

PAID FAMILY AND MEDICAL LEAVE

Advisory Committee Meeting
April 17, 2018



PRESENTATION OVERVIEW

Introductions

Approve March Meeting Minutes

Deloitte & Microsoft Introductions

Communications & Outreach Update

Rules Update

General Program Update

Open Comment

APPROVE MARCH MINUTES

▶ Discussion

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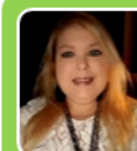
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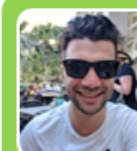
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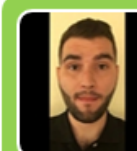
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THE DELOITTE TEAM

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THE DELOITTE TEAM

Integration Sprint Team

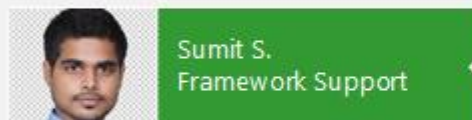


THE DELOITTE TEAM

PM Team



Sprint Support Team



COMMUNICATIONS & OUTREACH UPDATE

“All-employer email”



- ▶ Delivered to 123,117 employers throughout the state
- ▶ 105,626 total opens
- ▶ 10,137 clicks on embedded links (including 224 to the Spanish version of the email)

Reaching more people each day

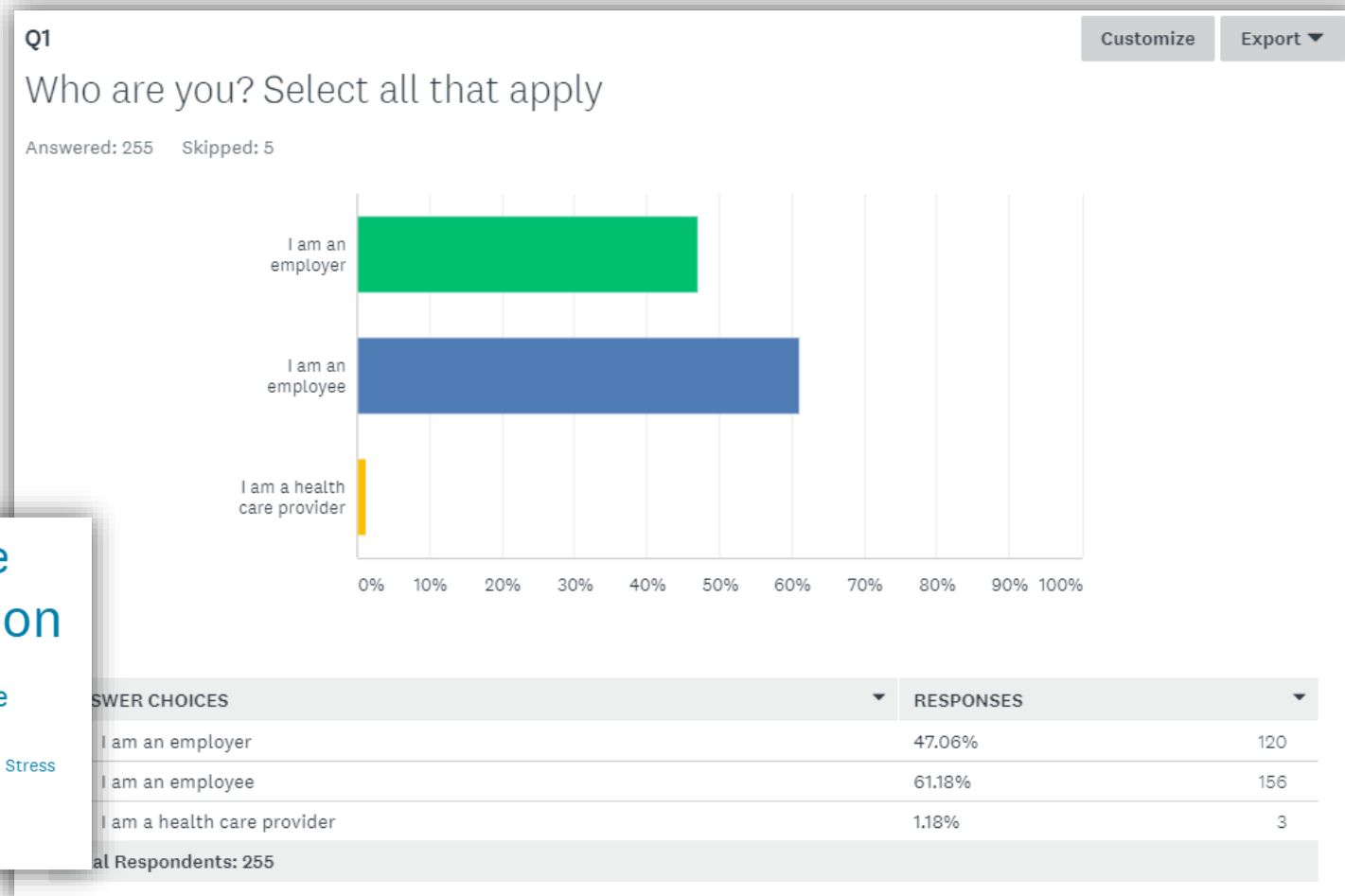


- ▶ 4,100+ general listserv subscribers (+1,300 since April 3)
- ▶ 1,350+ subscribed to the small businesses listserv
- ▶ New subscribers to the voluntary plan listserv

COMMUNICATIONS & OUTREACH UPDATE

Before the “all-employer email”

- ▶ 255 responses (March 13-April 3)
- ▶ Employee responses outpaced employer responses
- ▶ Balance between positive, negative and neutral

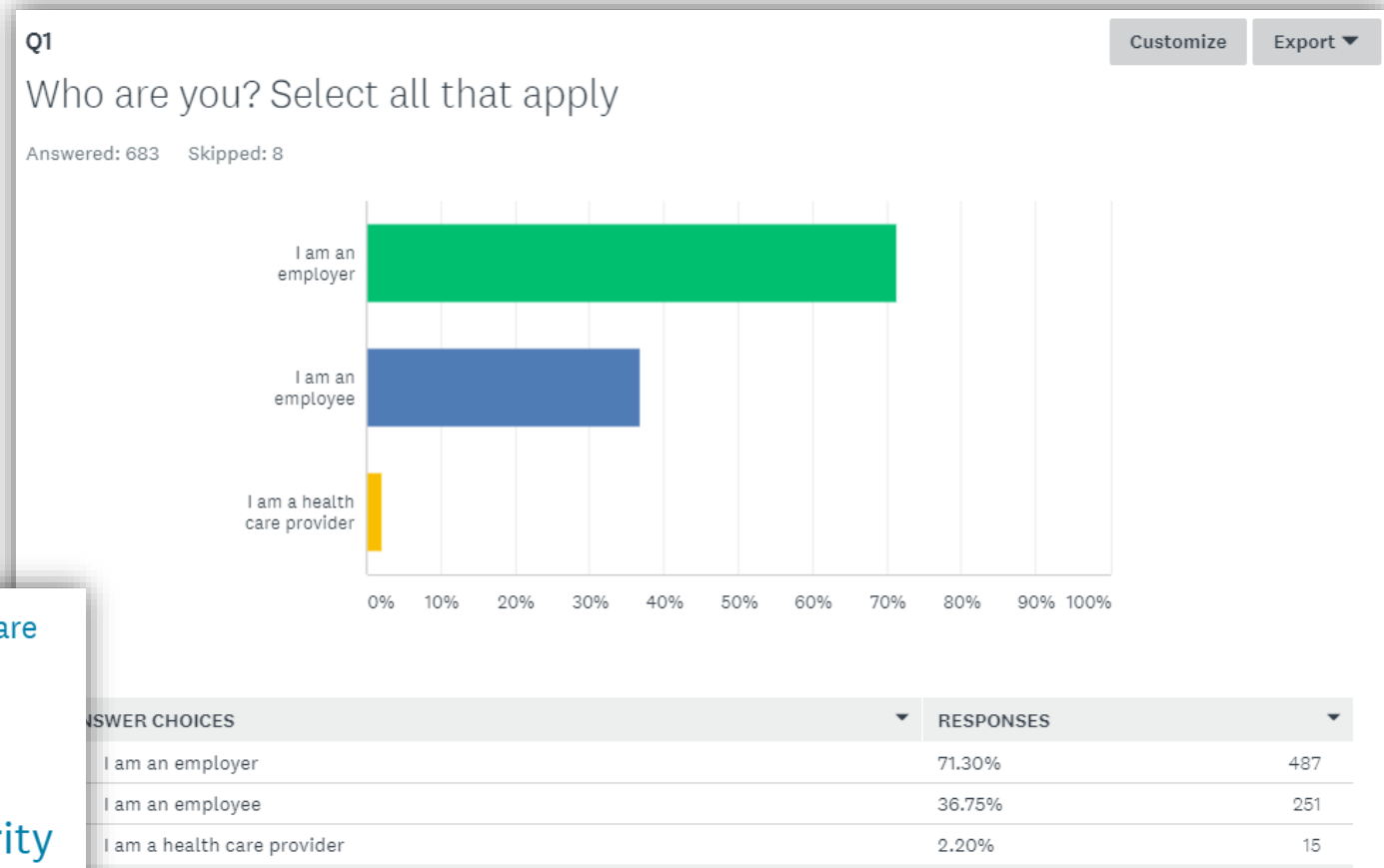


Necessary Children Relief Overreach Money Admin Expensive
 Incentive to Return to Work Sick Peace of Mind Administration
 Pay Family Illness Paid Small Business Cost Balance
 Security FMLA Benefit Needed Maternity Program Burden Stress
 Tax Baby

COMMUNICATIONS & OUTREACH UPDATE

After the “all-employer email”

- ▶ Nearly 700 responses
- ▶ Employer responses now double those of employees
- ▶ Significant change in associations with program



Sick Program Burden Pay Administration Socialism Benefit Care
 Business Maternity Paid Relief Cost Paperwork
 Expensive Necessary Taxes Needed Family Baby
 Government Medical Money Unfair Employee Headache Security
 Abuse

COMMUNICATIONS & OUTREACH UPDATE

Next Up



Focus groups



Employee email



Presentations



New employee onboarding



Small business outreach planning

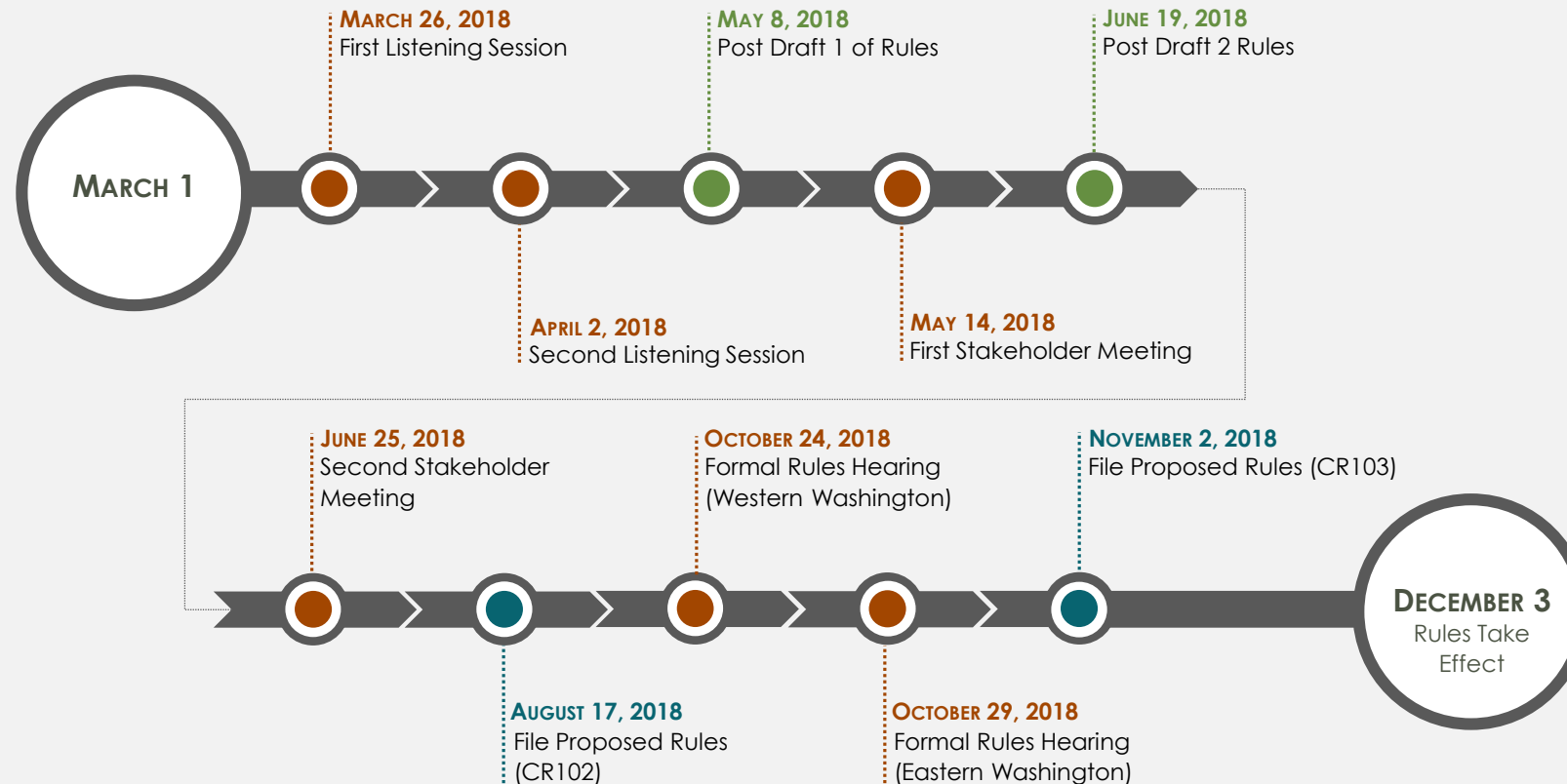
- ▶ Small business listserv (150 employees or fewer)
- ▶ Small business toolkit
- ▶ Presentations

RULES UPDATE

- ▶ Phase 1 (Premium liability, CBAs, voluntary plans):
 - ▶ CR-102 filed on April 4
 - ▶ Public hearing scheduled May 23
 - ▶ Targeting July 1 effective date
- ▶ Phase 2 (Employer responsibilities, grants, penalties):
 - ▶ Filed CR-101 on April 12
 - ▶ Conducted 2 listening sessions
 - ▶ Policy team drafting rules
 - ▶ Pre-102 meetings scheduled May 14 and June 25

PHASE 2 RULEMAKING TIMELINE

EMPLOYER RESPONSIBILITIES ♦ SMALL BUSINESS ASSISTANCE GRANTS ♦ PENALTIES



This timeline is an **approximate** timeframe for completion of draft rules for Phase 2 of the Paid Family and Medical Leave rulemaking process. Dates subject to change.

GENERAL PROGRAM UPDATE

- ▶ Over 50 Strong
- ▶ Operations Team Staffing Up
 - ▶ Operations Manager
 - ▶ PFML Specialists
- ▶ Technology
 - ▶ Envisioning
 - ▶ Fit Gap
 - ▶ Development

FOR THE GOOD OF THE ORDER

▶ Public Comment

CONTINUE THE CONVERSATION

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Join our listserv at
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comments on our public forum
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