



AMERICAN BENEFITS  
COUNCIL

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## **Employers hopeful federal proposals will standardize paid leave requirements, provide opportunity for fairness**

*Inconsistencies in local laws continue to create administrative headaches*

WASHINGTON, DC - "We urge Congress to seize the opportunity to finally enable nationwide employers to provide consistent paid leave benefits to their workers and relieve severe administrative burdens imposed by wildly inconsistent state and city laws," American Benefits Council President James A. Klein said today, referring to two newly-released proposals - one by President Biden and the other by U.S. House of Representatives Ways and Means Committee Chairman Richard Neal (D-MA).

"As with all types of employee benefits, American Benefits Council member companies are at the forefront of comprehensive and innovative programs providing essential protections to employees and helping them balance personal and work responsibilities," Klein said. "Managing the plethora of state and local employee paid leave mandates is extremely frustrating and costly for multi-state employers and forces them to treat employees differently based on where they live or work. It is going to become even more complex in a post-pandemic world, as employees continue to work remotely and even relocate while working from home."

In 2020, the Council prepared [a statement of principles on paid leave](#), outlining a common-sense approach for building on the generous leave programs already provided by the Council's national employer members.

"Whether either of these legislative proposals makes the situation better or worse depends on whether Congress creates a consistent, affordable standard or adds a

federal mandate on top of myriad state and local requirements,” Klein noted. “The acknowledgement of a need for a federal solution is an important first step and we are encouraged by [Chairman Neal’s discussion draft](#) that recognizes the disparities brought about by the current environment as well as the important role of employer plans.”

“We look forward to working with Congress and the White House on a solution that treats workers fairly and consistently and is affordable and administrable for employers and promotes private sector solutions,” Klein concluded.

For more information on paid leave policy, or to arrange an interview with the Council’s policy team, contact Jason Hammersla, Council vice president, communications, at [jhammersla@abcstaff.org](mailto:jhammersla@abcstaff.org) or by phone at (202) 422-4652 (cell).

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*The Council is a public policy organization whose members include over 220 of the world’s largest corporations, as ranked by Fortune and Forbes. Collectively, the Council’s members either directly sponsor or administer health and retirement benefits for virtually all Americans covered by employer-sponsored plans.*