

**Legislature - First Session - 2019**

**Introducer's Statement of Intent**

**LB311**

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**Chairperson: Senator Matt Hansen, M.**

**Committee: Business and Labor**

**Date of Hearing:**

The following constitutes the reasons for this bill and the purposes which are sought to be accomplished thereby:

The intent of LB 311 is to adopt the Paid Family and Medical Leave Insurance Act. The Act will create a paid family and medical leave insurance program to provide partial wage replacement for eligible workers to care for themselves or a family member following a serious illness or to care for a new child through birth, foster care or adoption. Leave can also be taken for military exigency.

Employers who offer benefits as generous as those specified in the act can opt-out of the program. Similar to the federal Family and Medical Leave Act, a covered employee who utilizes the paid family leave insurance program is entitled to be restored to the position held by the employee when the leave commenced or to a position with equivalent status and pay.

**Principal Introducer:** \_\_\_\_\_

Senator Sue Crawford