare Committee on 3 / 3.**

Missouri:

- [**SB 565**](#) (Introduced / Paid Family and Medical Leave): This bill would cover employees who are not independent contractors to receive up to six weeks each year of wage replacement benefits for any of the following reasons:
 - To bond with a minor child within the first year of birth or placement in connection with foster care or adoption;
 - To care for a family member with a serious health condition;
 - To tend to one's own serious health condition; or
 - To assume any familial responsibility because a spouse, child, or parent of an employee is on, or has been notified of, an impending call to active duty in the armed forces.

An employee is eligible for benefits equal to 100% of his or her average weekly pay for each full week taken for family or medical leave. However, an employee's average weekly wage may not be higher than the average state weekly wage. An employee may take partial weeks of leave but will only receive benefits equal to the fraction of the number of days of leave taken divided by the number of the days that the employee would have otherwise worked. An employee may additionally only take leave in full-day increments. **Status: Second reading in the Senate and Referred to the Senate Small Business and Industry Committee on 1 / 9.**

Nebraska:

- [**LB 305**](#) and [**LB 311**](#) (Carryover from 2019 / Paid Family and Medical Leave): Both bills would provide time off with partial wage replacement for qualifying reasons for all workers covered by unemployment insurance. Employees would be provided six weeks to care for a family member with a serious health condition or a military family member, and twelve weeks to care for a new child or for one's own serious health condition, including pregnancy-related complications. **Status: LB 305 and LB 311 were carried over from the 2019 session and are under consideration before the Business and Labor Committee.**

New Hampshire:

- **[HB 712](#) (Carryover from 2019 / Paid Family and Medical Leave):** This bill, as amended by the House, establishes a system of paid family and medical leave insurance. The Department of Employment Security would administer the program. The program would apply to both state and non-governmental employers, but provide an option for employers to opt-out of the program if they could demonstrate they were providing an equivalent insurance plan for employees. The program would allow political subdivisions to opt into the program provided they could show that the program benefits are at least equivalent to the benefits in their existing plans. Participating employers would remit payments equal to 0.5% of wages on a quarterly basis for deposit in the family medical leave insurance fund (FMLI fund). After having remitted premium payments for at least 6 months, qualifying employees would be able to take up to 12 weeks of paid leave during any 12 month period for certain qualifying events. The benefit would be 60% of the employee's average wage during the highest-earning quarter in the base period, but not less than \$125 per week or higher than 85% of the average weekly NH wage. **Status: The bill passed the Senate on 3 / 12 and will next be sent to the Governor.**
- **[SB 730](#) (Paid Family and Medical Leave Insurance Program for State Employees):** This bill establishes the Granite State Paid Family Leave Plan, a family and medical leave insurance program (FMLI) for wage replacement benefits, that includes the same types of leave as protected under the federal Family and Medical Leave Act, except for a health condition of the employee. The plan shall be provided to all permanent state employees at the expense of the state and at no cost to state employees. Coverage will occur through a commercial insurance contract that will also be available statewide to all other public and private employers on a voluntary basis. Individuals whose employers do not sponsor such coverage may choose to participate in the FMLI program through voluntary payroll deductions to a pooled state-managed fund. A new business tax incentive is established to encourage and stimulate private employer program participation. **Status: The bill was referred to a study committee by the Senate Finance Committee on 3/12.**

New Jersey:

- **[A.522](#) (Introduced / Paid Family Leave for School Activities):** This bill would amend the "Family Leave Act," to provide up to 48 hours of leave time during any 12-month period for an employee covered under that act so that the employee may:
 1. Attend or participate in school functions or activities of a child of the employee, including theatrical productions, sporting events, classroom observations, parent-teacher conferences or other meetings concerning the education of the child; or
 2. Accompany the child to routine medical or dental appointments, including checkups or vaccinations.The bill gives the employee the option of taking the leave in increments as short as two hours. **Status: Under consideration in the Assembly Labor Committee.**
- **[A-3846](#) / [SB 2293](#) (Introduced / Replacement of Lost Wages Due to Coronavirus):** The bill allows workers to claim for lost wages due to coronavirus disease and employers

to pay wages to workers ordered under quarantine by a licensed healthcare practitioner. The bill appropriates \$20 million. The program will provide, to the extent funds are available, replacement of lost wages in an amount equal to their average weekly pay from the past calendar year. This wage replacement is not allowed for workers that have full paid leave. Workers will not be eligible for this wage replacement if they are receiving unemployment benefits. Workers and businesses are required to file claims no later than three months after the end of a declaration of a state of emergency due to the coronavirus. **Status: The bill was passed by the Senate on 3/19 and will next go to the Governor.**

- [A-3847 / S-2285](#) (Introduced / Paid Sick Leave for Local Government Employees Due to COVID19): [The bill](#) allows local government employees (not state employees) in the state that have to miss work due to the coronavirus (either diagnosed or ordered to quarantine or they're choosing to isolate) to receive full pay paid without using any of their sick leave time. The public employee could also qualify for paid leave to stay home with a child whose school or daycare is closed. The bill is retroactive to March 9, 2020. **Status: Passed the Senate on 3/19 and will next go to the Governor.**
- [A-3900/S-2304](#) (Paid Family Leave and Temporary Disability Insurance): The New Jersey State AFL-CIO explains that the law "expands paid family leave (PFL) and temporary disability insurance (TDI) to cover certain circumstances related to the coronavirus pandemic. The definition of "serious health condition" includes an illness caused by an epidemic of a communicable disease and exposure to a communicable disease, as well as including employees who are seeking to prevent the spread of such a disease. Under the bill, in the case of PFL or TDI benefits, employees or their family members would be eligible (when determined by a doctor or health care provider) if they voluntarily self-quarantine due to their presence threatening the health of others. Finally, the bill eliminates the one-week waiting period for disability benefits for those workers impacted by epidemic-related cases." **Status: The Governor signed the bill on 3/25.**

New Mexico:

- [HB 16](#) (Introduced / Paid Family and Medical Leave): HB 16 would have created an insurance pool administered by the state's Department of WorkForce Solutions. The insurance pool would have started with \$1 million, which would have come out of the state's general fund. But beyond that, employees would have paid a 0.5 percent tax per paycheck into the pool. Employers would have paid a 0.4 percent tax on each employee. The employer's tax would pay for the administration of the fund. The employee's tax would have gone into the insurance pool itself. All employees would be eligible for up to 12 weeks off. **Status: The bill died when the legislature adjourned sine die.**

New York:

- [S8091](#) (Introduced / Paid Sick Leave and Emergency COVID19): [The bill](#) provides that each employee who is subject to a mandatory or precautionary order of quarantine or isolation issued by the state of New York, the department of health, local board of health, or any governmental entity authorized to issue such order due to COVID-19, will be provided with paid sick leave, depending on the size of the employer. Once this paid sick leave ends an employee shall be eligible for paid family leave benefits and benefits due to disability until the termination of any mandatory or

precautionary order of quarantine or isolation due to COVID-19. **Status: The Governor signed the bill on 3/18.**

- [A 10152](#) (Introduced / Paid Sick Leave and Emergency COVID19): The bill is the Assembly companion bill to S8091. **The bill was referred to the Assembly Labor Committee on 3/17.**
- [S 4883](#) (Carryover from 2019 / Paid Sick Days): This bill would require all employers to provide paid sick time to all employees. **Status: Carryover from 2019 session and under review in the Senate Labor Committee.**

North Carolina:

- [S 234](#) (Carryover from 2019 / Paid Sick Days): The bill would provide paid sick leave at the rate of one hour of pay for every 30 hours worked. For employers with 10 or fewer employees, there would be a limit of 32 hours paid sick leave of accrued leave per calendar year. For all other employers, there would be a limit of 56 hours of accrued paid sick time in a calendar year. Paid sick time can be used for the employee and their immediate family members for medical care as well as for cases of domestic violence or sexual violence. **Status: The bill was carried over to the 2020 session and is pending before the Committee on Rules and Operations of the Senate.**
- [H 422](#) (Carryover from 2019 / Paid Sick Days): This is the House companion to S 234. **Status: The bill was carried over to the 2020 session and is pending before the House Committee on Health.**

Ohio:

- [HB 91](#) (Carryover from 2019 / Paid Family and Medical Leave): Creates the Family and Medical Leave Insurance Program to provide 12 weeks of family and medical leave insurance benefits during a 12-month period to an individual to address the individual's serious health condition, to care for a family member, or to bond with a new child. The bill gives an employer the option of paying contributions to the Program on an employee's behalf. An employer who opts to pay contributions must begin making payments on July 1, 2022. **Status: Carryover from 2019 session and under consideration in House Insurance Committee.**

Oklahoma:

- [HB 2463](#) (Carryover from 2019 / Paid Sick Days / Paid Family and Medical Leave): "All employees shall accrue a minimum of one (1) hour of earned paid sick time for every forty (40) hours worked. Employees shall not use more than eighty (80) hours of earned paid sick time in a year unless the employer selects a higher limit." **Status: Carryover from 2019 session and under consideration in the House Rules Committee.**
- [HB 3439](#) (Introduced / Paid Family and Medical Leave): Would establish a statewide paid family and medical leave law. **Status: Received a second reading and was referred to the House Insurance Committee on 2 / 4.**
- [SB 121](#) (Carryover from 2019 / Paid Family and Medical Leave): Would create a state leave sharing program. The purpose of the state leave sharing program is to permit state

employees to donate annual or sick leave to a fellow state employee who has exhausted, or will exhaust, all types of paid leave. **Status: Carryover from 2019 session and under consideration in Senate General Government Committee then the bill will be deliberated in the Senate Appropriations Committee.**

- **[SB 1434](#) (Introduced / Sick Leave for State Employees who are Disabled Veterans):** The bill provides sick leave with pay to state employees who are disabled veterans with service-connected disabilities. **Status: The bill was referred to the Senate Appropriations and Budget General Government Subcommittee on 3 / 17.**

Pennsylvania:

- **[HB 169](#) (Carryover from 2019 / Paid Sick Leave):** Would ensure all workers will be given the opportunity to earn paid sick leave. Most workers will be able to earn up to 52 hours a year by earning 1 hour of leave for every 40 hours worked. Under the bill, smaller employers would provide up to 26 hours of leave per year by earning 1 hour for every 80 hours worked. **Status: Carried over from the 2019 session and under consideration in the House Labor and Industry Committee.**
- **[HB 625](#) (Carryover from 2019 / Paid Family and Medical Leave):** Would establish the Paid Family Leave Act. It would allow eligible employees up to 12 weeks leave at full pay, counted against the FMLA leave for which they are entitled. **Status: Carried over from 2019 session and under consideration in the House Labor and Industry Committee.**
- **[SB 13](#) (Carryover from 2019 / Paid Sick Leave):** The bill provides that each employer must give paid sick leave to an employee to be used for 1-the diagnosis, care or treatment of an existing health condition of an employee or employee's family member; 2-the treatment, care, counseling of a physical, mental or emotional injury suffered by the employee or the employee's family member due to an act of abuse or sexual violence; and 3- a public health or public safety emergency involving the employee or the employee's family member. Paid sick leave will be paid at the rate of 1 hour for every 30 hours worked to a maximum of 56 hours of 7 days per year. **Status: The bill is under consideration by the Senate Committee on Labor and Industry.**

South Dakota:

- **[SB 186](#) (Introduced / Paid Family Medical Leave):** The bill provides permanent state employees 112 hours of sick leave per full year of employment which can be used for the care of the employee, the employee's immediate family or a person who the employee is the legal guardian. The bill also provides 24 hours per week of family leave for up to eight weeks following the birth or adoption of a child. An employee who has worked 12 months or more can take up to 12 weeks of sick leave, paid family leave, leave without pay or any combination of leaves as family and medical leave. **Status: The bill was signed by the Governor on 3/20.**

Tennessee:

- [SB 1858](#) (Introduced / Paid Family Medical Leave): The bill establishes a family and medical leave insurance program for the family member of a service member for a need arising out of active duty service or an impending call or order to active duty. The benefits are payable for 12 weeks and the weekly benefit is 2/3rds of an employee's state average weekly wage up to a maximum of \$850. Each year the benefit level will be adjusted to be ninety percent of the state average weekly wage. Employer's will collect the premium amount from the employee and remit these premiums to the state treasurer who will have custody of the funds. The Commissioner of Labor and Workforce Development will enforce and promulgate administrative rules. **Status: Action was deferred on the bill by the Senate Commerce and Labor Committee on 3 / 17.**
- [HB 1872](#) (Introduced / Paid Family Medical Leave): This is the House companion to SB 1858. **Status: The bill failed in the Employee Affairs Subcommittee of the House Consumer and Human Resources Committee on 3/10.**
- [SB 1786](#) (Introduced / Paid Family and Medical Leave for State Employees and Teachers): The bill provides 12 work weeks of paid family leave during the 12 month period following a qualifying event for state employees and teachers. Qualifying events such as a birth, adoption or placement of a child for foster care; need to care for a family member or parent with a serious health condition; and a family member or parent who has been notified of a call to active duty in the armed forces are included. **Status: The bill was assigned to the Senate State and Local Government General Subcommittee on 3/6.**
- [HB 2024](#) (Introduced / Paid Family and Medical Leave for State Employees and Teachers): This bill is the House companion to SB 1786. **Status: The bill was taken off the calendar of the Public Service and Employees Subcommittee of the House State Committee on 3/11.**
- (Paid Family and Medical Leave) Nashville City Council Metro Resolution [RS2020-172](#) would have implemented paid family leave for all city employees equal to or greater than the 12 weeks Tennessee now offers state employees. **Status: The ordinance was adopted by the City Council on 1 / 21 but was returned unsigned (vetoed) by the Mayor on 1 / 28.**

Utah:

- [SB 207](#) (Introduced / Paid Family and Medical Leave). The bill would provide an eligible state employee with up to 120 hours of paid family leave following the birth or adoption of a child. **Status: The bill was signed by the Governor on 3/30.**
- [HB 153](#) (Introduced / Paid Family and Medical Leave). The bill would provide an eligible state employee with up to 240 hours of paid family leave following the birth or adoption of a child. **Status: The bill failed in the House on 3 / 12.**

Vermont:

- **[H.107](#) (Carryover from 2019 / Paid Family and Medical Leave):** The bill would have provided parents of new babies with paid leave benefits for up to 12 weeks. Persons who cared for seriously ill loved ones would have been eligible for eight weeks of benefits. The benefit level would have depended on how much workers made, but the average Vermonter would have received 70 percent of their pay during their leave time. The plan also would have let employers opt out of the state's paid family leave program, but only if they could have offered a stronger plan of their own. **Status: Vetoed by Gov. on 1/31. The House failed to override the Governor's veto on 2 / 5.**

Virginia:

- **[SB 770](#) (Introduced / Paid Family and Medical Leave):** This bill would have required the Virginia Employment Commission to establish and administer a paid family and medical leave program with benefits beginning January 1, 2023. Under the program, benefits would have been paid to eligible employees for family and medical leave. Funding for the program would have been provided through premiums assessed to employers and employees beginning in 2022. The amount of a benefit would have been 80 percent of the employee's average weekly wage, not to have exceeded 80 percent of the state weekly wage, which would have been adjusted annually to reflect changes in the statewide average weekly wage. The measure would have capped the duration of paid leave at 12 weeks in any application year. The bill would have provided self-employed individuals the option of participating in the program. **Status: The bill was passed by indefinitely by the Senate Committee on Finance and Appropriations on 2/4 and died when the legislature adjourned sine die.**
- **[HB 403](#) (Introduced / Paid Sick Days):** The bill required private employers to allow an employee safe days, with pay, if the employee is a victim of domestic violence, sexual assault, or stalking or is a family member of a victim of domestic violence, sexual assault, or stalking. Employers would have been required to provide employees with four safe days per year if the employee had fewer than 120 consecutive months of employment with the employer and five safe days if the employee had 120 or more consecutive months of employment with the employer. "Safe days" are leave from work that is used to allow the employee to obtain for the employee or the employee's family member, as applicable, (i) medical attention needed to recover from physical or psychological injury or disability caused by domestic violence or sexual assault; (ii) psychological or other counseling; (iii) relocation due to domestic violence, sexual assault, or stalking; or (iv) legal services. Employers would have been prohibited from discharging or discriminating against an employee because the employee exercised the right to safe days. Employees could have brought a private action against an employer that violated these provisions. **Status: The bill was continued to 2021 in the House Labor and Commerce Committee on 1 / 20.**
- **[SB 481](#) (Introduced / Paid Sick Leave):** The bill would have ["required all employers with 15 or more employees to provide up to 40 hours/five days of paid sick time."](#) The bill would have done the following: 1-Allowed employees to take earned paid sick time for an employee's illness or to care for a family member with an illness. 2-Allowed

employees to take earned paid sick time when their place of business was closed by order of a public official due to a public health emergency or an employee needed to care for a child whose school or place of care had been closed by order of a public official due to a public health emergency, or care for oneself or a family member when it had been determined by the health authorities having jurisdiction or by a health care provider that the employee's or family member's presence in the community might have jeopardized the health of others because of his or her exposure to a communicable disease, whether or not the employee or family member had actually contracted the communicable disease. 3-Prohibited employers from discharging or demoting employees for taking less than 16 hours of unpaid sick leave in a calendar year. **Status: The bill failed in the Senate on 3 / 8.**

- [HB 898](#) (Introduced / Paid Sick Days): This bill is similar to SB 481. **Status: The bill was left in the House Committee on Appropriations on 2 / 11 when the legislature adjourned sine die.**

West Virginia:

- [SB 65](#) (Introduced / Paid Family and Medical Leave): Would have established a statewide paid family and medical leave law that would have provided workers with up to 12 weeks of paid leave to take care of themselves or a loved one or to give birth or adopt a child. Provisions within the measure would have paid workers 67 percent of his or her wages up to a maximum of \$1,000 (minimum payment is no less than \$100 per week). Contributions to the state program would have been split between employers and employees (total 0.5%). **Status: The bill died when the legislature adjourned sine die.**
- [HB 3078](#) (Introduced / Paid Family and Medical Leave): Would have established a statewide paid family and medical leave law that would have provided workers with up to 12 weeks of paid leave to take care of themselves or a loved one or to give birth or adopt a child. Provisions within the measure would have paid workers 67 percent of his or her wages up to a maximum of \$1,000 (minimum payment is no less than \$100 per week). **Status: The bill died when the legislature adjourned sine die.**

Wisconsin:

- [SB 596](#) (Carryover from 2019 / Paid Family and Medical Leave): This bill would establish a family and medical leave insurance program; family leave to care for a grandparent, grandchild, or sibling and for the active duty of a family member; employers would be required to allow an employee to take family or medical leave, and allow a local government to adopt ordinances requiring employers to provide leave benefits. **Status: Carryover from 2019 session and will be under consideration in the 2020 session.**