

SB19-188

SENATE FLOOR AMENDMENT

Second Reading

BY SENATORS Williams A. and Winter

- 1 Strike the Appropriations Committee Report, dated April 16, 2019.
- 2 Strike the Finance Committee Report, dated April 9, 2019.
- 3 Strike the Business, Labor, and Technology Committee Report, dated
4 March 13, 2019.
- 5 Amend printed bill, strike everything below the enacting clause and
6 substitute:

7 **"SECTION 1.** In Colorado Revised Statutes, **add** part 3 to article
8 13.3 of title 8 as follows:

PART 3

FAMILY AND MEDICAL LEAVE IMPLEMENTATION

11 **8-13.3-301. Legislative declaration.** (1) THE GENERAL
12 ASSEMBLY HEREBY FINDS AND DECLARES THAT:

13 (a) COLORADO IS A FAMILY-FRIENDLY STATE, AND PROVIDING THE
14 WORKERS OF COLORADO WITH FAMILY AND MEDICAL LEAVE INSURANCE
15 WILL ENCOURAGE AN ENTREPRENEURIAL ATMOSPHERE AND ECONOMIC
16 GROWTH AND PROMOTE A HEALTHY BUSINESS CLIMATE;

17 (b) THE UNITED STATES IS THE ONLY INDUSTRIALIZED NATION IN
18 THE WORLD THAT DOES NOT MANDATE ACCESS TO PAID LEAVE BENEFITS.
19 SIMULTANEOUSLY, NEARLY HALF OF AMERICANS LIVE
20 PAYCHECK-TO-PAYCHECK AND ARE UNABLE TO ACCESS TWO THOUSAND
21 DOLLARS IN THE EVENT OF AN EMERGENCY.

22 (c) THIS PART 3 PREPARES FOR THE IMPLEMENTATION OF A PAID
23 FAMILY AND MEDICAL LEAVE PROGRAM IN THE STATE BY COMPLETING A
24 THOROUGH ANALYSIS OF PAID FAMILY AND MEDICAL LEAVE PROGRAMS BY
25 EXPERTS IN THE FIELD, THE ESTABLISHMENT OF A FAMILY AND MEDICAL
26 LEAVE IMPLEMENTATION TASK FORCE, AND ACTUARIAL AND THIRD-PARTY
27 STUDIES.

28 (d) AS SPECIFIED IN THIS PART 3, THE TIMELINE FOR THE ANALYSIS
29 AND IMPLEMENTATION OF A STATEWIDE PAID FAMILY AND MEDICAL LEAVE
30 PROGRAM IS AS FOLLOWS:

31 (I) BY JULY 1, 2019, APPOINTING AUTHORITIES ARE REQUIRED TO
32 MAKE THEIR APPOINTMENTS TO THE TASK FORCE;

33 (II) BY OCTOBER 1, 2019, THE DEPARTMENT IS REQUIRED TO
34 PROVIDE THE TASK FORCE WITH THE RESULTS OF A THIRD-PARTY STUDY
35 AND PAID FAMILY AND MEDICAL LEAVE PLAN RECOMMENDATIONS FROM
36 THE EXPERTS IN THE FIELD; AND THE TASK FORCE IS REQUIRED TO ACCEPT
37 AND CONSIDER PUBLIC COMMENTS REGARDING THE ADMINISTRATION AND

1 ESTABLISHMENT OF A PAID FAMILY AND MEDICAL LEAVE PROGRAM;
2 (III) BY NOVEMBER 1, 2019, THE TASK FORCE SHALL MAKE ITS
3 INITIAL RECOMMENDATION ON A FAMILY AND MEDICAL LEAVE PROGRAM
4 FOR EMPLOYEES IN THE STATE AND PROVIDE THE RECOMMENDATION TO AN
5 ACTUARY CONTRACTED BY THE DEPARTMENT;
6 (IV) BY DECEMBER 1, 2019, AN INDEPENDENT ACTUARIAL
7 ANALYSIS MUST BE COMPLETED AND SUBMITTED TO THE TASK FORCE;
8 (V) BY JANUARY 8, 2020, THE TASK FORCE SHALL REPORT ITS
9 FINAL RECOMMENDATION ON A PAID FAMILY AND MEDICAL LEAVE
10 PROGRAM FOR ALL EMPLOYEES IN THE STATE;
11 (VI) BY JULY 1, 2020, THE FAMILY AND MEDICAL LEAVE PROGRAM
12 WILL BE ESTABLISHED;
13 (VII) BY JANUARY 1, 2022, THE PUBLIC EDUCATION AND
14 OUTREACH CAMPAIGN WILL BEGIN;
15 (VIII) BY JANUARY 1, 2023, THE FAMILY AND MEDICAL LEAVE
16 PROGRAM FUNDING WILL BEGIN; AND
17 (IX) BY JANUARY 1, 2024, THE FAMILY AND MEDICAL LEAVE
18 PROGRAM WILL START PAYING BENEFITS.
19 (e) THE INTENT OF THIS PART 3 IS TO ASSIST IN THE PREPARATION
20 OF LEGISLATION IN THE 2020 LEGISLATIVE SESSION ESTABLISHING A PAID
21 FAMILY AND MEDICAL LEAVE PROGRAM IN THE STATE.
22 **8-13.3-302. Definitions.** AS USED IN THIS PART 3, UNLESS THE
23 CONTEXT OTHERWISE REQUIRES:
24 (1) "DEPARTMENT" MEANS THE DEPARTMENT OF LABOR AND
25 EMPLOYMENT.
26 (2) "EXECUTIVE DIRECTOR" MEANS THE EXECUTIVE DIRECTOR OF
27 THE DEPARTMENT.
28 (3) "TASK FORCE" MEANS THE FAMILY AND MEDICAL LEAVE
29 IMPLEMENTATION TASK FORCE CREATED IN SECTION 8-13.3-304 (1).
30 **8-13.3-303. Department to perform analyses.** (1) (a) THE
31 DEPARTMENT SHALL ANALYZE THE FEASIBILITY OF CONTRACTING WITH A
32 THIRD PARTY TO ADMINISTER PARTS OF A PAID FAMILY AND MEDICAL
33 LEAVE PROGRAM FOR ALL EMPLOYEES IN THE STATE AS AN ALTERNATIVE
34 TO STATE ADMINISTRATION OF ALL ASPECTS OF SUCH A PROGRAM. IN
35 DETERMINING WHETHER A THIRD PARTY SHOULD ADMINISTER PARTS OF A
36 PAID FAMILY AND MEDICAL LEAVE PROGRAM, THE DEPARTMENT SHALL
37 CONSIDER WHETHER DOING SO WOULD BE COST-EFFECTIVE, IN THE SHORT
38 TERM AND IN THE LONG TERM FOR BOTH THE STATE AND COVERED
39 INDIVIDUALS, AND LEAD TO MORE EFFICIENT PROGRAM ADMINISTRATION
40 AND BENEFIT MANAGEMENT WHILE ASSURING QUALITY, WORKER
41 EXPERIENCE, AFFORDABILITY, COVERAGE, AND PROGRAM
42 ACCOUNTABILITY, AS COMPARED TO IF THE STATE ADMINISTERS ALL
43 ASPECTS OF THE PROGRAM.

1 (b) IN FULFILLING THE REQUIREMENTS OF THIS SUBSECTION (1),
2 THE DEPARTMENT SHALL MAKE A REQUEST FOR INFORMATION FROM THIRD
3 PARTIES THAT MAY BE WILLING TO ADMINISTER SINGLE OR MULTIPLE
4 PARTS OF A PAID FAMILY AND MEDICAL LEAVE PROGRAM. THE REQUESTS
5 FOR INFORMATION PURSUANT TO THIS SUBSECTION (1)(b) MUST SOLICIT
6 INFORMATION FROM THIRD PARTIES THAT INCLUDES, BUT IS NOT LIMITED
7 TO, THE THIRD PARTY'S:

8 (I) PRIOR EXPERIENCE WITH PAID FAMILY AND MEDICAL LEAVE
9 INSURANCE OR PROVIDING MONETARY BENEFITS IN COLORADO RELATED
10 TO EMPLOYEES TAKING LEAVE FROM WORK DUE TO SERIOUS HEALTH
11 CONDITIONS, PARENTAL BONDING, OR OTHER FAMILY AND MEDICAL LEAVE
12 PURPOSES;

13 (II) COMMITMENT TO AFFIRMATIVE ACTION, DIVERSITY, EQUITY,
14 AND INCLUSION POLICIES;

15 (III) LANGUAGE ACCESS EXPERIENCE AND CULTURAL
16 COMPETENCY; AND

17 (IV) CURRENT OR EXPECTED EMPLOYEE PAY RATES AND BENEFITS.

18 (c) ANY STUDY PURSUANT TO THIS SECTION MUST CONSIDER:

19 (I) THE ESTIMATED DIFFERENCE IN ADMINISTRATIVE COSTS
20 CHARGED BY THIRD PARTIES AS COMPARED TO A STATE-RUN PAID FAMILY
21 AND MEDICAL LEAVE PROGRAM;

22 (II) THE ESTIMATED DIFFERENCE IN CLAIMS PROCESSING SPEEDS;

23 (III) THE STATE'S COSTS TO OVERSEE ANY THIRD PARTY
24 ADMINISTRATION, INCLUDING COSTS TO CONDUCT ANNUAL AUDITS AND
25 REVIEW REGULAR REPORTS FROM THE THIRD PARTY;

26 (IV) THE ABILITY OF A THIRD PARTY TO SATISFY NECESSARY
27 WORKER PRIVACY AND CONFIDENTIALITY REQUIREMENTS;

28 (V) THE ABILITY OF A THIRD PARTY TO ACCESS EXISTING STATE
29 DATA OR TO EFFECTIVELY INTERFACE WITH THE DEPARTMENT'S SYSTEMS
30 AND INFORMATION;

31 (VI) THE POTENTIAL COSTS AND CHALLENGES ASSOCIATED WITH
32 TERMINATING A THIRD-PARTY CONTRACT DUE TO QUALITY OR
33 COMPLIANCE CONCERNS FOLLOWING IMPLEMENTATION OF THE PROGRAM,
34 AS WELL AS THE FEASIBILITY OF TIMELY SUBSTITUTING ADMINISTRATION
35 BY THE STATE OR A DIFFERENT THIRD PARTY WITHOUT A DISRUPTION IN
36 BENEFITS AND ADMINISTRATION; AND

37 (VII) A TIMELINE THAT PRESUMES A PAID FAMILY AND MEDICAL
38 LEAVE PROGRAM THAT IS ESTABLISHED BY JULY 1, 2020; BEGINS PUBLIC
39 EDUCATION AND OUTREACH ON JANUARY 1, 2022; ESTABLISHES THE
40 FUNDING STREAM ON JANUARY 1, 2023; AND STARTS PAYING BENEFITS ON
41 JANUARY 1, 2024.

42 (d) THE DEPARTMENT'S STUDY MUST SPECIFICALLY ADDRESS THE
43 EFFECT OF USING A THIRD-PARTY ADMINISTRATOR ON THE FOLLOWING

1 ASPECTS OF A PAID FAMILY AND MEDICAL LEAVE PROGRAM:

2 (I) CLAIMS APPEALS AND ADMINISTRATIVE ENFORCEMENT;

3 (II) PREMIUM RATES SETTING AND COLLECTION OF PREMIUMS;

4 (III) APPROVAL AND OVERSIGHT OF PRIVATE PLANS, IF

5 APPLICABLE; AND

6 (IV) MANAGEMENT OF ELECTIVE COVERAGE OF EMPLOYEES WHO

7 MAY NOT BE INCLUDED IN THE PROGRAM.

8 (2) (a) (I) THE DEPARTMENT SHALL CONTRACT WITH AT LEAST

9 THREE EXPERTS IN THE FIELD OF PAID FAMILY AND MEDICAL LEAVE

10 SELECTED BY THE TASK FORCE. THE EXPERTS MUST BE LOCAL AND

11 NATIONAL EXPERTS:

12 (A) WITH DEMONSTRATED EXPERIENCE STUDYING THE HEALTH,

13 ECONOMIC, AND SOCIAL BENEFITS OF ACCESS TO PAID LEAVE; THE COST

14 AND ECONOMIC IMPACT OF PAID LEAVE; AND THE DRAFTING AND

15 IMPLEMENTATION OF PAID FAMILY AND MEDICAL LEAVE PROGRAMS AT

16 THE STATE LEVEL; AND

17 (B) WHO HAVE SOME FAMILIARITY WITH CROSS-STATE

18 COMPARISONS.

19 (II) THE DEPARTMENT SHALL GATHER RECOMMENDATIONS FROM

20 THE EXPERTS UNDER CONTRACT WITH THE DEPARTMENT PURSUANT TO

21 THIS SUBSECTION (2)(a) ON THE ESTABLISHMENT OF A PAID FAMILY AND

22 MEDICAL LEAVE PROGRAM FOR EMPLOYEES IN THE STATE. THE

23 RECOMMENDATIONS MUST SPECIFY THE PARAMETERS THAT ENSURE THAT

24 A PROGRAM:

25 (A) IS AFFORDABLE FOR THE LOWEST WAGE WORKERS;

26 (B) IS EQUITABLE ACROSS WORKERS OF ALL INCOMES AND

27 CLASSIFICATIONS;

28 (C) IS ACCESSIBLE PARTICULARLY TO WORKERS LEAST LIKELY TO

29 HAVE ACCESS TO PAID LEAVE TODAY;

30 (D) IS ADEQUATE; AND

31 (E) INCLUDES A MINIMUM DURATION OF LEAVE THAT MEETS

32 EVIDENCE-BASED STANDARDS AND WAGE REPLACEMENT THAT IS

33 SUFFICIENT TO ALLOW THE LOWEST WAGE WORKERS TO PARTICIPATE.

34 (b) THE RECOMMENDATIONS MUST REVIEW, EVALUATE, AND

35 ASSESS AT LEAST THE FOLLOWING ELEMENTS, WITHOUT LIMITATION:

36 (I) THE PURPOSES OF THE LEAVE, INCLUDING SERIOUS ILLNESS,

37 CARING FOR A LOVED ONE WITH A SERIOUS ILLNESS, BONDING WITH A NEW

38 CHILD, AND NEEDS ARISING FROM MILITARY DEPLOYMENT AND THE

39 EFFECTS OF DOMESTIC VIOLENCE, STALKING, AND SEXUAL ASSAULT;

40 (II) SELF-EMPLOYED WORKERS' ACCESS TO PAID FAMILY AND

41 MEDICAL LEAVE AND A MECHANISM TO ALLOW SELF-EMPLOYED WORKERS

42 TO PARTICIPATE;

43 (III) ELIGIBILITY TO TAKE LEAVE;

- 1 (IV) THE DEFINITION OF FAMILY OR FAMILY MEMBER FOR WHOM
2 AN INDIVIDUAL MAY TAKE LEAVE FOR PURPOSES OF PROVIDING CARE;
- 3 (V) JOB PROTECTION AND OTHER EMPLOYMENT PROTECTIONS,
4 INCLUDING THEIR EFFECT ON AN INDIVIDUAL'S ABILITY TO TAKE LEAVE;
- 5 (VI) THE DURATION OF LEAVE;
- 6 (VII) THE AMOUNT OF THE WAGE REPLACEMENT;
- 7 (VIII) THE MAXIMUM WEEKLY WAGE REPLACEMENT AMOUNT;
- 8 (IX) THE PROGRAM FUNDING STRUCTURE;
- 9 (X) PROGRAM IMPLEMENTATION;
- 10 (XI) THE ROLE OF THIRD-PARTY VENDORS ON PROGRAM
11 SUSTAINABILITY;
- 12 (XII) THE SOLVENCY OF A PAID FAMILY AND MEDICAL LEAVE FUND
13 UNDER VARIOUS MODELS;
- 14 (XIII) THE PORTABILITY OF PAID FAMILY AND MEDICAL LEAVE
15 BENEFITS;
- 16 (XIV) THE SUSTAINABILITY OF A PAID FAMILY AND MEDICAL
17 LEAVE PROGRAM;
- 18 (XV) HOW A PAID FAMILY AND MEDICAL LEAVE PROGRAM WOULD
19 INTERACT WITH OTHER BENEFITS; AND
- 20 (XVI) A TIMELINE THAT PRESUMES A PAID FAMILY AND MEDICAL
21 LEAVE PROGRAM THAT IS ESTABLISHED BY JULY 1, 2020; BEGINS
22 EDUCATION AND OUTREACH ON JANUARY 1, 2022; ESTABLISHES THE
23 FUNDING STREAM ON JANUARY 1, 2023; AND STARTS PAYING BENEFITS ON
24 JANUARY 1, 2024.
- 25 (3) NO LATER THAN OCTOBER 1, 2019:
- 26 (a) THE DEPARTMENT SHALL PROVIDE THE TASK FORCE CREATED
27 IN SECTION 8-13.3-304 WITH:
- 28 (I) THE RESULTS OF THE THIRD-PARTY STUDY CONDUCTED
29 PURSUANT TO SUBSECTION (1) OF THIS SECTION; AND
- 30 (II) PAID FAMILY AND MEDICAL LEAVE PLAN RECOMMENDATIONS
31 FROM EXPERTS CONSULTED IN ACCORDANCE WITH SUBSECTION (2) OF THIS
32 SECTION; AND
- 33 (b) THE DEPARTMENT OF PUBLIC HEALTH AND ENVIRONMENT
34 SHALL PROVIDE THE TASK FORCE WITH A REPORT DETAILING THE HEALTH
35 BENEFITS RELATED TO PAID FAMILY AND MEDICAL LEAVE.
- 36 (4) THE DEPARTMENT SHALL CONTRACT FOR THE SERVICES OF A
37 QUALIFIED PRIVATE ACTUARY TO PERFORM AN ACTUARIAL STUDY OF THE
38 INITIAL RECOMMENDATION FOR A FAMILY AND MEDICAL LEAVE PROGRAM
39 CREATED BY THE TASK FORCE PURSUANT TO SECTION 8-13.3-304 (8)(b).
40 THE ACTUARIAL STUDY SHALL BE PROVIDED TO THE TASK FORCE NO LATER
41 THAN DECEMBER 1, 2019.
- 42 **8-13.3-304. Family and medical leave implementation task**
43 **force.** (1) THERE IS HEREBY CREATED IN THE DEPARTMENT THE FAMILY

1 AND MEDICAL LEAVE IMPLEMENTATION TASK FORCE.

2 (2) THE TASK FORCE CONSISTS OF THE FOLLOWING MEMBERS:

3 (a) THREE MEMBERS WHO ARE WORKERS OR REPRESENT AN

4 ORGANIZATION THAT REPRESENTS WORKERS' INTERESTS IN PAID FAMILY

5 AND MEDICAL LEAVE, EACH OF WHOM SHALL BE APPOINTED FROM A LIST

6 OF AT LEAST THREE NAMES SUBMITTED BY A RECOGNIZED STATEWIDE

7 ORGANIZATION THAT PROMOTES WORKERS' RIGHTS;

8 (b) THREE MEMBERS WHO ARE PRIVATE EMPLOYERS WITH A RANGE

9 OF BUSINESS SIZE AND EXPERIENCE IN PROVIDING EMPLOYEES WITH PAID

10 FAMILY AND MEDICAL LEAVE, EACH OF WHOM SHALL BE APPOINTED FROM

11 A LIST OF AT LEAST THREE NAMES SUBMITTED BY A RECOGNIZED

12 STATEWIDE ORGANIZATION OF EMPLOYERS;

13 (c) ONE MEMBER WHO IS A REPRESENTATIVE OF A STATE POLICY

14 ORGANIZATION THAT WORKS ON ISSUES OF ECONOMIC OPPORTUNITY;

15 (d) ONE MEMBER WHO IS A PRIVATE INSURER WITH EXPERIENCE IN

16 ADMINISTERING TEMPORARY DISABILITY OR FAMILY AND MEDICAL LEAVE

17 INSURANCE BENEFITS;

18 (e) ONE MEMBER WHO REPRESENTS A STATE POLICY

19 ORGANIZATION THAT WORKS ON HEALTH ADVOCACY;

20 (f) ONE LABOR ECONOMIST WITH DEMONSTRATED RESEARCH OR

21 EXPERTISE IN STUDYING PAID FAMILY AND MEDICAL LEAVE AND LABOR

22 STANDARDS, AND THE DATA NECESSARY TO DO SO;

23 (g) ONE MEMBER WHO IS A REPRESENTATIVE OF A STATEWIDE

24 DOMESTIC VIOLENCE ORGANIZATION;

25 (h) ONE MEMBER WHO IS A PROFESSIONAL FROM A RECOGNIZED

26 INSTITUTION OF HIGHER EDUCATION AND WHO HAS EXPERTISE IN

27 STUDYING PAID FAMILY AND MEDICAL LEAVE;

28 (i) ONE MEMBER WHO IS A REPRESENTATIVE OF ORGANIZED LABOR;

29 AND

30 (j) TWO NONVOTING MEMBERS, ONE OF WHOM MUST REPRESENT

31 THE DEPARTMENT.

32 (3) THE MEMBERS OF THE TASK FORCE ARE APPOINTED AS

33 FOLLOWS:

34 (a) THE GOVERNOR SHALL APPOINT ONE MEMBER;

35 (b) THE SPEAKER OF THE HOUSE OF REPRESENTATIVES SHALL

36 APPOINT FOUR MEMBERS;

37 (c) THE PRESIDENT OF THE SENATE SHALL APPOINT FOUR

38 MEMBERS;

39 (d) THE HOUSE MINORITY LEADER SHALL APPOINT TWO MEMBERS;

40 (e) THE SENATE MINORITY LEADER SHALL APPOINT TWO MEMBERS;

41 (f) THE EXECUTIVE DIRECTOR SHALL APPOINT ONE NONVOTING

42 MEMBER; AND

43 (g) THE EXECUTIVE DIRECTOR OF THE DEPARTMENT OF PERSONNEL

1 SHALL APPOINT ONE NONVOTING MEMBER.

2 (4) (a) THE APPOINTING AUTHORITIES SHALL MAKE THE
3 APPOINTMENTS TO THE TASK FORCE NO LATER THAN JULY 1, 2019.

4 (b) IN MAKING THE APPOINTMENTS, THE APPOINTING AUTHORITIES
5 SHALL ENSURE THAT THE APPOINTMENTS REFLECT COMMUNITIES OF
6 COLOR, RURAL COMMUNITIES, AND HISTORICALLY UNDERUTILIZED
7 BUSINESSES, AS DEFINED IN SECTION 24-49.5-105 (4).

8 (c) THE DEPARTMENT SHALL ASSIST AND COORDINATE THE
9 APPOINTING AUTHORITIES TO ENSURE THAT MEMBERS APPOINTED TO THE
10 TASK FORCE PURSUANT TO SUBSECTION (3) OF THIS SECTION MEET THE
11 MEMBERSHIP REQUIREMENTS SPECIFIED IN SUBSECTION (2) OF THIS
12 SECTION.

13 (5) EACH MEMBER OF THE TASK FORCE SERVES AT THE PLEASURE
14 OF THE APPOINTING AUTHORITY.

15 (6) EACH MEMBER OF THE TASK FORCE SERVES WITHOUT
16 COMPENSATION BUT IS ENTITLED TO RECEIVE REIMBURSEMENT FOR
17 ACTUAL AND NECESSARY EXPENSES THE MEMBER INCURS IN THE
18 PERFORMANCE OF THE MEMBER'S DUTIES AS A MEMBER OF THE TASK
19 FORCE.

20 (7) (a) THE MEMBER APPOINTED BY THE EXECUTIVE DIRECTOR
21 SHALL CALL THE FIRST MEETING OF THE TASK FORCE.

22 (b) THE TASK FORCE SHALL ELECT A CHAIR FROM AMONG ITS
23 VOTING MEMBERS.

24 (8) (a) NO LATER THAN OCTOBER 1, 2019, THE TASK FORCE SHALL
25 ACCEPT AND CONSIDER PUBLIC COMMENTS REGARDING THE
26 ADMINISTRATION AND ESTABLISHMENT OF A PAID FAMILY AND MEDICAL
27 LEAVE PROGRAM IN THE STATE.

28 (b) NO LATER THAN NOVEMBER 1, 2019, THE TASK FORCE SHALL
29 MAKE AN INITIAL RECOMMENDATION ON A FAMILY AND MEDICAL LEAVE
30 PROGRAM FOR EMPLOYEES IN THE STATE AND PROVIDE THE
31 RECOMMENDATION TO THE ACTUARY CONTRACTED BY THE DEPARTMENT
32 PURSUANT TO SECTION 8-13.3-303 (4). IN MAKING THE RECOMMENDATION,
33 THE TASK FORCE SHALL CONSIDER THE INFORMATION IT RECEIVES
34 PURSUANT TO SECTION 8-13.3-303 (3).

35 (c) NO LATER THAN JANUARY 8, 2020, AFTER CONSIDERATION OF
36 THE ACTUARIAL ANALYSIS PERFORMED ON THE TASK FORCE'S INITIAL
37 RECOMMENDATION, THE TASK FORCE SHALL REPORT ITS FINAL
38 RECOMMENDATION ON A PAID FAMILY AND MEDICAL LEAVE PROGRAM FOR
39 ALL EMPLOYEES IN THE STATE, ALONG WITH THE THIRD-PARTY
40 ADMINISTRATION STUDY MADE PURSUANT TO SECTION 8-13.3-303 (1), AND
41 THE ACTUARIAL STUDY MADE PURSUANT TO SECTION 8-13.3-303 (4) TO:

42 (I) THE SENATE COMMITTEES ON FINANCE AND BUSINESS, LABOR,
43 AND TECHNOLOGY, OR THEIR SUCCESSOR COMMITTEES;

1 (II) THE HOUSE OF REPRESENTATIVES COMMITTEES ON FINANCE
2 AND BUSINESS AFFAIRS AND LABOR, OR THEIR SUCCESSOR COMMITTEES;
3 AND

4 (III) THE GOVERNOR.

5 (d) RECOMMENDATIONS MADE BY THE TASK FORCE PURSUANT TO
6 THIS SUBSECTION (8) MUST BE BASED ON A TIMELINE THAT PRESUMES A
7 PAID FAMILY AND MEDICAL LEAVE PROGRAM THAT IS ESTABLISHED BY
8 JULY 1, 2020; BEGINS EDUCATION AND OUTREACH ON JANUARY 1, 2022;
9 ESTABLISHES THE FUNDING STREAM ON JANUARY 1, 2023; AND STARTS
10 PAYING BENEFITS ON JANUARY 1, 2024.

11 (9) UPON REQUEST BY THE TASK FORCE, THE DEPARTMENT SHALL
12 PROVIDE OFFICE SPACE, EQUIPMENT, AND STAFF SERVICES AS MAY BE
13 NECESSARY TO IMPLEMENT THIS SECTION.

14 **SECTION 2. Safety clause.** The general assembly hereby finds,
15 determines, and declares that this act is necessary for the immediate
16 preservation of the public peace, health, and safety."

17 Page 1 of the bill, line 102, strike "PROGRAM." and substitute "PROGRAM,
18 AND, IN CONNECTION THEREWITH, CREATING AN IMPLEMENTATION
19 PLAN FOR A FAMILY AND MEDICAL LEAVE INSURANCE PROGRAM."

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