
THE GENERAL ASSEMBLY OF PENNSYLVANIA

SENATE BILL

No. 580 Session of
2019

INTRODUCED BY LAUGHLIN, COLLETT, MUTH, FONTANA, FARNESE, HUGHES,
TARTAGLIONE, SCHWANK, KILLION, BLAKE, KEARNEY, YUDICHAK AND
LEACH, JULY 8, 2019

REFERRED TO LABOR AND INDUSTRY, JULY 8, 2019

AN ACT

1 Establishing the Pennsylvania Family and Medical Leave Insurance
2 Program and the Family and Medical Leave Insurance Fund;
3 conferring powers and imposing duties on the Department of
4 Labor and Industry; and imposing penalties.

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16 The General Assembly of the Commonwealth of Pennsylvania
17 hereby enacts as follows:

18 CHAPTER 1

19 PRELIMINARY PROVISIONS

20 Section 101. Short title.

21 This act shall be known and may be cited as the Pennsylvania
22 Family and Medical Leave Insurance Act.

23 Section 102. Legislative intent.

24 The General Assembly finds and declares as follows:

25 (1) Paid family and medical leave insurance promotes the
26 physical and emotional health of children and their families.

27 (2) Paid family and medical leave insurance has a
28 positive impact on economic stability and ensures competitive
29 viability for all businesses, but particularly smaller
30 businesses.

1 (3) The establishment of a paid family and medical leave
2 insurance program is essential to public health, safety and
3 welfare.

4 Section 103. Definitions.

5 The following words and phrases when used in this act shall
6 have the meanings given to them in this section unless the
7 context clearly indicates otherwise:

8 "Application year." The 12-month period beginning on the
9 first day of the calendar week in which an individual files a
10 claim for family and medical leave insurance benefits.

11 "Benefits." The monetary allowances payable to a covered
12 individual as family and medical leave insurance during an
13 approved family and medical leave under the program in
14 accordance with this act.

15 "Claim." The filing of a written application with the
16 department for the receipt of benefits.

17 "Covered individual." An employee, or a self-employed person
18 who elects coverage pursuant to section 503, who meets the
19 following requirements, as applicable:

20 (1) Is currently employed in this Commonwealth or is
21 previously employed in this Commonwealth within 120 days of
22 separation from employment.

23 (2) Meets the employment and income eligibility
24 requirements set forth in section 303.

25 (3) Meets the requirements of this act as to the receipt
26 of benefits.

27 (4) Submits a claim that is approved by the department.

28 "Covered service member." A current or former member of the
29 armed forces of the United States, including a current or former
30 member of a reserve component of the armed forces of the United

1 States or the Pennsylvania National Guard, who meets any of the
2 following requirements:

3 (1) Is undergoing medical treatment, recuperation or
4 therapy.

5 (2) Is otherwise in outpatient status.

6 (3) Is on the temporary disability retired list for a
7 serious injury or illness incurred in the line of duty on
8 active duty in the armed forces of the United States or a
9 serious injury or illness that existed before the beginning
10 of the member's active duty that was aggravated by service in
11 the line of duty on active duty in the armed forces of the
12 United States, a reserve component of the armed forces of the
13 United States or the Pennsylvania National Guard.

14 "Department." The Department of Labor and Industry of the
15 Commonwealth.

16 "Employee." An individual who makes payroll contributions
17 pursuant to this act and is employed by an employer doing
18 business in this Commonwealth.

19 "Employer." An employer as defined in section 103 of the act
20 of June 2, 1915 (P.L.736, No.338), known as the Workers'
21 Compensation Act.

22 "Family." Anyone related by blood to the second degree of
23 consanguinity or any individual whose close association with the
24 employee is the equivalent of an immediate family relationship.

25 "Family and Medical Leave Act of 1993." The Family and
26 Medical Leave Act of 1993 (Public Law 103-3, 29 U.S.C. § 2601 et
27 seq.).

28 "Family and medical leave insurance." Benefits approved and
29 payable to covered individuals under the program.

30 "Fund." The Family and Medical Leave Insurance Fund

1 established under section 506.

2 "Health care provider." A health care center or a person,
3 including a corporation, university or other educational
4 institution licensed or approved by the Commonwealth to provide
5 health care or professional medical services as a physician, a
6 certified nurse midwife, a podiatrist, a hospital, a nursing
7 home or a birth center.

8 "Leave." The allotted amount of time approved by the
9 department for the receipt of benefits pursuant to this act.

10 "Medical certification." Written certification from a health
11 care provider on a form prepared by the department that verifies
12 the serious health condition prompting the filing of a claim and
13 receipt of benefits by a covered individual pursuant to this
14 act.

15 "Program." The Pennsylvania Family and Medical Leave
16 Insurance Program established under section 301.

17 "Qualifying exigency leave." Leave for the family member of
18 a military member for the purposes specified in 29 CFR 825.126
19 (relating to leave because of a qualifying exigency).

20 "Secretary." The Secretary of Labor and Industry of the
21 Commonwealth.

22 "Serious health condition." An illness, injury, impairment,
23 pregnancy, recovery from childbirth or physical or mental
24 condition as defined at section 101(11) of the Family and
25 Medical Leave Act of 1993 (Public Law 103-3, 29 U.S.C. §
26 2611(11)).

27 "Statewide average weekly wage." The average amount of
28 weekly wages as determined by the department on an annual basis
29 for each calendar year pursuant to the Workers' Compensation
30 Act, which shall be posted on the department's publicly

1 accessible Internet website.

2 CHAPTER 3

3 FAMILY AND MEDICAL LEAVE INSURANCE PROGRAM

4 Section 301. Family and Medical Leave Insurance Program.

5 (a) Establishment of program.--Within one year of the
6 effective date of this section, the department shall establish
7 the Pennsylvania Family and Medical Leave Insurance Program. No
8 later than two years following establishment of the program, the
9 department shall pay family and medical leave insurance benefits
10 as specified in this act.

11 (b) Required documentation.--The department shall establish
12 reasonable procedures and forms for filing a claim under this
13 act, the documentation necessary to support a claim and any
14 certification required from a health care provider for proof of
15 a serious health condition.

16 (c) Notice of approved claim.--In addition to the notice
17 provided to an employer by an employee under section 501(d), the
18 department shall notify the employer within five business days
19 of an approved claim for benefits under this act.

20 (d) Information sharing.--Information sharing and
21 integration technology to facilitate the disclosure of relevant
22 information or records shall be used as practicable subject to
23 consent and disclosure requirements under State law.

24 (e) Confidentiality.--Information contained in the files and
25 records pertaining to an individual filing a claim under this
26 act are confidential and shall not be open to public inspection
27 other than to public employees in the performance of their
28 official duties.

29 (f) Cooperation among departments.--To properly effectuate
30 the provisions of this act, all departments and agencies under

1 the jurisdiction of the Governor shall fully cooperate with the
2 department and provide assistance and support as needed to
3 ensure the timely and efficient delivery of benefits under this
4 act.

5 Section 302. Powers and duties of department.

6 (a) Administration of act.--The department shall be
7 responsible for the administration of this act and the fund.

8 (b) Powers and duties.--To fulfill its responsibilities
9 under this act, the department shall have the following powers
10 and duties:

11 (1) To calculate and set the amount of benefits payable
12 to a covered individual as set forth in section 305 initially
13 and on a semiannual basis thereafter.

14 (2) To provide information to employees and employers on
15 the amount to be deducted as employee payroll contributions
16 as set forth in section 306 initially and every two years
17 thereafter.

18 (3) To develop and prepare the written notices that
19 employers must distribute and provide to their employers
20 pursuant to section 501. The form of these notices shall be
21 posted on the department's publicly accessible Internet
22 website.

23 (4) To prepare and provide the medical certification
24 form referenced in section 303(d) on the department's
25 publicly accessible Internet website.

26 (5) To prepare and provide the necessary forms for
27 filing and acknowledging a benefits claim and for providing
28 notice of benefits approval to both employers and covered
29 individual employees.

30 (6) To develop the abstract for employer posting of

1 notice in the workplace under section 501, which shall be
2 available on the department's publicly accessibly Internet
3 website.

4 (7) To prepare and provide the employee complaint form
5 on the department's publicly accessible Internet website.

6 (8) To develop any and all forms necessary to ensure
7 implementation of this act.

8 (9) To develop procedures to investigate and resolve
9 complaints under this act.

10 (10) To conduct an ongoing public outreach campaign to
11 inform employers and employees about the availability of the
12 program and the process for filing a benefits claim.

13 (11) To promulgate regulations as necessary to
14 administer this act.

15 (12) To issue an annual report under section 507.

16 (c) Enforcement of act.--The secretary shall establish a
17 system for appeals in the case of a denial of family and medical
18 leave insurance benefits and all violations assessed under this
19 act. In establishing the appeals system, the department may
20 utilize procedures and appeals mechanisms established under the
21 act of December 5, 1936 (2nd Sp.Sess., 1937 P.L.2897, No.1),
22 known as the Unemployment Compensation Law. Procedures to ensure
23 confidentiality of all information related to any claims filed
24 or appeals taken shall be implemented in accordance with
25 applicable laws.

26 (d) Establishment of task force.--The department shall form
27 a task force composed of advocates and business leaders to
28 assist in the implementation of the program and to ensure
29 effective public outreach and enforcement of this act.
30 Section 303. Eligibility for family and medical leave insurance

1 benefits.

2 (a) Basis for receipt of benefits.--No later than two years
3 following establishment of the program, benefits under this act
4 shall be payable to a covered individual who files an approved
5 claim based on any of the following:

6 (1) Because of birth, adoption or placement through
7 foster care, is caring for a new child during the first year
8 after the birth, adoption or placement of that child.

9 (2) Is caring for a family member with a serious health
10 condition.

11 (3) Has a serious health condition, including pregnancy,
12 that renders the covered individual unable to perform the
13 functions of the individual's position.

14 (4) Is caring for a covered service member due to a
15 qualifying exigency leave in accordance with the terms of the
16 Family and Medical Leave Act of 1993.

17 (b) Employment and income eligibility requirements.--To be
18 eligible to file a benefits claim, a covered individual must
19 have worked at least 18 weeks and earned at least \$2,718 in
20 income during the 12-month period prior to submitting a claim.
21 The earned income rate established in this subsection shall be
22 adjusted annually by the department based on the Pennsylvania
23 Unemployment Insurance Financial Eligibility Rules.

24 (c) Filing of benefits claim.--An individual seeking
25 benefits under this act shall submit a claim to the department
26 providing the required documentation to support a claim for
27 benefits, including any necessary medical certification.

28 (d) Medical certification.--A covered individual shall
29 obtain a medical certification confirming a serious health
30 condition under subsection (a) (2) and (3) that justify the

1 filing of a claim and the receipt of benefits under this act and
2 shall make that information available to the department on the
3 form prescribed by the department. Any completed medical
4 certification form regarding a covered individual shall be
5 entitled to the protections of the Health Insurance Portability
6 and Accountability Act of 1996 (Public Law 104-191, 110 Stat.
7 1936).

8 (e) Adjudication of claim.--Upon receipt of all necessary
9 documentation to support a claim for benefits from a covered
10 individual, the department shall make a determination of
11 eligibility for benefits under this act within no more than five
12 business days.

13 Section 304. Duration of benefits.

14 (a) Maximum leave duration of 20 weeks.--The maximum number
15 of weeks during which benefits are payable under section 303(a)
16 (1) or (3) in an application year is 20 weeks.

17 (b) Maximum leave duration of 12 weeks.--The maximum number
18 of weeks during which benefits are payable under section 303(a)
19 (2) or (4) in an application year is 12 weeks.

20 (c) Total maximum duration.--The duration of leave under
21 subsections (a) and (b) combined cannot exceed a total number of
22 20 weeks in any one application year regardless of reason.

23 (d) Initial payment of benefits.--The first payment of
24 benefits shall be made to a covered individual no later than one
25 week:

26 (1) after the claim is filed and approved by the
27 department; or

28 (2) from the date the leave is scheduled to commence.

29 (e) Payment of benefits.--After the initial payment of
30 benefits, subsequent payments shall be made semimonthly

1 thereafter for the duration of the approved leave.

2 Section 305. Amount of benefits.

3 (a) Calculation of benefits.--The benefits payable to a
4 covered individual shall be calculated as follows:

5 (1) the portion of a covered individual's average weekly
6 wage that is equal to or less than 50% of the Statewide
7 average weekly wage shall be replaced at a rate of 90%; and

8 (2) the portion of a covered individual's average weekly
9 wage that exceeds 50% of the Statewide average weekly wage
10 shall be replaced at a rate of 50%.

11 (b) Limitation.--In no case shall the weekly benefits
12 payable to a covered individual be more than the Statewide
13 average weekly wage.

14 (c) Adjustment of benefits calculation.--The department
15 shall adjust the maximum family and medical leave insurance
16 benefit cap established in subsection (a) annually based on the
17 Statewide average weekly wage and shall transmit notice of the
18 revised family and medical leave insurance benefit rates to the
19 Legislative Reference Bureau for publication in the Pennsylvania
20 Bulletin on an annual basis.

21 (d) Limit on taking of benefits and nonsequential leave.--
22 Under this section and section 307, benefits are not payable for
23 less than eight hours of leave taken in one work week.

24 Section 306. Contributions.

25 (a) Payment into the program.--All persons employed in this
26 Commonwealth shall be required to contribute to the program for
27 the purpose of financing the program.

28 (b) Commencement of payroll contributions.--Payroll
29 contributions into the fund for the purpose of financing the
30 program shall commence at least one year prior to the payment of

1 any benefits from the fund to covered individuals.

2 (c) Calculation of payroll contributions.--The amount
3 payable through employee payroll contributions shall be set at
4 0.588% of an individual employee's wages to initiate payments
5 into the program. Every two years thereafter, the department
6 shall evaluate and determine the amount of payroll contributions
7 and maximum employee contribution necessary to finance and
8 adequately support the program. The payroll contribution rate
9 shall be posted on the department's publicly accessible Internet
10 website.

11 (d) Notification to employers.--The department shall notify
12 the Department of Revenue to advise employers of the amount
13 payable through employee payroll calculations.

14 (e) Penalty for failure to withhold.--An employer who fails
15 to withhold payroll contributions in accordance with this act
16 shall be subject to those penalties enforceable through the act
17 of March 4, 1971 (P.L.6, No.2), known as the Tax Reform Code of
18 1971, for failure to properly withhold wages for income tax and
19 sales and use tax purposes.

20 Section 307. Reduced leave schedule.

21 (a) Taking of nonsequential leave.--A covered individual
22 shall be entitled to utilize one-half of the leave authorized
23 under section 304, at the option of the covered individual, to
24 take leave on an intermittent or reduced leave schedule in which
25 all of the leave authorized under this act is not taken
26 sequentially. Family and medical leave insurance benefits for
27 intermittent or reduced leave schedules shall be prorated.

28 (b) Impact on duration of leave.--Nonsequential leave taken
29 under this section shall not result in a reduction in the total
30 amount of family and medical leave to which a covered individual

1 is entitled beyond the amount of leave actually taken.

2 (c) Total amount of leave allowed.--Nothing in this section
3 shall be construed to enable a covered individual to take more
4 leave than allowed under section 304.

5 Section 308. Employment protections.

6 (a) Restoration of employment position.--Any covered
7 individual who exercises a claim for benefits shall, upon the
8 expiration of that leave, be restored by the employer to the
9 position previously held by the covered individual when the
10 leave commenced, or to a position with equivalent seniority,
11 status, employment benefits, pay and other terms and conditions
12 of employment.

13 (b) Health care benefits maintained.--For the duration of a
14 leave approved under this act, the employer shall maintain any
15 health care benefits the covered individual had prior to taking
16 leave as if the covered individual had continued in employment
17 continuously from the date leave was commenced until the date
18 the leave terminates. A covered individual shall continue to pay
19 the covered individual's share of the cost of health benefits as
20 required prior to the commencement of the leave.

21 (c) Interference with benefits.--It shall be unlawful for an
22 employer or any other person to interfere with, restrain or deny
23 the exercise of, or the attempt to exercise, any protection
24 afforded under this act.

25 (d) Retaliation prohibited.--An employer, temporary help
26 company, employment agency, employee organization or other
27 person shall not take retaliatory personnel action or otherwise
28 discriminate against a person because the person took any action
29 in accordance with this act, including:

30 (1) Applying for or using benefits provided under this

1 act.

2 (2) Communicating to the employer or any other person or
3 entity an intent to file and act on a claim, a complaint or
4 an appeal with the department or a court of competent
5 jurisdiction.

6 (e) Consideration of absence.--It shall be unlawful for an
7 employer to count leave taken under this act as an absence that
8 may lead to or result in a retaliatory personnel action.

9 (f) Good faith protection.--Protections under this section
10 shall apply to any person who mistakenly but in good faith
11 alleges a violation of this act.

12 (g) Definition.--As used in this section, the term
13 "retaliatory personnel action" includes any threat, discipline,
14 discharge, suspension, demotion, reduction of hours or any other
15 adverse action taken against an employee for exercising the
16 rights and protections afforded by this act. The term shall also
17 include interference with or punishment for participating in or
18 acting on a complaint or appeal under this act.

19 Section 309. Coordination of benefits.

20 (a) Leave concurrent with Federal law.--Leave taken with
21 wage replacement under this act that also qualifies as leave
22 under the Family and Medical Leave Act of 1993 shall run
23 concurrently with leave taken under the Family and Medical Leave
24 Act of 1993.

25 (b) Coordination with collective bargaining agreement or
26 employer policy.--An employer may require that benefits payment
27 under this act be made concurrently or otherwise coordinated
28 with any payment made or leave allowed under the terms of a
29 disability or family care leave provision contained in a
30 collective bargaining agreement or employer policy. The employer

1 must give employees written notice of this requirement.

2 (c) Employer's obligation.--This act does not diminish an
3 employer's obligation to comply with any of the following that
4 provide more generous leave:

5 (1) A collective bargaining agreement.

6 (2) An employer policy.

7 (3) Any other Federal or State law.

8 (d) Prohibition on subsequent collective bargaining
9 agreement or employer policy.--An individual's right to leave
10 and the payment of benefits under this act may not be diminished
11 by a collective bargaining agreement entered into or renewed, or
12 an employer policy adopted or retained, after the effective date
13 of this section. Any agreement by an individual to waive the
14 individual's rights under this act is void as against public
15 policy.

16 (e) Impact on Workers' Compensation Act.--Nothing in this
17 act shall be construed to impact the provisions of the act of
18 June 2, 1915 (P.L.736, No.338), known as the Workers'
19 Compensation Act, with regard to work-related injuries.

20 CHAPTER 5

21 ADMINISTRATION AND PROCEDURES

22 Section 501. Notice.

23 (a) Employer notice to employees.--Upon initial hiring of an
24 employee, and annually thereafter, an employer shall provide
25 written notice of the requirements of this act using the notices
26 prepared and posted by the department under section 302.

27 (b) Employer acknowledgment of leave request.--Using the
28 form prepared by the department under section 302, an employer
29 shall provide written acknowledgment to an employee when the
30 employee requests leave under this act. The acknowledgment shall

1 include:

2 (1) An explanation of the employee's right to benefits
3 under this act and the terms for its use.

4 (2) The amount of benefits.

5 (3) The procedure for filing a benefits claim with the
6 department.

7 (4) Provisions on job protection and benefits
8 continuation under section 308.

9 (5) The prohibition on employer discrimination and
10 retaliatory personnel action against a person for requesting,
11 applying for or using leave as provided in section 308.

12 (6) The employee's ability to file a complaint for
13 violations of this act.

14 (c) Public display of notice.--Using the abstract for
15 employer posting available on the department's publicly
16 accessible Internet website, an employer shall display and
17 maintain a poster in a conspicuous place accessible to employees
18 at the employer's place of business that contains the
19 information required by this section in English and Spanish,
20 with consideration to the inclusion of other significant
21 languages spoken in the workplace.

22 (d) Employee notice to employer.--When the need for leave is
23 known to the employee in advance, the employee shall provide
24 written or verbal notice to the employer of the need and
25 schedule for taking leave at least 15 days prior to taking it.
26 The employee shall make a reasonable effort to schedule leave in
27 a manner that does not unduly disrupt the operations of the
28 employer. For all other absences, the employee shall notify the
29 employer as soon as practicable if the need arises immediately
30 before or after the employee has reported for work.

1 Section 502. Erroneous payments and disqualification for
2 benefits.

3 (a) Employee disqualification.--A covered individual is
4 disqualified from receiving benefits for one year if the
5 individual is determined by the department to have willfully
6 made a false statement or misrepresentation regarding a material
7 fact, or willfully failed to report a material fact, to obtain
8 benefits under this act.

9 (b) Erroneous payment of benefits.--If benefits are paid
10 erroneously or as a result of willful misrepresentation, or if a
11 claim is subsequently rejected after benefits are paid, the
12 department may seek repayment of benefits from the recipient.

13 Section 503. Elective coverage.

14 (a) Self-employed option.--A self-employed person, including
15 a sole proprietor, partner or participant in a joint venture,
16 may elect coverage under this act for an initial period of not
17 less than three years upon meeting all of the following
18 requirements:

19 (1) Filing a notice of election in writing with the
20 department, which will become effective on the date of filing
21 the notice.

22 (2) Supplying all income information that the department
23 deems necessary.

24 (3) Compliance with all eligibility, employment and
25 income requirements set forth in section 303.

26 (b) Withdrawal from coverage.--A self-employed person who
27 has elected coverage may withdraw from coverage within 30 days
28 after the end of the three-year period of coverage, or at other
29 times as the department may prescribe. Upon filing written
30 notice with the department, the self-employed person's

1 withdrawal from coverage shall take effect no later than 30 days
2 after filing the notice of withdrawal.

3 Section 504. Violations.

4 An employer who violates the requirements of section 308, 309
5 or 501 shall be subject to the penalties set forth in section
6 107 of the Family and Medical Leave Act of 1993.

7 Section 505. Judicial review.

8 Judicial review of any decision regarding the denial of
9 benefits or an appeal of any violation of this act shall be
10 permitted in a court of competent jurisdiction after a party
11 aggrieved thereby has exhausted all administrative remedies
12 established by the department.

13 Section 506. Family and Medical Leave Insurance Fund.

14 (a) Fund established.--The Family and Medical Leave
15 Insurance Fund is established as a special nonlapsing fund in
16 the State Treasury.

17 (b) Deposit of money.--Money from employee payroll
18 contributions paid under section 306 and any financial penalties
19 imposed under this act shall be deposited into the account and
20 used by the department for the administration of the program and
21 the payment of benefits to covered individuals.

22 (c) Continuing appropriation.--All money deposited in the
23 fund and all interest accrued is appropriated to the department
24 on a continuing basis to provide benefits under this act.

25 (d) Limitations on fund.--

26 (1) No administrative action shall prevent the deposit
27 of money into the fund in the fiscal year in which the money
28 is received.

29 (2) The fund may only be used for the program authorized
30 under this act. Money in the fund cannot be transferred or

1 diverted to any other purpose by administrative action.

2 (e) Other deposits.--The department may deposit into the
3 fund any other funds received for the purposes set forth in this
4 act.

5 Section 507. Annual report.

6 (a) Annual report.--Beginning in 2023, and each year
7 thereafter, the department shall submit a report to the chair
8 and minority chair of the Labor and Industry Committee of the
9 Senate and to the chair and minority chair of the Labor and
10 Industry Committee of the House of Representatives no later than
11 September 1 that includes:

12 (1) Actual program participation by category as
13 delineated in paragraph (2), including total number of leaves
14 taken.

15 (2) Beneficiary gender for leaves taken.

16 (3) Types of family members for whom leave was taken to
17 provide care.

18 (4) Premium rate calculations for the current and
19 previous calendar year and projected rate calculations for
20 the next three calendar years.

21 (5) Projected program participation over the next three
22 calendar years.

23 (6) Account balances.

24 (7) The scope and success of outreach efforts.

25 (8) Recommendations for improvements to the program.

26 (b) Public posting of annual report.--The department shall
27 make the report available on its publicly accessible Internet
28 website. Monthly data should also be made available online.

29 Section 508. Public education.

30 (a) Outreach campaign.--The department shall conduct a

1 public education campaign to inform workers and employers
2 regarding the availability of family and medical leave benefits
3 under this act. The department may allocate at least \$500,000 of
4 the money collected for the program in a given year to pay for
5 the public education program. Outreach information shall be
6 available in English, Spanish and other languages as determined
7 by the department.

8 (b) Community outreach.--The department may utilize outreach
9 money to identify and assist appropriate community organizations
10 in educating hard-to-reach populations or industries, including
11 low-income workers, workers and employers in industries that do
12 not typically provide paid family leave and workers and
13 employers whose primary language is not English.

14 Section 509. Regulations.

15 The department shall promulgate regulations as necessary to
16 implement and administer this act. Final form regulations shall
17 be promulgated no later than September 1, 2021.

18 CHAPTER 21

19 MISCELLANEOUS PROVISIONS

20 Section 2101. Effective date.

21 This act shall take effect in 180 days.