



2009 Legislative Summary Sheet Survey of Paid Family Leave Bills Introduced into State Legislatures

This legislative summary sheet was developed to give an overview of the policy and legislation related to paid family leave. Statutes and bills can be reviewed individually, but often it is useful to view them in “themes” or “clusters” to:

- Highlight legislative activity in one particular state
- Make it easier to compare legislation between states
- Illustrate varying legislation language and content

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Establishes paid family leave

Arizona

- SB 1219 (Introduced 1/27/2009)
Establishes family leave insurance.

Hawaii

- SB 816 (Introduced 1/23/2009)
Provides public employees two weeks of paid administrative parental leave and any vacation or sick leave accrued or accumulated for parental leave, which may be used for any part of the four week period of family leave provided under the law.

Massachusetts

- SD 1021 (Introduced 1/7/2009)
- HD 1039 (Introduced 1/7/2009)
Establishes paid family leave.

Missouri

- HB 407 (Introduced 1/26/2009)
Requires certain businesses to provide four weeks of paid maternity or paternity leave for its employees.

New Hampshire

- HB 661 (Introduced 1/8/2009)
Creates a family leave insurance program to allow parents to take time off to care for a newborn or newly placed child, or to allow persons to care for a family member with a serious health condition.



New Jersey

- SB 560 (Introduced 1/8/2008)
Extends Temporary Disability Insurance to provide family leave benefits for workers caring for sick family members, and newborn and newly adopted children.

New York

- AB 1587 (Introduced 1/7/2009)
Establishes rules and regulations to provide for paid leave for public officers and employees to care for a parent or elder relative.
- AB 2865 (Introduced 1/21/2009)
- SB 4180 (Introduced 4/15/2009)
Establishes the family and medical leave independent savings account act; provides a tax credit for employee compensation deferred to such accounts.
- SB 4074 (Introduced 4/9/2009)
Provides workers' compensation benefits for family care; applies to employee and family members taking family leave to care for the employee.
- AB 8742 (Introduced 6/5/2009)
- SB 5791 (Introduced 6/5/2009)
Provides workers' compensation benefits for injury or sickness, pregnancy or family leave; applies to an employee and to family members taking family leave to care for an employee.

Oregon

- SB 966 (Introduced 3/18/2009)
Creates the Family Leave Benefits Insurance Program to provide benefits to employees taking family leave to care for an infant or newly adopted or foster child, or to care for a seriously ill family member.

Texas

- HB 1057 (Introduced 2/4/2009)
Establishes standards for family care leave unemployment benefits and provides for a civil penalty for employers who violate these standards.

Washington

- HB 1609 (Introduced 1/26/2009)
Concerns family and medical leave; revises family and medical leave provisions; requires each employer, for each individual, to pay a premium; each employer may deduct from the pay of each individual the full amount that the employer is required to pay.

West Virginia

- SB 29 (Introduced 2/11/2009)
Allows paid sick leave to be used as paid family leave; paid family leave is not to exceed 12 consecutive months.



Eliminates or modifies paid family leave programs

New Jersey

- SB 2686 (Introduced 2/26/2009)
- AB 3421 (Introduced 10/27/2008)
Delays implementation of paid family leave for one year.

Washington

- HB 1160 (Introduced 1/14/2009)
Eliminates the family leave insurance program.
- SB 5679 (Introduced 1/28/2009)
Repeals the 2007 family and medical leave insurance act.



Bills proposing tax incentives for paid family leave

New York

- AB 2865 (Introduced 1/21/2009)
- SB 4180 (Introduced 4/15/2009)
Establishes the family and medical leave independent savings account act; provides a tax credit for employee compensation deferred to such accounts.



Other bills regarding paid leave

Hawaii

- HCR 15 (Introduced 1/23/2009)
- SCR 32 (Introduced 2/2/2009)
Resolution to urge the Hawaii business community, the labor community, health care advocates, and the general public to work together to develop programs to assist family caregivers, such as wage replacement and paid family leave programs.
- HR 97 (Introduced 3/12/2009)
- HCR 120 (Introduced 3/12/2009)
Urges the members of the legislature and the Hawaii business community to support the establishment of paid family leave in Hawaii.

The Network has compiled a Work-Family Bills and Statutes Database to help provide an overview of the bills that have been proposed and the laws that have been passed in various states that are relevant to work-family issues. This Database includes bills and statutes related to **paid family leave** that have been proposed in previous and current legislative sessions. You can connect to this database at: <http://wfnetwork.bc.edu/bills.php?area=policy>