<u>SUMMARY OF NO. 25-29</u>

The proposed law would allow certain employees who would otherwise be ineligible for Paid Family and Medical Leave ("PFML") benefits to choose to pay into the PFML program and receive PFML benefits to take paid time off from work for family or medical reasons. The proposed law would create a new category of employees who could receive coverage that would include employees who cannot pay into PFML through their employers but can receive unemployment benefits.

Employees who choose to opt-in to PFML under the proposed law would be responsible for their own and their employer's contributions from the employee's income. Under the proposed law, employees who choose to opt-in to PFML would be covered for an initial period of at least three years but would be ineligible for benefits until they have made contributions into the PFML program for at least two of the last four calendar quarters that they worked.

The proposed law states that if any parts of the law are declared invalid, the other parts will stay in effect.