



## Members-Only Digest of Paid Leave Bills

### 2019 Session

Updated 1/24/2019

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#### **HF 5; HF 256 (No Senate Companion)**

Paid family, pregnancy, bonding and applicant's serious medical condition benefits provided; employment leaves regulated and required; data classified; rulemaking authorized; and money appropriated.

*HF 5 Authors:* **Halverson** ; Richardson ; Sauke ; Olson ; Moran ; Persell ; Lillie ; Morrison ; Elkins ; Lippert ; Gomez ; Carlson, A. ; Vang ; Howard ; Schultz ; Noor ; Her ; Cantrell ; Claflin ; Hansen ; Bahner ; Wolgamott ; Mann ; Long ; Wagenius ; Hortman ; Kunesh-Podein ; Carlson, L. ; Hornstein ; Lee ; Hassan ; Pinto ; Pryor ; Winkler ; Loeffler

*HF 256 Authors:* **Koegel**

*Summary:* This bill provides up to 12 weeks of paid family (pregnancy/parental/bonding) leave and a separate 12 weeks of paid medical leave.

*Notes:*

- creates a "family and medical benefits insurance program" and "bonding leave"
- funded via undetermined "premium" on employer and employee
- includes independent contractors for employer premium
- eligibility to include familial equivalent relationships
- wage replacement 55-90 percent

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#### **HF 11; HF 29 (No Senate Companion)**

Earned sick and safe time provided, rulemaking authorized, civil penalties imposed, and reports required.

*HF 11 Authors:* **Lesch** ; Olson ; Winkler ; Becker-Finn ; Moran ; Lillie ; Schultz ; Loeffler ; Lippert ; Hornstein ; Cantrell ; Bahner ; Christensen ; Gomez ; Howard ; Long ; Persell ; Richardson ; Davnie ; Liebling ; Halverson ; Kunesh-Podein ; Mariani ; Freiberg ; Sandell ; Noor ; Hortman ; Lee ; Pinto ; Wolgamott ; Sundin ; Ecklund ; Moran ; Fischer ; Nelson ; Youakim

*HF 29 Authors:* **Her** ; Carlson, A. ; Morrison ; Kunesh-Podein ; Vang ; Howard ; Xiong, T. ; Brand ; Bahner ; Claflin ; Sauke ; Koegel

*Summary:* This bill provides requirements on accrued sick/safe time, outlines how that time can be used, and fines for employers that do not meet the minimum standards of this plan.

*Notes:*

- employee accrues minimum of one hour earned sick/safe time for every 30 hours worked up to a maximum of 48 hours in a year (unless higher permitted by employer)

- employer must permit employee to carry over accrued unused sick/safe time into following year but may not exceed 80 hours at any time (unless higher permitted by employer)
- employers can require a notice of intent to use sick/safe time but cannot require more than 7 days notice
- includes part-time and temporary workers, not independent contractors
- eligibility to include familial equivalent relationships
- no effect on more generous sick/safe time policies
- employer can be fined up to \$1,000 per violation or up to \$10,000 per repeated violation

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## **HF 260 (No Senate Companion)**

Domestic abuse or sexual assault employee paid leave provided.

*Authors:* **Stephenson** ; Becker-Finn ; Long ; Wazlawik ; Howard

*Summary:* Employers must provide up to 40 work hours in a year to a person affected by domestic abuse or sexual assault.

*Notes:*

- available for employees working an average of 20 hours a week or more, independent contractors not included
- employers must give paid leave up to 40 work hours in a calendar year for this safe leave
- employee eligible if they are victim of or a parent/guardian of a minor child who is a victim of sexual assault or domestic violence
- employer may require an employee requesting this leave to verify that they are affected by domestic abuse or sexual assault

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## **SF 90 (No House Companion)**

Parental leave costs individual income and corporate franchise employer tax credits.

*Authors:* **Nelson** ; Housely ; Ruud ; Rest ; Dziedzic

*Summary:* Tax credits of 25% for qualifying employers and employees for parental leave costs.

*Notes:*

- qualified employers allowed tax credit of \$3,000 or 25% of wages normally paid to qualifying employee per hour for which they are on parental leave
- employee parental leave cannot exceed 6 weeks in a taxable year
- qualifying employee (not employed under qualifying employer claiming a credit under this) allowed tax credit of 25% of their wages for the period of unpaid parental leave
- employee must take at least one week of unpaid parental leave to get tax credit