

## 2017 SESSION

INTRODUCED

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### SENATE BILL NO. 847

Offered January 11, 2017

Prefiled November 28, 2016

A *BILL to direct the Commissioner of Labor and Industry to develop an implementation plan for a paid family leave program.*

Patrons—Favola; Delegate: Kory

Referred to Committee on Commerce and Labor

#### **Be it enacted by the General Assembly of Virginia:**

1. § 1. *The Commissioner of Labor and Industry shall, in conjunction with the relevant stakeholders, develop an implementation plan, referred to in this section as "the plan," for a paid family leave program for employees of any employer in the Commonwealth. The plan shall include recommendations for funding family leave benefits; the appropriate agency to administer the program; criteria for employee eligibility for paid leave; threshold size for covered employers; and program benefits for employees, including number of weeks of paid leave and compensation based on percentage of salary.*

*In developing this plan, the Commissioner of Labor and Industry shall consider the option of modeling the program after an existing insurance program of the Commonwealth if that option would result in cost savings. The plan's recommendations shall include a determination of whether a payroll tax could fully fund an employee benefit package that includes six weeks of paid leave at 80 percent of an employee's salary.*

*The Commissioner of Labor and Industry shall complete the plan by December 1, 2017, and report to the Chairmen of the House Committee on Commerce and Labor and the Senate Committee on Commerce and Labor. The report on the plan shall also be submitted as provided in the procedures of the Division of Legislative Automated Systems for the processing of legislative documents and reports no later than the first day of the 2018 Regular Session of the General Assembly and shall be posted on the General Assembly's website.*

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