

Location	Zoom
Time	1:00 pm – 2:00 pm
Attendees	Employee’s Interests Representative: Joe Kendo Employee’s Interests Representative: Maggie Humphreys Employee’s Interests Representative: Marilyn Watkins Employee’s Interests Representative: Samantha Grad Employer’s Interests Representative: Bob Battles Employer’s Interests Representative: Tammie Hetrick Paid Family and Medical Leave Act Ombudsman: Edsonya Charles Employer’s Interests Representative: Julia Gorton Employer’s Interests Representative: Christine Brewer
Guests	
Members Absent	None
Scribe	Liz Merrick

Introductions - Members to introduced themselves.

Announcement that Suzi is leaving for the Biden Administration and Cami Feek will be the interim Commissioner. Suzi's last day in the office is Jan. 27.

Approve December Meeting Minutes – Meeting minutes were approved.

Updates:

HB 1087: Clarifying the continuity of employee family and medical leave rights.

- Family Leave Act (FLA) job protections were replaced by job protected leave under Paid Family & Medical Leave as of January 1, 2020
- Allows for cause of action for violations that occurred before December 31, 2019.
- Effective immediately if passed.
- Discussed with members and in agreement as to the goal of Legislation.
- **Julia** wants to make sure technical questions are brought to the committee beforehand, which Bob agrees with. Joe doesn't recall it on the radar until last meeting in January. Marilyn didn't recall it until court cases were brought up.

HB 1073: Expand coverage of the Paid Family & Medical Leave Program.

Four main components

- Definition of family member to include an individual related by blood or affinity.

- Eligibility requirement from 820 hours worked to \$1000 earned in qualifying period.
- Eligibility for job protection and continuation of health benefits to people employed 90 days with current employer.
- Roll in 5097 as the fiscal note addresses both issues.

Rebecca Grady shared the fiscal note for HB 1072. **Marilyn** asked if there is a chance of double counting with expanded eligibility. Discussion around eligibility, solvency and surcharges.

Maggie asked about baseline rate projections for comparison to fiscal note projections. Answer: base line projects premium rate of .5 or .6% each year up to 2030. Question was asked if a solvency surcharge was expected in the baseline projections and answered no.

Marilyn shared concerns around racial and social equity in program usage related to risk of losing health insurance or job if taking leave from PFML program.

Maggie – 2-year fellowship program reaching out across the state RE: Paid Leave applications. Job protection – workers' inability to take PFML.

Edsonya: most frequent calls are employers saying they are not eligible, or their jobs are not guaranteed when they return. Due to COVID, service industries not able to meet job hours requirements. Some confusion around registered domestic partnership coverage. Received 3100 calls last year regarding the program.

Julia would like to see a report from the Ombuds office about calls. **Edsonya** is working on a report.

Advisory Committee Meeting Structure 2021 & Beyond:

Reminder: Meetings are now one hour

Proposal:

- Standing items (20 Minutes)
 - Approve Prior Meeting's minutes
 - Operational/programmatic data (what data do you want?)
 - Open comment
- New business (40 minutes):
 - AC members department propose agenda items for the next meeting
 - AC agrees to agenda item(s)

Open Comment –

Bob: Employer grant program update?

Live in the system for around one month now. Working on sending out communications to employers. Processed several and sent out payments. **ACTION:** will follow up after the meeting. Information is completely available on the PFML website. Planning to do broader communication to listserv. Targeted emails to under 150 with an employee who took leave.

All ERs 150 and under coming next week. Employers to voluntary pay, is not available yet.

Size of business applying for grants was requested. Rebecca said 90 applications, 7 approvals and 9 denials as of 1/21/2021. Bob would like to know time frame for processing claims.

Ali S: I would suggest looking at impacts of private plan employers dropping plans due to their own financial impacts they can no longer support. This will drive more employees to the state plan.

Next meeting: Discuss Ombuds office data. SBG data. Maggie would like to discuss at future meeting language access and advocate requested updated access. Maggie would like this topic in March. Edsonya would like members to send her particular data you would like to see at February's meeting.

Open Comment: Meeting adjourned at 2:10 pm.

Next Meeting: Friday February 19, 1:00 pm – 2:00 pm | This meeting will be held via ZOOM only