

## Summary of Changes to H.107

### Key Points

- Provides Leave Benefits of:
  - 12 weeks for bonding;
  - 8 weeks for family care; and
  - 6 weeks of voluntary, opt-in paid leave for the employee's own illness.
- Contribution Rates:
  - 0.20% for mandatory leave;
  - 0.38% for the additional voluntary, opt-in paid leave for the employee's own illness.
- Adds study in Sec. 20 of transition from voluntary, opt-in paid leave for the employee's own illness to mandatory paid leave for the employee's own illness.

### Section by Section of Significant Changes:

#### § 571. Definitions

- Adds coverage for family care for the employee's sibling.
- Adds definition of medical leave that is necessary for voluntary leave program for employee's own illness.

#### § 572. Family and Medical Leave Insurance Program

- Adds requirement that insurance carrier that State contracts with provide coverage for voluntary, opt-in paid leave for the employee's own illness.

#### § 573. Contributions

- Contribution rates of 0.20% for mandatory leave and 0.38% for voluntary, opt-in coverage for the employee's own illness.
- Employee pays contributions but employer can elect to pay some or all of the contributions.

#### § 577. Alternative Insurance or Benefits Plans

- Requires alternative plans to either:
  - Provide automatic coverage for the employee's own illness, or
  - Offer opt-in coverage for the employee's own illness.

#### § 577a. Medical Leave Coverage

- Establishes process for electing to obtain coverage for the employee's own illness.

#### § 581. Rehiring; Limited Right

- Clarifies the rehiring provision to make it clear that the employee is only entitled to an offer of employment in an available job, not job protection

#### § 584. Rulemaking

- Adds language to provide for voluntary, opt-in leave for the employee's own illness.

Sec. 4. Adoption of Rules

- Adds language to provide for voluntary, opt-in leave for the employee's own illness.

Sec. 8. Unpaid Leave Law

- Adds coverage for an unpaid leave to care for the employee's sibling.

Sec. 20. Study of Transition from Opt-In Leave for Employee's Own Illness to Mandatory Coverage for Employee's Own Illness