

Proposed 2018 Ballot Initiatives vs. “Grand Bargain” (Chapter 121 of the Acts of 2018)

Issue	Ballot Initiative Proposals	“Grand Bargain” Legislation
<p>Paid Family & Medical Leave</p> <ul style="list-style-type: none"> • Currently no program 	<ul style="list-style-type: none"> • Benefits: paid job protected leave to: <ul style="list-style-type: none"> ○ Receive treatment for a serious medical condition ○ Bond with a newborn or newly adopted child ○ Care for family member with serious medical condition ○ Care for family member injured while serving in the armed forces ○ Handle matters arising from a family member’s active duty service in the armed forces or call for deployment • Duration <ul style="list-style-type: none"> ○ 16 weeks family leave ○ 26 weeks medical leave ○ 26 weeks aggregate/military • Wage Replacement <ul style="list-style-type: none"> ○ 90% of employee’s weekly wage up to cap ○ Weekly benefit capped at \$1,000 • Contributions <ul style="list-style-type: none"> ○ Payroll tax of .63%, adjusted annually ○ Employers cover 50% of premium ○ No small business exemption • Employer Opt-Out: none • Effective Dates: January 1, 2019 	<ul style="list-style-type: none"> • Benefits: paid, job protected leave to: <ul style="list-style-type: none"> ○ Receive treatment for a serious medical condition ○ Bond with a newborn or newly adopted child ○ Care for family member with serious medical condition ○ Care for family member injured while serving in the armed forces ○ Handle matters arising from a family member’s active duty service in the armed forces or call for deployment • Duration: <ul style="list-style-type: none"> ○ 12 weeks family leave ○ 20 weeks medical leave ○ 26 weeks aggregate/military • Wage Replacement <ul style="list-style-type: none"> ○ 80% of employee’s wage up to 50% of the State Avg. Weekly Wage (\$669.03) ○ Then 50% of wages exceeding 50% of SAWW up to cap ○ Weekly benefit capped at \$850 • Contributions <ul style="list-style-type: none"> ○ Payroll tax of .63%, adjusted annually ○ Employees cover 100% of family leave and 40% of medical leave contribution ○ Employers cover at least 60% for medical leave ○ Employers with less than 25 employees are not required to cover employer portion of contributions BUT are required to remit employee portion • Employer Opt-Out <ul style="list-style-type: none"> ○ Business has option to provide private benefits program meeting requirements of the law. ○ Private plan must be certified by the state • Effective Dates <ul style="list-style-type: none"> ○ Family Leave: <ul style="list-style-type: none"> ▪ For care of child: 1/1/21 ▪ For family member with serious health condition: 7/1/21 ○ Medical Leave: 1/1/21 ○ Military Family Leave: 1/1/21 <p>Collections begin 7/1/19</p>