



Members-Only Digest of Paid Leave Bills 2019 Session

Updated 1/24/2019

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

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 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

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

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