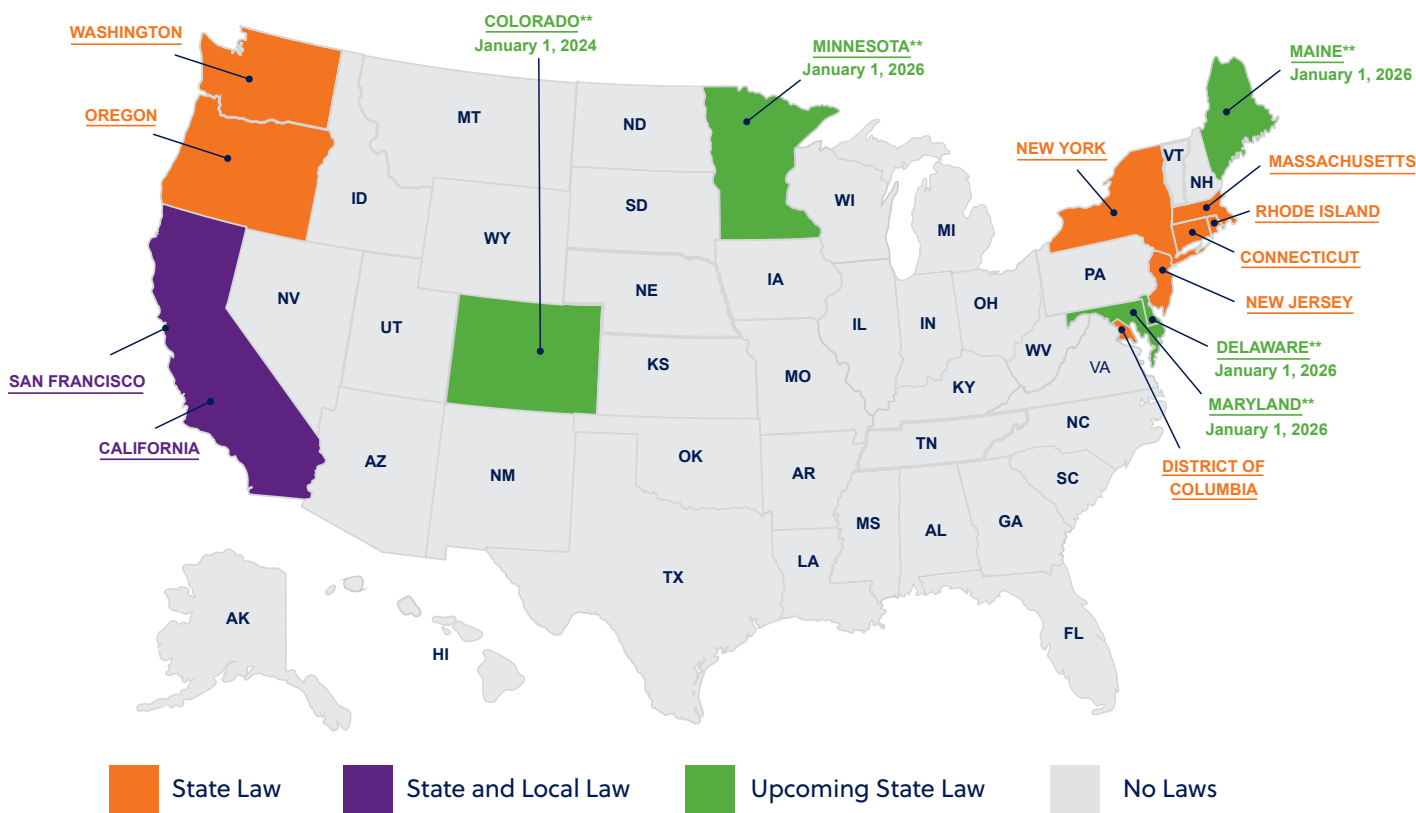


# Paid Family and Medical Leave Laws on the Rise



## 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.

### About XpertHR®

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