

Welcome!

The webinar will begin shortly...

3:00
minutes

until the webinar starts

While you wait, here are some fast facts about HR outsourcing:

Companies that outsource HR to a professional employer organization (PEO) are **50% less likely** to go out of business.



The webinar will begin shortly...

While you wait, here are some fast facts about HR outsourcing:

2:00

minutes

until the webinar starts

Companies that use a professional employer organization (PEO) are **28% more satisfied** with their available selection of employee benefits.



The webinar will begin shortly...

While you wait, here are some fast facts about HR outsourcing:

1:00

minute

until the webinar starts

G&A Partners has an average Net Promoter Score (NPS) that is **35x higher** than that of the HR outsourcing industry.



"NPS Benchmarks for B2B" Inavero, 2014

Before we begin...

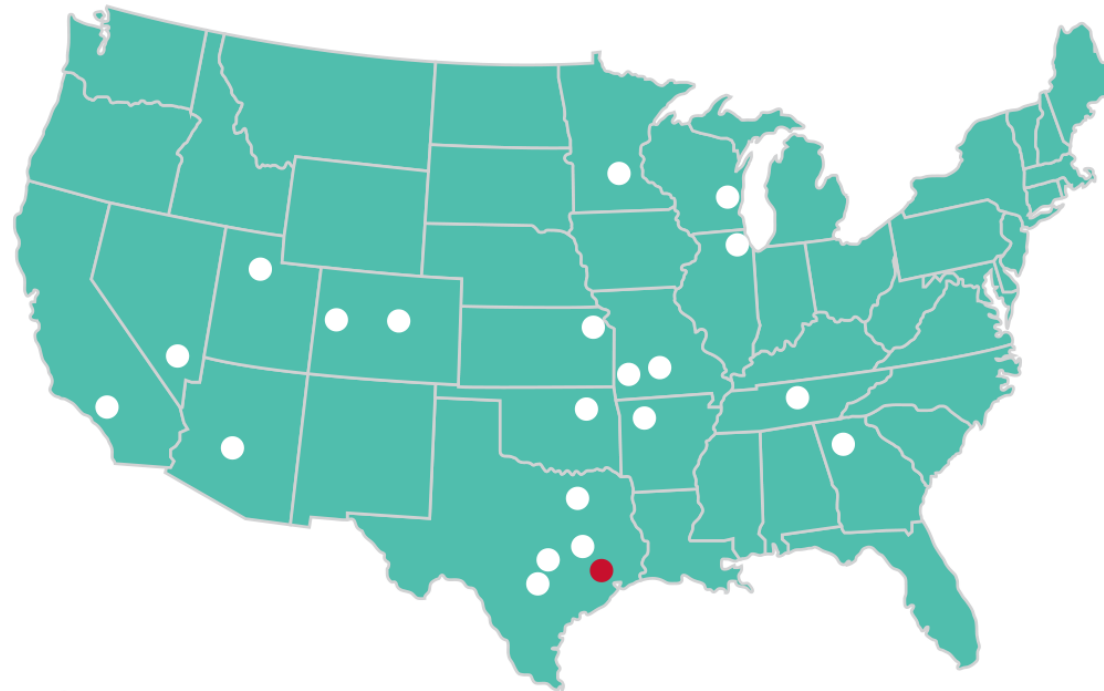
We are recording this webinar. The on-demand recording will be available on our website by the end of the week.

This webinar has been pre-certified by the Human Resources Certification Institute (HRCI) and The Society for Human Resource Management (SHRM) for one hour of HR general recertification credit.

If at any time during the presentation you have a question that you'd like us to answer, please send it to us using the "Questions" tab in the GoToWebinar menu bar.

About G&A Partners

G&A Partners delivers world-class HR solutions that help build thriving businesses and make a difference in the lives of the clients and employees we serve.



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Paid Family Leave Laws

Coming to a state near you...



Paid Family Leaves



What is it?



Where is it?



How's it paid
for?



What do I
have to know?



Other trends



Questions



What is it?



What is Paid Family Leave?

Types of Paid Family Leave

Pay-Replacement Plan

- Provides pay replacement while on leave for qualifying reasons
- Provides no leave time

Pay-replacement and Leave Provision Plan

- Provides pay replacement while on leave for qualifying reasons
- Mandates leave time for use during the paid period

Covered Entities/Individuals:

- Employee and Family Members
- Only Family members (no employee coverage)
- Small Employer Carve-outs?

What is Paid Family Leave?

How did PFL come about?

1919

- Maternity Protection Convention – (International Labor Organization)

1972 -
1992

- Protections for pregnant workers (EEOC)
- Family Employment Security Act of 1984 (FESA) – Never introduced in Congress
- Parental and Medical Leave Act – stalled in House subcommittees
- Parental and Medical Leave Act – Reintroduced 1986
 - Renamed Family and Medical Leave Act (FMLA) (1986)
 - Passed by Congress (1990) – vetoed by President G.H.W. Bush
 - FMLA passed again by Congress (1992) – vetoed again by President G.H.W. Bush.

1993

- President Bill Clinton is sworn in, beating out one-term President George H.W. Bush
 - First piece of legislation President Clinton signed was the FMLA

What's the difference?

Maternity

- LOA granted to mother for recovery from childbirth and baby bonding
- May pair with short-term disability coverage
- May not apply to adoptions

Paternity

- LOA granted to father for baby bonding
- May include adoption
- Tends to be lesser benefit than maternity leave

Parental

- LOA granted to parent for baby bonding
- Same benefit to caregivers, regardless of gender
- Time may be shared
- May include adoption

Family

- LOA granted to care for family members
- May also apply to employee
- Expansion and replacement of the others



Where is it?



Where is it?

Poll Question:

What was the first state to pass a PFL law?

- New York
- Pennsylvania
- California
- Washington



Where is PFL Now?

Current States:

- California
- Connecticut
- D.C.
- Massachusetts
- New Jersey
- New York
- Rhode Island
- Washington state

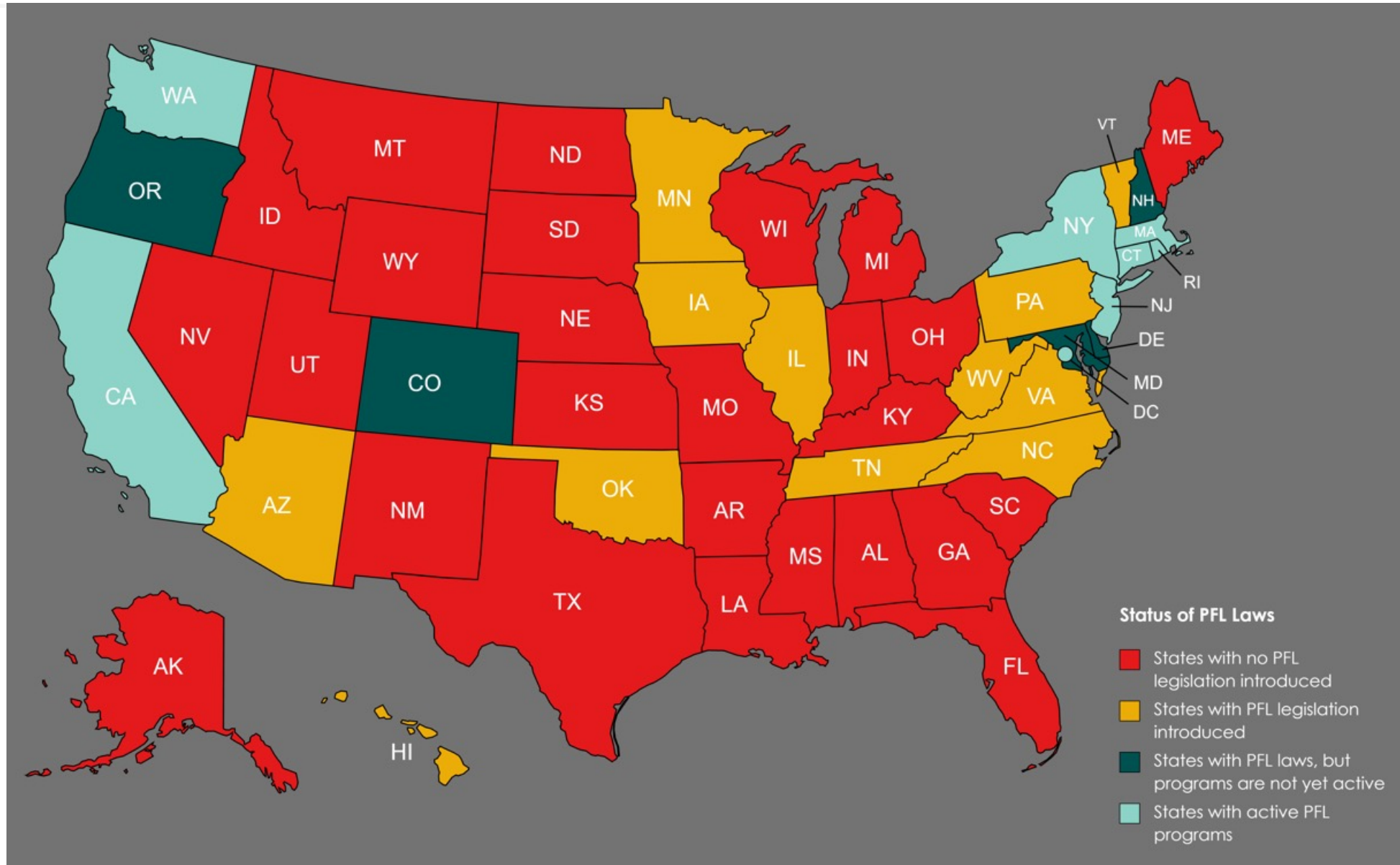
Upcoming States:

- Colorado
 - 2023 contributions
 - 2024 benefits
- Delaware
 - 2025 contributions
 - 2026 benefits
- Maryland
 - 2023 contributions
 - 2025 benefits
- New Hampshire
 - 2023 – voluntary
- Oregon
 - 2023 contributions
 - 2023 benefits

States in Process:

- Arizona
- Hawaii
- Illinois
- Iowa
- Minnesota
- Oklahoma
- North Carolina
- Pennsylvania
- Tennessee
- Vermont
- Virginia
- West Virginia

Which States Have PFL Laws?



How do we compare internationally?

How do we stack up against other countries?

Country	Weeks	% of Wages
• Slovak Republic	• 164 weeks	• 42.4% of wages
• Finland	• 160 weeks	• 25% of wages
• Germany	• 58 weeks	• 73.4% of wages
• Canada	• 51 weeks	• 50.6% of wages
• United Kingdom	• 39 weeks	• 29.8% of wages
• United States	• None (federal)	• 0% (federal)



How is it paid for?



How is it paid for?

Types of Funding



Fully employer paid

- Percent of employer payroll

Fully employee paid

- Percent of their individual payroll



Split contribution

- A portion is provided by the employer
- The balance is provided by the employee



Where it goes

- State managed trust fund
- Paid out to eligible employees with qualifying reasons

Timing

When does it start?

- At least one year before benefits are available



EXAMPLE: Colorado PFL

- Payroll contributions begin 1/1/2023
- Benefits become available to employees contributing to the fund on 1/1/2024



What do I have to know?



What do I have to know?

Employer

- Know the PFL laws for the state(s) in which you operate
- Set up contributions based on state requirements
- If necessary, provide leave time in alignment with the law(s)

Employee

- Pay attention to communications from your employer regarding PFL laws.
- Understand when and what makes you eligible under the law(s)
- Follow application directions to obtain benefits

Know who is covered

- Both Employee and family members
- Family members only (no employee coverage)

PFL Best Practices



Overcommunicate with your workforce

Create leave policies in alignment with the law(s)

Review all leave policies to determine how or if PFL will coordinate with them

What do I have to know?

Poll Question

True or False: All PFL laws provide leave time.



What do I have to know?

Poll Question

True or False: If an employee is on PFL, their job is protected.





What other trends are we seeing?



Other benefits may include...

- Non-mandated PFL
- Flexible work arrangements
 - Hybrid
 - Remote work
- More PTO for new hires
- Paid vacations before starting employment
- Student and other financial debt assistance
- Pet-related benefits



In summary – paid leave evolution

Unpaid Leaves

FMLA (1993)
State FMLA clones
“Kin care” laws

Paid Family Leaves (today)

8 states with active leaves
5 states pending implementation
12 states with legislation in process

Short-term Paid Leaves

Paid Sick Leave (SF-CA)
Paid Sick and Safe Leaves
Mandatory PTO (NV/ME)

Future of Paid Leaves

California plans to...
Push for a national plan
Opt for more time

CHART - Current PFL laws

*Benefits effective 1/1/2023

**Benefits effective 9/3/2023, contributions begin 1/1/2023

***Benefits effective 1/1/2024, premiums begin 1/1/2023

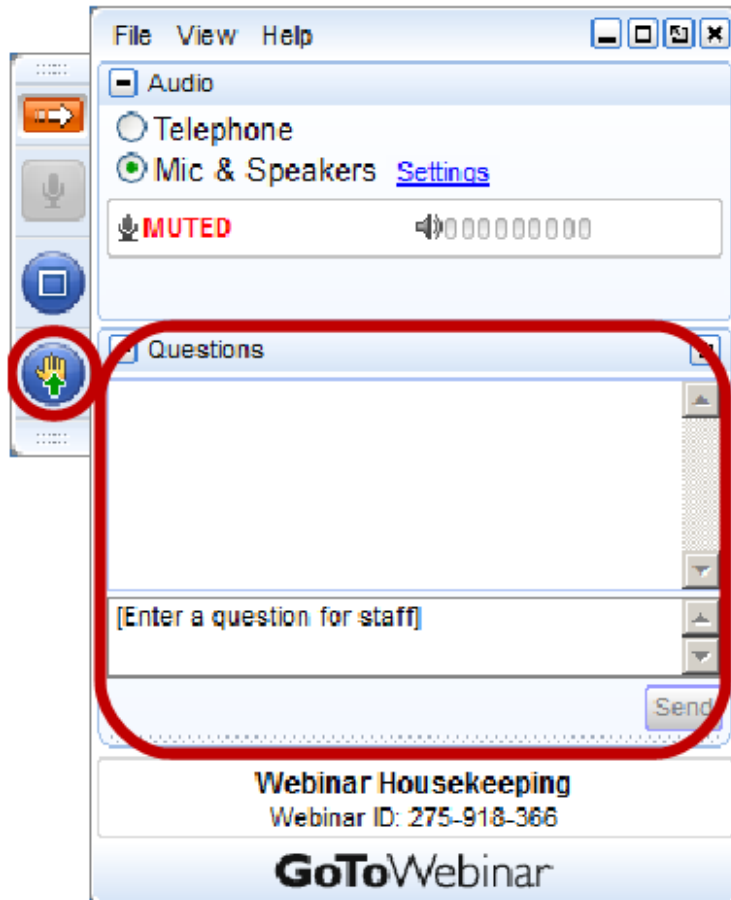
****Benefits effective 1/1/2025, contributions begin 10/1/2023

*****Benefits effective 1/1/2026, contributions begin 1/1/2025



State	Active Now	Mandatory	Employer funded	Employee funded	Employee's own health	Family member's health/care	Other uses
California	Yes	Yes	No	Yes	No (State disability option)	Yes	Military family
Colorado	No***	Yes	Yes	Yes	Yes	Yes	Military family & safe time
Connecticut	Yes	Yes	No	Yes	Yes	Yes	Military family & safe time
Delaware	No*****	Yes	Yes	Yes	Yes	Yes	Military family
DC	Yes	Yes	Yes	No	Yes	Yes	
Maryland	No****	Yes	Yes	Yes	Yes	Yes	
Massachusetts	Yes	Yes	Yes	Yes	Yes	Yes	Military family
New Jersey	Yes	Yes	Yes	Yes	No (Temporary disability option)	Yes	Safe time
New Hampshire	No*	<u>No</u>	Optional	Optional	Yes	Yes	Military family
New York	Yes	Yes	Yes	Yes	No (Temporary disability option)	Yes	Military family
Oregon	No**	Yes	Yes	Yes	Yes	Yes	Safe time
Rhode Island	Yes	Yes	No	Yes	Yes	Yes	
Washington	Yes	Yes	Yes	Yes	Yes	Yes	Military family & child's death

Questions



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