

Bill Summary
1st Session of the 57th Legislature

Bill No.:	SB 478
Version:	INT
Request No.:	141
Author:	Sen. Dossett
Date:	01/19/2019

Bill Analysis

SB 478 creates the Paid Family Leave Act. The measure establishes a family temporary disability insurance program under the Oklahoma Department of Labor. The program will allow up to six weeks of wage replacement benefits within a twelve month period to workers who take time off to care for a seriously ill child, spouse, parent, grandparent, grandchild, sibling, or domestic partner or to care for a newly born or adopted child. The worker will be entitled to receive family temporary disability insurance benefits equal to 65% of their wages.

Individuals entitled to unemployment benefits will not be eligible for the program. Additionally, employers may require the employee to take up to two weeks of earned but unused vacation leave. If the Department of Labor determines an individual defrauded the employer by falsely certifying a medical condition, the Department may assess a penalty of up to 25% of the benefits paid. The employee shall be liable to the Department for any benefits paid as a result of the false certification. The Department may require additional proof of the medical condition if additional evidence can be procured without additional cost to the care recipient. Claimants must file with the Department to claim disability payments. Medical records are made confidential, and workers are required to pay contributions at a rate determined by the Department.

Prepared by: Kalen Taylor

Fiscal Analysis

FY'20 Impact: Pending; substantial costs to implement program

Full Year Impact: Pending; substantial costs to implement program

SB 478 directs the Department to create a family temporary disability insurance program. The Department would also determine premiums, which would be paid with workforce contributions.

Prepared by: Fiscal Staff