

# COUNCIL UPDATE

# MEMO TO MEMBERS

July 13, 2020

**To: American Benefits Council Members**

**From: James Klein, American Benefits Council President**

**Re: Upgrading the Council's Paid Leave Atlas**

## **New and Improved Paid Leave Atlas Now Includes Information on State and Local COVID-19 Leave Laws, Family Leave Mandates**

We are excited to tell you about an important expansion of one of our most valuable and widely used members-only information resource and compliance tools, the Paid Leave Atlas. It provides essential and continually updated information on state and local paid leave laws. Please share this development, and the link to the Atlas, below, with colleagues in your organization responsible for monitoring and complying with paid leave laws.

While the coronavirus/COVID-19 pandemic has turned business and benefits operations upside-down, many of the policy challenges that were present before the pandemic persist. One of these concerns is the myriad state and municipal laws that impose different requirements for benefits and human resource administration.

On no subject is this more common and confounding than that of paid leave. More than a dozen states and over two dozen localities have enacted mandatory paid leave requirements for employers.

In 2017, to help American Benefits Council members understand the scope and reach of these laws, we established the [National Paid Sick Leave Atlas](#), an interactive map that can be used to access descriptions of these laws along with information on:

- Effective dates
- Model posters

- Accrual Rate
- Accrual, usage and carryover caps
- Protected reasons for use
- Links to statutes and guidance

This important resource has now been expanded to include vital information on state and local paid family leave and paid COVID-19 sick leave:

**Paid Family Leave:** Nine states, plus one city (San Francisco), have established laws requiring employers to provide benefits to individuals who need to take time off work to care for a new child or seriously ill family member. The Atlas now provides descriptions of the laws along with information on:

- Effective dates
- Model posters
- Maximum length of benefits
- Employee eligibility for the program
- Funding mechanism for the program
- Job protection provisions
- Qualifying absences
- Interaction with existing programs
- Alternative plan options
- Links to statutes and guidance

**COVID-19 Sick Leave:** Many state and local governments have enacted temporary or supplemental measures requiring employers to grant additional sick leave to workers who have been affected by COVID-19. Where applicable, the Atlas provides information such as the effective and sunset dates and permitted reasons for use.

Once again, the Atlas is available here:

<https://www.americanbenefitscouncil.org/laws-map/>

## **WE ARE HERE TO SERVE YOU**

Thank you to Seyfarth Shaw LLP for the preparation and regular updating of The Paid Leave Atlas. As always, please contact us to assist your efforts to serve the participants and beneficiaries of the plans you sponsor and support. Thank you for the privilege of being a

resource to you and all your colleagues whose responsibilities touch benefits and compensation – domestically and globally. We wish you, your families and co-workers continued good health.

*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.*