

## SENATE FLOOR AMENDMENT

## Second Reading

BY SENATORS Williams A. and Winter

- 1 Strike the Appropriations Committee Report, dated April 16, 2019.
- 2 Strike the Finance Committee Report, dated April 9, 2019.
- 3 Strike the Business, Labor, and Technology Committee Report, dated
- 4 March 13, 2019.
- 5 Amend printed bill, strike everything below the enacting clause and
- 6 substitute:

7           **"SECTION 1.** In Colorado Revised Statutes, **add** part 3 to article  
8 13.3 of title 8 as follows:

### PART 3

## FAMILY AND MEDICAL LEAVE IMPLEMENTATION

**8-13.3-301. Legislative declaration. (1) THE GENERAL**

ASSEMBLY HEREBY FINDS AND DECLares THAT:

(a) COLORADO IS A FAMILY-FRIENDLY STATE, AND PROVIDING THE WORKERS OF COLORADO WITH FAMILY AND MEDICAL LEAVE INSURANCE WILL ENCOURAGE AN ENTREPRENEURIAL ATMOSPHERE AND ECONOMIC GROWTH AND PROMOTE A HEALTHY BUSINESS CLIMATE;

(b) THE UNITED STATES IS THE ONLY INDUSTRIALIZED NATION IN THE WORLD THAT DOES NOT MANDATE ACCESS TO PAID LEAVE BENEFITS. SIMULTANEOUSLY, NEARLY HALF OF AMERICANS LIVE PAYCHECK-TO-PAYCHECK AND ARE UNABLE TO ACCESS TWO THOUSAND DOLLARS IN THE EVENT OF AN EMERGENCY.

(c) THIS PART 3 PREPARES FOR THE IMPLEMENTATION OF A PAID FAMILY AND MEDICAL LEAVE PROGRAM IN THE STATE BY COMPLETING A THOROUGH ANALYSIS OF PAID FAMILY AND MEDICAL LEAVE PROGRAMS BY EXPERTS IN THE FIELD, THE ESTABLISHMENT OF A FAMILY AND MEDICAL LEAVE IMPLEMENTATION TASK FORCE, AND ACTUARIAL AND THIRD-PARTY STUDIES.

(d) AS SPECIFIED IN THIS PART 3, THE TIMELINE FOR THE ANALYSIS AND IMPLEMENTATION OF A STATEWIDE PAID FAMILY AND MEDICAL LEAVE PROGRAM IS AS FOLLOWS:

**(I) BY JULY 1, 2019, APPOINTING AUTHORITIES ARE REQUIRED TO  
MAKE THEIR APPOINTMENTS TO THE TASK FORCE:**

(II) BY OCTOBER 1, 2019, THE DEPARTMENT IS REQUIRED TO PROVIDE THE TASK FORCE WITH THE RESULTS OF A THIRD-PARTY STUDY AND PAID FAMILY AND MEDICAL LEAVE PLAN RECOMMENDATIONS FROM THE EXPERTS IN THE FIELD; AND THE TASK FORCE IS REQUIRED TO ACCEPT AND CONSIDER PUBLIC COMMENTS REGARDING THE ADMINISTRATION AND

1 ESTABLISHMENT OF A PAID FAMILY AND MEDICAL LEAVE PROGRAM;

2 (III) BY NOVEMBER 1, 2019, THE TASK FORCE SHALL MAKE ITS

3 INITIAL RECOMMENDATION ON A FAMILY AND MEDICAL LEAVE PROGRAM

4 FOR EMPLOYEES IN THE STATE AND PROVIDE THE RECOMMENDATION TO AN

5 ACTUARY CONTRACTED BY THE DEPARTMENT;

6 (IV) BY DECEMBER 1, 2019, AN INDEPENDENT ACTUARIAL

7 ANALYSIS MUST BE COMPLETED AND SUBMITTED TO THE TASK FORCE;

8 (V) BY JANUARY 8, 2020, THE TASK FORCE SHALL REPORT ITS

9 FINAL RECOMMENDATION ON A PAID FAMILY AND MEDICAL LEAVE

10 PROGRAM FOR ALL EMPLOYEES IN THE STATE;

11 (VI) BY JULY 1, 2020, THE FAMILY AND MEDICAL LEAVE PROGRAM

12 WILL BE ESTABLISHED;

13 (VII) BY JANUARY 1, 2022, THE PUBLIC EDUCATION AND

14 OUTREACH CAMPAIGN WILL BEGIN;

15 (VIII) BY JANUARY 1, 2023, THE FAMILY AND MEDICAL LEAVE

16 PROGRAM FUNDING WILL BEGIN; AND

17 (IX) BY JANUARY 1, 2024, THE FAMILY AND MEDICAL LEAVE

18 PROGRAM WILL START PAYING BENEFITS.

19 (e) THE INTENT OF THIS PART 3 IS TO ASSIST IN THE PREPARATION

20 OF LEGISLATION IN THE 2020 LEGISLATIVE SESSION ESTABLISHING A PAID

21 FAMILY AND MEDICAL LEAVE PROGRAM IN THE STATE.

22 **8-13.3-302. Definitions.** AS USED IN THIS PART 3, UNLESS THE

23 CONTEXT OTHERWISE REQUIRES:

24 (1) "DEPARTMENT" MEANS THE DEPARTMENT OF LABOR AND

25 EMPLOYMENT.

26 (2) "EXECUTIVE DIRECTOR" MEANS THE EXECUTIVE DIRECTOR OF

27 THE DEPARTMENT.

28 (3) "TASK FORCE" MEANS THE FAMILY AND MEDICAL LEAVE

29 IMPLEMENTATION TASK FORCE CREATED IN SECTION 8-13.3-304 (1).

30 **8-13.3-303. Department to perform analyses.** (1) (a) THE

31 DEPARTMENT SHALL ANALYZE THE FEASIBILITY OF CONTRACTING WITH A

32 THIRD PARTY TO ADMINISTER PARTS OF A PAID FAMILY AND MEDICAL

33 LEAVE PROGRAM FOR ALL EMPLOYEES IN THE STATE AS AN ALTERNATIVE

34 TO STATE ADMINISTRATION OF ALL ASPECTS OF SUCH A PROGRAM. IN

35 DETERMINING WHETHER A THIRD PARTY SHOULD ADMINISTER PARTS OF A

36 PAID FAMILY AND MEDICAL LEAVE PROGRAM, THE DEPARTMENT SHALL

37 CONSIDER WHETHER DOING SO WOULD BE COST-EFFECTIVE, IN THE SHORT

38 TERM AND IN THE LONG TERM FOR BOTH THE STATE AND COVERED

39 INDIVIDUALS, AND LEAD TO MORE EFFICIENT PROGRAM ADMINISTRATION

40 AND BENEFIT MANAGEMENT WHILE ASSURING QUALITY, WORKER

41 EXPERIENCE, AFFORDABILITY, COVERAGE, AND PROGRAM

42 ACCOUNTABILITY, AS COMPARED TO IF THE STATE ADMINISTERS ALL

43 ASPECTS OF THE PROGRAM.

1 (b) IN FULFILLING THE REQUIREMENTS OF THIS SUBSECTION (1),  
2 THE DEPARTMENT SHALL MAKE A REQUEST FOR INFORMATION FROM THIRD  
3 PARTIES THAT MAY BE WILLING TO ADMINISTER SINGLE OR MULTIPLE  
4 PARTS OF A PAID FAMILY AND MEDICAL LEAVE PROGRAM. THE REQUESTS  
5 FOR INFORMATION PURSUANT TO THIS SUBSECTION (1)(b) MUST SOLICIT  
6 INFORMATION FROM THIRD PARTIES THAT INCLUDES, BUT IS NOT LIMITED  
7 TO, THE THIRD PARTY'S:

8 (I) PRIOR EXPERIENCE WITH PAID FAMILY AND MEDICAL LEAVE  
9 INSURANCE OR PROVIDING MONETARY BENEFITS IN COLORADO RELATED  
10 TO EMPLOYEES TAKING LEAVE FROM WORK DUE TO SERIOUS HEALTH  
11 CONDITIONS, PARENTAL BONDING, OR OTHER FAMILY AND MEDICAL LEAVE  
12 PURPOSES;

15 (III) LANGUAGE ACCESS EXPERIENCE AND CULTURAL  
16 COMPETENCY; AND

17 (IV) CURRENT OR EXPECTED EMPLOYEE PAY RATES AND BENEFITS.

18 (c) ANY STUDY PURSUANT TO THIS SECTION MUST CONSIDER:  
19 (I) THE ESTIMATED DIFFERENCE IN ADMINISTRATIVE COSTS  
20 CHARGED BY THIRD PARTIES AS COMPARED TO A STATE-RUN PAID FAMILY  
21 AND MEDICAL LEAVE PROGRAM:

22 (II) THE ESTIMATED DIFFERENCE IN CLAIMS PROCESSING SPEEDS;  
23 (III) THE STATE'S COSTS TO OVERSEE ANY THIRD PARTY  
24 ADMINISTRATION, INCLUDING COSTS TO CONDUCT ANNUAL AUDITS AND  
25 REVIEW REGULAR REPORTS FROM THE THIRD PARTY;

26 (IV) THE ABILITY OF A THIRD PARTY TO SATISFY NECESSARY  
27 WORKER PRIVACY AND CONFIDENTIALITY REQUIREMENTS;

28 (V) THE ABILITY OF A THIRD PARTY TO ACCESS EXISTING STATE  
29 DATA OR TO EFFECTIVELY INTERFACE WITH THE DEPARTMENT'S SYSTEMS  
30 AND INFORMATION;

31 (VI) THE POTENTIAL COSTS AND CHALLENGES ASSOCIATED WITH  
32 TERMINATING A THIRD-PARTY CONTRACT DUE TO QUALITY OR  
33 COMPLIANCE CONCERN FOLLOWING IMPLEMENTATION OF THE PROGRAM,  
34 AS WELL AS THE FEASIBILITY OF TIMELY SUBSTITUTING ADMINISTRATION  
35 BY THE STATE OR A DIFFERENT THIRD PARTY WITHOUT A DISRUPTION IN  
36 BENEFITS AND ADMINISTRATION; AND

37 (VII) A TIMELINE THAT PRESUMES A PAID FAMILY AND MEDICAL  
38 LEAVE PROGRAM THAT IS ESTABLISHED BY JULY 1, 2020; BEGINS PUBLIC  
39 EDUCATION AND OUTREACH ON JANUARY 1, 2022; ESTABLISHES THE  
40 FUNDING STREAM ON JANUARY 1, 2023; AND STARTS PAYING BENEFITS ON  
41 JANUARY 1, 2024.

42 (d) THE DEPARTMENT'S STUDY MUST SPECIFICALLY ADDRESS THE  
43 EFFECT OF USING A THIRD-PARTY ADMINISTRATOR ON THE FOLLOWING

1 ASPECTS OF A PAID FAMILY AND MEDICAL LEAVE PROGRAM:

2 (I) CLAIMS APPEALS AND ADMINISTRATIVE ENFORCEMENT;

3 (II) PREMIUM RATES SETTING AND COLLECTION OF PREMIUMS;

4 (III) APPROVAL AND OVERSIGHT OF PRIVATE PLANS, IF

5 APPLICABLE; AND

6 (IV) MANAGEMENT OF ELECTIVE COVERAGE OF EMPLOYEES WHO

7 MAY NOT BE INCLUDED IN THE PROGRAM.

8 (2) (a) (I) THE DEPARTMENT SHALL CONTRACT WITH AT LEAST

9 THREE EXPERTS IN THE FIELD OF PAID FAMILY AND MEDICAL LEAVE

10 SELECTED BY THE TASK FORCE. THE EXPERTS MUST BE LOCAL AND

11 NATIONAL EXPERTS:

12 (A) WITH DEMONSTRATED EXPERIENCE STUDYING THE HEALTH,

13 ECONOMIC, AND SOCIAL BENEFITS OF ACCESS TO PAID LEAVE; THE COST

14 AND ECONOMIC IMPACT OF PAID LEAVE; AND THE DRAFTING AND

15 IMPLEMENTATION OF PAID FAMILY AND MEDICAL LEAVE PROGRAMS AT

16 THE STATE LEVEL; AND

17 (B) WHO HAVE SOME FAMILIARITY WITH CROSS-STATE

18 COMPARISONS.

19 (II) THE DEPARTMENT SHALL GATHER RECOMMENDATIONS FROM

20 THE EXPERTS UNDER CONTRACT WITH THE DEPARTMENT PURSUANT TO

21 THIS SUBSECTION (2)(a) ON THE ESTABLISHMENT OF A PAID FAMILY AND

22 MEDICAL LEAVE PROGRAM FOR EMPLOYEES IN THE STATE. THE

23 RECOMMENDATIONS MUST SPECIFY THE PARAMETERS THAT ENSURE THAT

24 A PROGRAM:

25 (A) IS AFFORDABLE FOR THE LOWEST WAGE WORKERS;

26 (B) IS EQUITABLE ACROSS WORKERS OF ALL INCOMES AND

27 CLASSIFICATIONS;

28 (C) IS ACCESSIBLE PARTICULARLY TO WORKERS LEAST LIKELY TO

29 HAVE ACCESS TO PAID LEAVE TODAY;

30 (D) IS ADEQUATE; AND

31 (E) INCLUDES A MINIMUM DURATION OF LEAVE THAT MEETS

32 EVIDENCE-BASED STANDARDS AND WAGE REPLACEMENT THAT IS

33 SUFFICIENT TO ALLOW THE LOWEST WAGE WORKERS TO PARTICIPATE.

34 (b) THE RECOMMENDATIONS MUST REVIEW, EVALUATE, AND

35 ASSESS AT LEAST THE FOLLOWING ELEMENTS, WITHOUT LIMITATION:

36 (I) THE PURPOSES OF THE LEAVE, INCLUDING SERIOUS ILLNESS,

37 CARING FOR A LOVED ONE WITH A SERIOUS ILLNESS, BONDING WITH A NEW

38 CHILD, AND NEEDS ARISING FROM MILITARY DEPLOYMENT AND THE

39 EFFECTS OF DOMESTIC VIOLENCE, STALKING, AND SEXUAL ASSAULT;

40 (II) SELF-EMPLOYED WORKERS' ACCESS TO PAID FAMILY AND

41 MEDICAL LEAVE AND A MECHANISM TO ALLOW SELF-EMPLOYED WORKERS

42 TO PARTICIPATE;

43 (III) ELIGIBILITY TO TAKE LEAVE;

1 (IV) THE DEFINITION OF FAMILY OR FAMILY MEMBER FOR WHOM  
2 AN INDIVIDUAL MAY TAKE LEAVE FOR PURPOSES OF PROVIDING CARE;

3 (V) JOB PROTECTION AND OTHER EMPLOYMENT PROTECTIONS,  
4 INCLUDING THEIR EFFECT ON AN INDIVIDUAL'S ABILITY TO TAKE LEAVE;

5 (VI) THE DURATION OF LEAVE;

6 (VII) THE AMOUNT OF THE WAGE REPLACEMENT;

7 (VIII) THE MAXIMUM WEEKLY WAGE REPLACEMENT AMOUNT;

8 (IX) THE PROGRAM FUNDING STRUCTURE;

9 (X) PROGRAM IMPLEMENTATION;

10 (XI) THE ROLE OF THIRD-PARTY VENDORS ON PROGRAM  
11 SUSTAINABILITY;

12 (XII) THE SOLVENCY OF A PAID FAMILY AND MEDICAL LEAVE FUND  
13 UNDER VARIOUS MODELS;

14 (XIII) THE PORTABILITY OF PAID FAMILY AND MEDICAL LEAVE  
15 BENEFITS;

16 (XIV) THE SUSTAINABILITY OF A PAID FAMILY AND MEDICAL  
17 LEAVE PROGRAM;

18 (XV) HOW A PAID FAMILY AND MEDICAL LEAVE PROGRAM WOULD  
19 INTERACT WITH OTHER BENEFITS; AND

20 (XVI) A TIMELINE THAT PRESUMES A PAID FAMILY AND MEDICAL  
21 LEAVE PROGRAM THAT IS ESTABLISHED BY JULY 1, 2020; BEGINS  
22 EDUCATION AND OUTREACH ON JANUARY 1, 2022; ESTABLISHES THE  
23 FUNDING STREAM ON JANUARY 1, 2023; AND STARTS PAYING BENEFITS ON  
24 JANUARY 1, 2024.

25 (3) NO LATER THAN OCTOBER 1, 2019:

26 (a) THE DEPARTMENT SHALL PROVIDE THE TASK FORCE CREATED  
27 IN SECTION 8-13.3-304 WITH:

28 (I) THE RESULTS OF THE THIRD-PARTY STUDY CONDUCTED  
29 PURSUANT TO SUBSECTION (1) OF THIS SECTION; AND

33 (b) THE DEPARTMENT OF PUBLIC HEALTH AND ENVIRONMENT  
34 SHALL PROVIDE THE TASK FORCE WITH A REPORT DETAILING THE HEALTH  
35 BENEFITS RELATED TO PAID FAMILY AND MEDICAL LEAVE.

36 (4) THE DEPARTMENT SHALL CONTRACT FOR THE SERVICES OF A  
37 QUALIFIED PRIVATE ACTUARY TO PERFORM AN ACTUARIAL STUDY OF THE  
38 INITIAL RECOMMENDATION FOR A FAMILY AND MEDICAL LEAVE PROGRAM  
39 CREATED BY THE TASK FORCE PURSUANT TO SECTION 8-13.3-304 (8)(b).  
40 THE ACTUARIAL STUDY SHALL BE PROVIDED TO THE TASK FORCE NO LATER  
41 THAN DECEMBER 1, 2019.

**42                   8-13.3-304. Family and medical leave implementation task  
43 force.** (1) THERE IS HEREBY CREATED IN THE DEPARTMENT THE FAMILY

1 AND MEDICAL LEAVE IMPLEMENTATION TASK FORCE.

2 (2) THE TASK FORCE CONSISTS OF THE FOLLOWING MEMBERS:

3 (a) THREE MEMBERS WHO ARE WORKERS OR REPRESENT AN  
4 ORGANIZATION THAT REPRESENTS WORKERS' INTERESTS IN PAID FAMILY  
5 AND MEDICAL LEAVE, EACH OF WHOM SHALL BE APPOINTED FROM A LIST  
6 OF AT LEAST THREE NAMES SUBMITTED BY A RECOGNIZED STATEWIDE  
7 ORGANIZATION THAT PROMOTES WORKERS' RIGHTS;

8 (b) THREE MEMBERS WHO ARE PRIVATE EMPLOYERS WITH A RANGE  
9 OF BUSINESS SIZE AND EXPERIENCE IN PROVIDING EMPLOYEES WITH PAID  
10 FAMILY AND MEDICAL LEAVE, EACH OF WHOM SHALL BE APPOINTED FROM  
11 A LIST OF AT LEAST THREE NAMES SUBMITTED BY A RECOGNIZED  
12 STATEWIDE ORGANIZATION OF EMPLOYERS;

13 (c) ONE MEMBER WHO IS A REPRESENTATIVE OF A STATE POLICY  
14 ORGANIZATION THAT WORKS ON ISSUES OF ECONOMIC OPPORTUNITY;

15 (d) ONE MEMBER WHO IS A PRIVATE INSURER WITH EXPERIENCE IN  
16 ADMINISTERING TEMPORARY DISABILITY OR FAMILY AND MEDICAL LEAVE  
17 INSURANCE BENEFITS;

18 (e) ONE MEMBER WHO REPRESENTS A STATE POLICY  
19 ORGANIZATION THAT WORKS ON HEALTH ADVOCACY;

20 (f) ONE LABOR ECONOMIST WITH DEMONSTRATED RESEARCH OR  
21 EXPERTISE IN STUDYING PAID FAMILY AND MEDICAL LEAVE AND LABOR  
22 STANDARDS, AND THE DATA NECESSARY TO DO SO;

23 (g) ONE MEMBER WHO IS A REPRESENTATIVE OF A STATEWIDE  
24 DOMESTIC VIOLENCE ORGANIZATION;

25 (h) ONE MEMBER WHO IS A PROFESSIONAL FROM A RECOGNIZED  
26 INSTITUTION OF HIGHER EDUCATION AND WHO HAS EXPERTISE IN  
27 STUDYING PAID FAMILY AND MEDICAL LEAVE;

28 (i) ONE MEMBER WHO IS A REPRESENTATIVE OF ORGANIZED LABOR;  
29 AND

30 (j) TWO NONVOTING MEMBERS, ONE OF WHOM MUST REPRESENT  
31 THE DEPARTMENT.

32 (3) THE MEMBERS OF THE TASK FORCE ARE APPOINTED AS  
33 FOLLOWS:

34 (a) THE GOVERNOR SHALL APPOINT ONE MEMBER;

35 (b) THE SPEAKER OF THE HOUSE OF REPRESENTATIVES SHALL  
36 APPOINT FOUR MEMBERS;

37 (c) THE PRESIDENT OF THE SENATE SHALL APPOINT FOUR  
38 MEMBERS;

39 (d) THE HOUSE MINORITY LEADER SHALL APPOINT TWO MEMBERS;

40 (e) THE SENATE MINORITY LEADER SHALL APPOINT TWO MEMBERS;

41 (f) THE EXECUTIVE DIRECTOR SHALL APPOINT ONE NONVOTING  
42 MEMBER; AND

43 (g) THE EXECUTIVE DIRECTOR OF THE DEPARTMENT OF PERSONNEL

1 SHALL APPOINT ONE NONVOTING MEMBER.

2 (4) (a) THE APPOINTING AUTHORITIES SHALL MAKE THE  
3 APPOINTMENTS TO THE TASK FORCE NO LATER THAN JULY 1, 2019.

4 (b) IN MAKING THE APPOINTMENTS, THE APPOINTING AUTHORITIES  
5 SHALL ENSURE THAT THE APPOINTMENTS REFLECT COMMUNITIES OF  
6 COLOR, RURAL COMMUNITIES, AND HISTORICALLY UNDERUTILIZED  
7 BUSINESSES, AS DEFINED IN SECTION 24-49.5-105 (4).

8 (c) THE DEPARTMENT SHALL ASSIST AND COORDINATE THE  
9 APPOINTING AUTHORITIES TO ENSURE THAT MEMBERS APPOINTED TO THE  
10 TASK FORCE PURSUANT TO SUBSECTION (3) OF THIS SECTION MEET THE  
11 MEMBERSHIP REQUIREMENTS SPECIFIED IN SUBSECTION (2) OF THIS  
12 SECTION.

13 (5) EACH MEMBER OF THE TASK FORCE SERVES AT THE PLEASURE  
14 OF THE APPOINTING AUTHORITY.

15 (6) EACH MEMBER OF THE TASK FORCE SERVES WITHOUT  
16 COMPENSATION BUT IS ENTITLED TO RECEIVE REIMBURSEMENT FOR  
17 ACTUAL AND NECESSARY EXPENSES THE MEMBER INCURS IN THE  
18 PERFORMANCE OF THE MEMBER'S DUTIES AS A MEMBER OF THE TASK  
19 FORCE.

20 (7) (a) THE MEMBER APPOINTED BY THE EXECUTIVE DIRECTOR  
21 SHALL CALL THE FIRST MEETING OF THE TASK FORCE.

22 (b) THE TASK FORCE SHALL ELECT A CHAIR FROM AMONG ITS  
23 VOTING MEMBERS.

24 (8) (a) NO LATER THAN OCTOBER 1, 2019, THE TASK FORCE SHALL  
25 ACCEPT AND CONSIDER PUBLIC COMMENTS REGARDING THE  
26 ADMINISTRATION AND ESTABLISHMENT OF A PAID FAMILY AND MEDICAL  
27 LEAVE PROGRAM IN THE STATE.

28 (b) NO LATER THAN NOVEMBER 1, 2019, THE TASK FORCE SHALL  
29 MAKE AN INITIAL RECOMMENDATION ON A FAMILY AND MEDICAL LEAVE  
30 PROGRAM FOR EMPLOYEES IN THE STATE AND PROVIDE THE  
31 RECOMMENDATION TO THE ACTUARY CONTRACTED BY THE DEPARTMENT  
32 PURSUANT TO SECTION 8-13.3-303 (4). IN MAKING THE RECOMMENDATION,  
33 THE TASK FORCE SHALL CONSIDER THE INFORMATION IT RECEIVES  
34 PURSUANT TO SECTION 8-13.3-303 (3).

35 (c) NO LATER THAN JANUARY 8, 2020, AFTER CONSIDERATION OF  
36 THE ACTUARIAL ANALYSIS PERFORMED ON THE TASK FORCE'S INITIAL  
37 RECOMMENDATION, THE TASK FORCE SHALL REPORT ITS FINAL  
38 RECOMMENDATION ON A PAID FAMILY AND MEDICAL LEAVE PROGRAM FOR  
39 ALL EMPLOYEES IN THE STATE, ALONG WITH THE THIRD-PARTY  
40 ADMINISTRATION STUDY MADE PURSUANT TO SECTION 8-13.3-303 (1), AND  
41 THE ACTUARIAL STUDY MADE PURSUANT TO SECTION 8-13.3-303 (4) TO:

42 (I) THE SENATE COMMITTEES ON FINANCE AND BUSINESS, LABOR,  
43 AND TECHNOLOGY, OR THEIR SUCCESSOR COMMITTEES;

### 4 (III) THE GOVERNOR.

5 (d) RECOMMENDATIONS MADE BY THE TASK FORCE PURSUANT TO  
6 THIS SUBSECTION (8) MUST BE BASED ON A TIMELINE THAT PRESUMES A  
7 PAID FAMILY AND MEDICAL LEAVE PROGRAM THAT IS ESTABLISHED BY  
8 JULY 1, 2020; BEGINS EDUCATION AND OUTREACH ON JANUARY 1, 2022;  
9 ESTABLISHES THE FUNDING STREAM ON JANUARY 1, 2023; AND STARTS  
10 PAYING BENEFITS ON JANUARY 1, 2024.

11 (9) UPON REQUEST BY THE TASK FORCE, THE DEPARTMENT SHALL  
12 PROVIDE OFFICE SPACE, EQUIPMENT, AND STAFF SERVICES AS MAY BE  
13 NECESSARY TO IMPLEMENT THIS SECTION.

14                   **SECTION 2. Safety clause.** The general assembly hereby finds,  
15   determines, and declares that this act is necessary for the immediate  
16   preservation of the public peace, health, and safety.".

17 Page 1 of the bill, line 102, strike "PROGRAM." and substitute "PROGRAM,  
18 AND, IN CONNECTION THEREWITH, CREATING AN IMPLEMENTATION  
19 PLAN FOR A FAMILY AND MEDICAL LEAVE INSURANCE PROGRAM.".

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