

Out-of-State Compliance Alert!

Do you have employees that work in any of the following states?

If you have even one employee working in any one of these states, be aware that there are specific laws that you must comply with!

State	LAW CONCERNING	IMPLEMENTATION	DESCRIPTION	MORE INFORMATION
Massachusetts	Disability and Paid Family Leave	7/1/2019 - 1/1/2021	Requires specific policies and plans to be offered. State option premiums begin to be collected through payroll on 7/1/19. First quarterly filing was due 10/1/19	mass.gov/orgs/department-of-family-and-medical-leave
Connecticut	Paid Family & Medical Leave	1/1/2021 - 1/1/2022	Deduct 0.5% of Employee's wages beginning 1/1/2021. Benefits available beginning 1/1/2022. Applies to all employers, and sole proprietors and is 100% Employee funded. Notice requirement must be fulfilled by Employer by 7/1/2022.	https://www.sunlife.com/us/For+businesses/Paid+family+medical+leave/Massachusetts ctpaidleave.org
Washington	Disability and Paid Family Leave	1/1/2019 - 1/1/2020	Requires specific policies and plans to be offered. State option premiums began to be collected through payroll on 1/1/19. First filing deadline was 7/1/19.	paidleave.wa.gov/employers/
Washington	Long Term Care	1/1/2022	Tax that will cost \$0.58/\$100 of income. If you make \$100,000 per year, the tax will start at \$580. Once you are on this system you are not able to leave it as long as you live in Washington State. Bi annually the state legislature can vote to increase the tax being charged. If you leave the state you will not receive the benefit you have been paying for, it will be lost. To qualify to receive the \$100/day for 365 days (maximum benefit of \$36,500) you must lose 3 activities of daily living (eating, bathing, dressing, transferring, walking, & continence).	https://www.dshs.wa.gov/altsa/stakeholders/long-term-services-and-supports-

Should you have questions regarding these laws and regulations, please reach out to our Compliance Officer, [Elizabeth Kay](#), for additional resources.



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Colorado	Paid Family and Medical Leave (PFML)	1/1/2023 – 1/1/2024	Start collecting fees from employees and employers in 2023, with benefits starting in 2024. Funded through a premium of 0.9 percent of each employee’s wages, up to a cap, through Dec. 31, 2024, and as set thereafter, up to 1.2 percent of each employee’s wages. Companies with nine or fewer workers would not have to pay the employer half of the premium.	http://dpa.colorado.gov/about-us/faq/paid-family-medical-leave-faq https://www.govdocs.com/colorado-voters-pass-paid-family-and-medical-leave-law/
Washington D.C.	The Paid Leave Act	7/1/2020	On July 1, 2019, the District began collecting taxes from all local employers to fund the Paid Family Leave benefit. All covered employers will be required to contribute an amount equal to 0.62% of the wages of each of its covered employees. The payroll tax will be paid by covered employers, even if employers provide additional leave benefits to their workers.	https://dcpaidfamilyleave.dc.gov/
New Jersey	Family Leave Insurance	7/1/2020	Financed 100% by worker payroll deductions. Employers do not contribute to the program. For 2020, workers contribute 0.16% of the first \$134,900 earned during the calendar year. For 2021, workers contribute 0.28% on the first \$138,200 in covered wages earned during this calendar year.	https://www.myleavebenefits.nj.gov/worker/fli/
Oregon	Paid Family and Medical Leave Insurance (PFMLI)	1/1/2022 – 1/1/2023	PFMLI is funded through a payroll based contribution which is set annually by the Employment Department. EE will contribute 60% and ER will contribute 40% of the required contribution. The EE’s portion is withheld from their pay, similar to income tax withholding.	https://www.oregon.gov/employ/PFMLI/Pages/PFMLI-General-Information.aspx

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