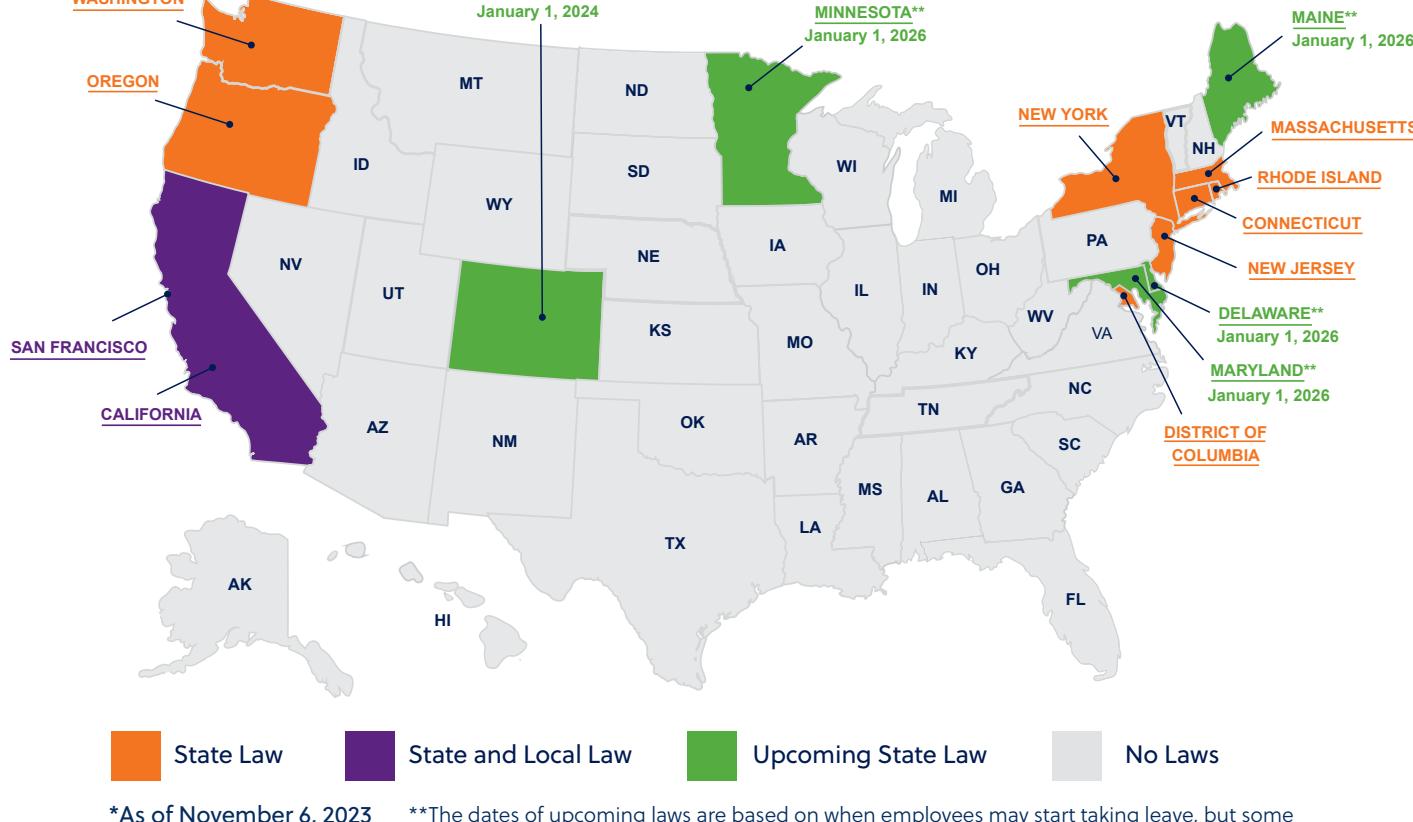


Paid Family and Medical Leave Laws on the Rise



Paid Family and Medical Leave: State and Local Laws*



*As of November 6, 2023

**The dates of upcoming laws are based on when employees may start taking leave, but some employer obligations, such as notice, contributions, and antiretaliation requirements, start earlier.



Navigate Paid Family and Medical Leave



Review state and local requirements for all employees, including remote and hybrid workers.



If no [paid family and medical leave laws](#) apply, check whether the leave is protected by state or local laws requiring [temporary disability insurance](#), [paid sick leave](#) or [other leaves](#).



Understand the [interactions](#) between state and local law and the federal Family and Medical Leave Act (FMLA).



Consider adopting a [paid time off \(PTO\) policy](#) to level leave benefits for employees in different jurisdictions.



Create and implement a paid family and medical leave policy in accordance with applicable law(s).



[Train](#) managers and human resources on the leave requirements.



Enforce the policy [consistently](#).

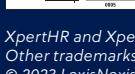


[Update the policy and refresh trainings](#) regularly and as needed.

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