

PAID FAMILY MEDICAL LEAVE INSURANCE AUTHORITY

MINUTES

Board of Directors Meeting Thursday, November 14, 2019

A meeting of the **Board of Directors of Paid Family Medical Leave Insurance Authority** (the "Board") was held on November 14, 2019 at 450 Columbus Blvd., Hartford, CT 06103.

1. Attendance:

Participating Voting Members: Josh Geballe, Adrienne Cochrane, Richard Duffy, Fran Pastore, Sal Luciano, John Scott, Daryle Dudzinski (by phone), Michael Soltis, Glendowlyn Thames, Margaret Williamson, Henry Zaccardi and Justin Zartman

Absent: Paul Potamianos

Participating Nonvoting Members: Eva Bermudez Zimmerman and Daniel Krupnick

Presentors: Molly Weston Williamson, Jeff Hayes, Daryle Dudzinski and Bo Bradstreet

2. Call to Order:

Noting the presence of a quorum, Josh Geballe, Chairperson of the Board, called the meeting to order at 8:37 a.m. and welcomed Board Member Sal Luciano, who had not been present at the first meeting.

3. Approval of Minutes:

Josh Geballe asked the members of the Board to consider the draft minutes from the October 4, 2019 Board meeting, members voted in favor of adopting the minutes from the meeting as presented.

Motion approved, Sal Luciano abstained since he was absent from the October 4th meeting.

4. Report out from Chairman Geballe:

Josh Geballe gave a brief overview on the progress of the search committee reported that although the agenda indicated that the report of the executive search committee could be done in executive session, the planned report-out did not include any confidential information and thus it would be done in the regular meeting.

He announced that Board meeting will be held on the 2nd Thursday of each month.

He also asked that each board member provide a photo and a brief bio which would be posted to the Authority website.

5. Report out from Molly Weston Williamson and discussion regarding outreach and education:

Molly Weston Williamson gave a presentation on Outreach & Education.

Presentation "A" to the CT Paid Family & Medical Leave Insurance Authority is attached.

6. **Report out from Jeff Hayes and discussion regarding the actuarial model for the PFMLI program:**

Jeff Hayes from Institute for Women's Policy Research gave an overview on the actuarial model done to estimate costs of the program.

Presentation "B" to the CT Paid Family & Medical Leave Insurance Authority is attached.

7. **Report out from Daryle Dudzinski and discussion regarding possibility of utilizing the Unemployment Insurance upgrade as a framework for a system to collect employee contributions:**

Daryle Dudzinski from the Department of Labor reported on the DOL's ongoing efforts to update the Unemployment Insurance system and explained the possibility that the Authority may be able to utilize that process to accelerate its efforts to create a platform to handle the PFMLIA collection process.

8. **Executive Session:** *(requires affirmative vote of 2/3 of the voting members present at the meeting)*

- **Executive Search Committee report out**

This discussion was held in the regular session.

Bo Bradstreet from Bohan & Bradstreet gave an overview of their company and the process they are using to identify, recruit and assess potential applicants.

9. **Vote on Executive Session Items:** *(if required)*

No vote required

10. **New Business:**

No new business

11. **Adjournment:**

Upon a motion the Board voted unanimously in favor of adjourning the November 14, 2019 meeting at 10:38a.m.

Respectfully submitted,

Josh Geballe

Chair of Paid Family Medical Leave Insurance Authority

ADOPTED AT 12/12/19 MEETING

**Outreach & Education:
Initial Thoughts**

Presentation to CT Paid Family & Medical Leave Insurance
Authority
Nov. 14, 2019

Key dates

Contributions	Benefits
January 1, 2021	January 1, 2022

Outreach matters

- Data from existing programs shows that lack of knowledge of the program is a key barrier to use, especially for low-income workers.
- Employers, especially smaller employers, need tools, information, and support.

Who can take PFML?

- People with serious health needs
- Caregivers for people with serious health needs
- New parents
- Military families
- Victims of family violence & their family members

Who are stakeholders?

Think broadly about who should be in the conversation:

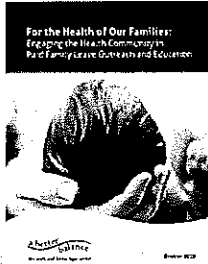
- Paid leave advocates
- Business groups
- Labor & other worker groups
- Health care providers*
- Military family & veterans advocates
- Domestic violence advocates
- Disability rights advocates
- Freelance & self-employed workers*
- *Who else should be on this list?*

Engage stakeholders

- Stakeholder groups across the state can be key partners in outreach and education.
- Stakeholders should help *plan* outreach.
- Stakeholders can also help *implement* outreach.
- The board can help identify & connect with stakeholders.

Special focus: Health care

- The health care community is an especially powerful potential ally in getting information to those who need it when they need it the most.
- However, health care providers already face substantial pressures and obligations.
- ABB report has recommendations.



Leverage state resources

- Many state agencies touch relevant people, including:
 - Department of Public Health
 - Department of Aging and Disability Services
 - Department of Economic and Community Development
 - Department of Mental Health and Addiction Services
 - Department of Children and Families
 - *And many more . . .*
- How can we make inter-agency cooperation easy & mission-aligned?

Materials & Resources




Next Family Leave in New York State
 What does the next Family Leave law look like?
 The law will be passed by the Legislature and signed by the Governor. It will take effect on July 1, 2020. The law will be part of the State Budget. The law will be part of the State Budget. The law will be part of the State Budget.

- Website
 - Can offer detailed, targeted information
 - Must be mobile friendly
- Print
 - More accessible for many people
 - Look for distribution opportunities
- Accessibility is key

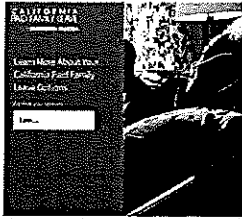
Trainings & Supports

- Trainings & presentations
 - Wholesale vs. retail
 - Involve partners
- Community events
 - Leverage existing staff
- Hotline & web-chat
 - Resources questions



Think long term

- An effective program launch means starting early—as soon as right now.
- At the same time, outreach and education will be an ongoing process for the life of the program.
 - Timely information
 - Accessible lasting resources

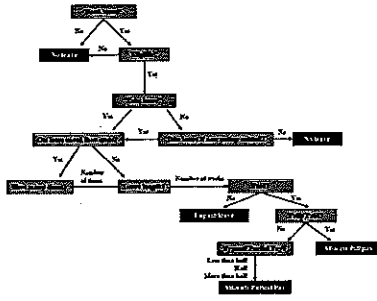


Estimating the Cost of Connecticut SB-1
(Now Public Act No. 19-25)

Jeff Hayes
Institute for Women's Policy Research
Program Director, Job Quality & Income Security
Institute for Women's Policy Research
hayes@iwpr.org



Figure 1: Simplified Simulation Model Flow




Modeling Inputs

Eligibility	In Bill	CPI-U adjusted to 2016
"Covered employee" means an individual who has earned not less than two thousand three hundred twenty-five dollars in subject earnings during the employee's highest earning quarter within the base period...	\$2,325 in earnings in previous 12 months	\$2,200 in earnings in previous 12 months
Workers covered Workers for private employers Self-employed Connecticut residents can opt-in and many state and municipal who has enrolled in the program pursuant...	Workers for private employers	Workers for private employers
Waiting period	None	None



Modeling Inputs


Weekly benefit calculation	In Bill	CPI-U adjusted to 2016
* <i>...ninety-five per cent of ... earnings up to an amount equal to forty times the minimum fair wage... and sixty per cent of ... earnings above an amount equal to forty times the minimum fair wage... shall not exceed an amount equal to sixty times the minimum fair wage.*</i>	95 percent of earnings up to \$600 (40 * \$15); 60 percent of higher earnings; Weekly maximum \$900 (60 * \$15).	95 percent of earnings up to \$575; 60 percent of higher earnings; Weekly maximum \$860
Maximum annual weeks benefits may be received		
* <i>... up to twelve weeks of leave in any twelve-month period taken for one or more of the reasons... as well as for two additional weeks for a serious health condition resulting in incapacity that occurs during a pregnancy*</i>	12 weeks for All FMLA reasons, except 14 weeks for Maternity-related Disability	12 weeks for All FMLA reasons, except 14 weeks for Maternity-related Disability



Results (1 of 2)

	2016 dollars for eligibility and benefit formula	2019 dollars for eligibility and benefit formula
Number of Leaves Taken & Receiving Program Benefits		
Own Health	41,514	41,571
Maternity & Bonding	19,006	19,041
Family Care	9,482	9,284
Total	70,002	69,896
Average Number of Weeks Receiving Program Benefits		
Own Health	7.6	7.5
Maternity & Bonding	7.7	7.9
Family Care	3.2	3.4
Total	7.5	7.6
Average Weekly Benefit	\$612	\$628


Source: Estimates based on NWRACM Family Medical Leave Simulation Model based on 2012 DOL FMLA Employees' survey and 2012-2016 American Community Survey. (March 1, 2019, 10 replications) Social Security OASDI taxable maximum \$118,500 for 2016 provides an estimated \$67.2 billion. Private workers only.



Results (2 of 2)

	2016 dollars for eligibility and benefit formula	2019 dollars for eligibility and benefit formula
Benefit Cost (millions)		
Own Health	\$189.4	\$194.7
Maternity & Bonding	\$91.2	\$94.2
Family Care	\$16.6	\$17.4
Total	\$297.2	\$306.2
Administrative (5 percent, millions)	\$14.9	\$15.3
Total Cost (millions)	\$312.1	\$321.6
Cost as a Percent of 2016 ACS Taxable Earnings	0.465%	0.479%

Source: Estimates based on NWRACM Family Medical Leave Simulation Model based on 2012 DOL FMLA Employees' survey and 2012-2016 American Community Survey. (March 1, 2019, 10 replications) Social Security OASDI taxable maximum \$118,500 for 2016 provides an estimated \$67.2 billion. Private workers only.



Reasons these estimates may be high

- Annual rather than quarterly earnings threshold for eligibility – more workers should qualify
- Model settings are benchmarked to established programs for likelihood of claiming benefits, but awareness is likely higher than in initial years of PFML in Connecticut
- Minimum wage is not scheduled to reach \$15 until June 1, 2023, half way through the PFML's second year
- Applied model settings that increase the effects of access to benefits on duration of leaves taken while claiming benefits