

## 2018 SESSION

INTRODUCED

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### SENATE BILL NO. 790

Offered January 10, 2018

A *BILL to require the Virginia Employment Commission to develop and submit a plan for a paid family-medical leave program.*

Patron—Favola

Referred to Committee on Rules

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

1. § 1. *That the Virginia Employment Commission (VEC) shall, in consultation with a work group composed of representatives of interested groups, develop a plan for a program for private employers in the Commonwealth with 50 or more salaried employees, as defined by the VEC, to offer paid family-medical leave for their employees. The program shall include, at a minimum, the following elements:*

1. *Minimum coverage of 60 working days in each 365-day period;*

2. *A benefit that pays not less than 80 percent of an employee's usual earnings during the period family-medical leave is taken;*

3. *A requirement that an employee work one year before being eligible for the paid family-medical leave;*

4. *A process by which the employee is required to apply to the VEC and provide any documentation that might be required;*

5. *Funding provided through a periodic payment schedule that is equally shared by the employer and the employee, using the same payment structures and pooled resource concepts available for funding health insurance plans;*

6. *Participation in the paid family-medical leave program shall be voluntary; and*

7. *Subject to the enactment of implementing legislation, the anticipated effective date of the program would be January 1, 2020.*

*The VEC shall submit its plan for the program to the General Assembly no later than December 1, 2018.*

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