

**Paid Family and Medical Leave – Same and Similar Sections Only
(H0002-8 and UEH0002-1)**

SbyS Page	House Sec.	Bill Page	Senate Sec.	Bill Page	Comparison	Description
R1	3	2.7	2	2.4	Same	Adds certain provisions of the PFML program to the sections the DLI commissioner can issue a compliance order for.
R2	4	2.28	3	2.25	Same*	Adds premium deductions and chargebacks to the information required on the required statement of earnings from employers.
R9	8	8.13	4	4.24	Same	Allows DEED to use UI data as necessary to administer the PFML program.
R29	13	29.1	9	21.9	Same*	Requires applicant to notify DEED of any changed circumstances.
R35	16	35.1	12	27.12	Same*	Establishes appeal process for the PFML program similar to the UI system.
R50	21	50.24	17	42.24	Similar*	Provide wage detail report requirements for employers. Models UI. <i>Slight technical differences in word choice.</i> <i>House language refers to missing information omitted under this <u>section</u>.</i> <i>Senate language refers to under this <u>chapter</u>.</i>
R51	22	52.21	18	44.21	Similar*	Requires employers to establish premium accounts with DEED. <i>House language makes technical exclusion for employers with private plans.</i>
R54	24	55.11	20	47.8	Same*	Addresses federal income tax treatment of PFML benefits.
R54	25	55.18	21	47.15	Similar*	Provides for treatment of premium collection under the PFML program. <i>Senate language eliminates the separate enforcement account so fees and costs would go into the family and medical benefit insurance account.</i>
R56	26	57.29	22	49.24	Same*	Requires deduction from PFML benefits for child support owed.
R57	27	58.26	23	50.21	Same*	Allows DEED commissioner to compromise certain amounts under the PFML program.
R57	28	59.7	24	51.3	Similar*	Provides percentage for administrative costs to DEED. <i>Senate language also adds interagency agreements with Department of Commerce.</i>

SbyS Page	House Sec.	Bill Page	Senate Sec.	Bill Page	Comparison	Description
R58	29	59.18	25	51.15	Similar*	Provides percentage for public outreach to DEED. <i>Senate language also adds interagency agreements with Department of Commerce.</i>
R60	31	61.25	27	53.20	Same*	Sets penalties for employer misconduct.
R60	32	62.18	28	54.15	Same*	Provides recordkeeping and audit requirements for the PFML program.
R61	33	63.16	29	55.12	Same*	Authorizes DEED commissioner to issue subpoenas and oaths to administer the PFML program.
R61	34	63.27	30	55.23	Same*	Provides for a lien, levy, setoff, and civil action for amounts owed by an employer or applicant under the PFML program.
R66	35	68.18	31	60.14	Same*	Authorizes DLI to provide conciliation services for violations of employment protections.
R66	36	68.24	32	60.20	Similar*	Requires annual report to MMB and the legislature on PFML program finances, and a public report on benefit use and demographics. <i>Senate adds race and ethnicity of the benefit claimant to reportable demographics</i>
R69	39	72.16	35	63.13	Same*	Severability provision.
R71	41	73.19	40	65.22	Same	PFML benefits may be applied for paid starting July 1, 2025.
R71	1	73.24	2	71.1	Same	Clarifies treatment of PFML benefits under MFIP and other assistance programs.
R71	2	74.1	3	71.6	Similar	Clarifies treatment of PFML benefits under MFIP and other assistance programs. <i>House language makes technical change to update cross reference numbers. Staff recommend House language.</i>
R72	3	74.29	4	72.4	Same	Clarifies treatment of PFML benefits under MFIP and other assistance programs.
R73	4	75.28	5	73.1	Same	Clarifies treatment of PFML benefits under MFIP and other assistance

SbyS Page	House Sec.	Bill Page	Senate Sec.	Bill Page	Comparison	Description
						programs.
R73	5	76.4	6	73.10	Different	<p>Appears to be a technical difference in the effective dates and interaction with MFIP benefits.</p> <p><i>House language is effective when benefits can be paid, July 1, 2025.</i></p> <p><i>Senate language is effective six months earlier on January 1, 2024.</i></p>

* Indicates a technical cross reference difference in the effective date for nonpartisan staff purposes.