

On Your Radar

Draw on Our Expertise



December 2018 / January 2019

Each month in this newsletter – and more frequently on our [Matrix Radar](#) blog – we provide updates on introduced, pending, and passed legislation. As usual, we have a lot to report this month. If you need additional information about any of the bills or passed legislation discussed in this newsletter or any other Matrix publication, please contact us at ping@matrixcos.com. We'll be happy to share information that just won't fit in these newsletters!

A Look Ahead | State Paid Family and Medical Leave Legislation for 2019 is Here!

Based on 2018 activity and a strong Democratic presence in state elected positions for 2019, here is our list of states most likely to pass PFML legislation in the coming year. [Learn More](#)

A Look Back | 2018 Developments in Review

A look back at some of the important developments of 2018. [Learn More](#)



Legislative
Updates

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GET TO KNOW



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READ OUR BLOG

Learn about our insights in absence management and workplace accommodations, and how they affect you and your business.



A Look Ahead | State Paid Family and Medical Leave Legislation for 2019 is Here!

Ladies and Gentlemen, Start Your Engines! State Paid Family and Medical Leave Legislation for 2019 is Here!

Even before Baby New Year needs a diaper change, New Hampshire is first out of the gate with a redux of its 2018 paid family and medical leave (PFML) bill. A copy of the 2019 version text is not yet available but it is believed to be exactly the same as the 2018 version.

In 2018 no fewer than 20 state legislatures introduced bills for some form of paid family and medical leave program. The bills take many forms, from some fairly tepid proposals that would give employers who voluntarily provide paid family and/or medical leave a state tax credit, to full, mandated paid leave programs. And among these, there are many variations as well: programs completely run by the state; programs that allow an employer to adopt a private plan to comply with the state law; and programs that contemplate private insurance to fund and administer the paid leave program.

Every state put its own signature on its bill, but there were some common trends:

- Putting the funding responsibility on employees, either entirely or together with a smaller employer contribution
- Leave reasons that track FMLA, but often with more family relationships for whom an employee can take leave to provide care (common additions include siblings, grandparents, grandchildren, and domestic partners)
- Requiring minimum leave increments of one work day or 8 hours

At Matrix we watch all the state legislatures through 2 daily tracking services. We also look at other factors such as the political makeup of the state legislature and the governorship. Based on 2018 activity and a strong Democratic presence in state elected positions for 2019, ***here is our list of states most likely to pass PFML legislation in 2019:***

Colorado

New Mexico

Connecticut

New Hampshire



Hawaii

Oregon

Illinois

Vermont

Maine

A Look Back | 2018 Developments in Review!

The governor of New York signed a bill into law adding organ and tissue donation to the definition of “serious health condition” under the New York Paid Family Leave law (NY PFL).

[NEW YORK ADDS ORGAN DONATION TO STATE PAID FAMILY LEAVE REASONS](#)

State Leave Law Updates!

[STATE LEAVE LAW UPDATES – WHAT’S HAPPENING IN YOUR NECK OF THE WOODS?](#)

Tax Implications? We’ve got them!

[Feds Issue Guidance on Tax Credit for Paid Family and Medical Leave Benefits – and a Possible Extension?](#)

[The Needle in the Tax Bill Haystack – A Paid Family & Medical Leave Tax Credit](#)

Meanwhile – Back in New York...

[Meanwhile, Back in New York . . . Increases in PFL Benefits, Durations, and Premiums](#)

In August, the DOL issued two new FMLA opinion letters

[New DOL FMLA Opinion Letters – Organ Donation and No-Fault Attendance Policies](#)

EEOC Decision; treating fathers differently can cost you!

[The Essence of Parental Leaves – Treating Fathers Differently Costs Estée Lauder \\$1.1 Million and Much More](#)

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California makes a minor adjustment to their paid family leave program.

[California Updates Its Paid Family Leave Law with a Clean-Up Bill](#)

Massachusetts becomes the seventh jurisdiction to enact paid family and medical leave.

[A “Grand Bargain” – Massachusetts Enacts Paid Medical and Family Leave](#)

Colorado’s organ donor leave incentive law.

[Colorado Passes Living Donor Leave Act](#)

South Carolina joins the long list of states with a law that provides workplace protections and accommodations for women affected by pregnancy, childbirth, or related medical conditions, including lactation.

[South Carolina Enacts Pregnancy Accommodations Law](#)

Vermont has a new law that adds crime victims as a protected status under the state’s Fair Employment Practices Act.

[Vermont Crime Victims Leave Law About to Debut](#)

Washington state’s existing Domestic Violence Law has been amended.

[Washington State Amends Its Personal Protection Leave Law](#)

ERISA’s new disability claims handling rules are live as of April 1, 2018.

[DOL Announces ERISA Disability Claims Handling Rules Will Go into Effect AS IS on April 1, 2018](#)

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MATRIX CAN HELP! Questions about how legislative changes or court opinions could impact your business?

Want to learn more about our benefits and absence management solutions? Matrix provides leave, disability, and accommodation management services to employers seeking a comprehensive and compliant solution to these complex employer obligations. We monitor the many leave laws being passed around the country, watch the courts and governmental agencies, and specialize in understanding how they work together.

For leave management and accommodation assistance, contact your Account Manager or local Reliance Standard Sales Representative or contact us at ping@matrixcos.com.

Disclaimer *This communication is intended as general information only and does not constitute a legal opinion or legal advice.*