



## HB 100 ver B

### Paid Family Leave Key Highlights + Summary of Changes

Version B of HB100 made several large changes; the most significant being a **shift towards an insurance-based family leave policy for all state employees.**

There are many benefits to this approach, chiefly being **the ability to extend the insurance policy to political subdivisions such as state corporations, school districts, and municipalities on a voluntary basis.**

By creating this process and framework, **the bill establishes the infrastructure for private businesses and employers to purchase a plan directly from the provider that is based on the state rate.**

Paid Family leave is generally treated as a subset of short-term disability. Currently, in the State of Alaska, it is possible to get such a policy for complicated pregnancies; however, there is no formal paid family leave insurance sector or industry as of yet. Currently, state employees can opt into a short-term disability plan at their own expense, and there is no uniform approach beyond the Alaska Family Medical Leave Act, which provides for job-protected absence for 18 weeks if an employer has over 50 employees.

Generally speaking, creating a paid family leave insurance plan allows an employer to reduce the cost of such a benefit while providing the benefit to employees through existing processes and practices. **It would also make Alaska one of the most competitive states for attracting working families, something we desperately need due to having two open jobs for every Alaskan and an outmigration crisis.**

#### Quick facts for Version B:

- Similar to Ver A, Ver B allows for **100% salary replacement for 18 weeks;**
- Paid family leave is provided outright at no cost to all state employees;
- Optional for political subdivisions: ie, school districts, municipalities, state corporations;
- All other employers may opt in; if so, they may pay for all or some of the premium; OR collect it from employees through a payroll tax; this is done directly with the provider.
- Employees may use it for caring for an adult child with disabilities, adoption, fostering, childbirth, care of a seriously ill dependent, and their own serious health condition.
- Employees whose employer elects not to provide this benefit may opt into the plan, and must pay for it out of pocket.
- Maximizes the pool size and eligibility for eligible payers.
- Based off the NH Granite State Paid Family Leave Plan, the premium rate is capped at \$5 week.