

Requested by Representative BONHAM

**PROPOSED AMENDMENTS TO
HOUSE BILL 3031**

1 On page 12 of the printed corrected bill, after line 6, insert:

2 **“SECTION 15a. Equivalent employer plans. (1) An employer may**
3 **apply to the Department of Consumer and Business Services for ap-**
4 **proval of an employer-offered plan that provides family and medical**
5 **leave insurance benefits to eligible employees. An employer shall apply**
6 **for approval in the manner prescribed by the Director of the Depart-**
7 **ment of Consumer and Business Services by rule.**

8 **“(2) The department shall approve an employer plan that meets all**
9 **of the following requirements:**

10 **“(a) The plan is made available to all eligible employees who are**
11 **employed by the employer.**

12 **“(b) The benefits afforded to the employees who are covered under**
13 **the employer plan are equal to or greater than the amount of benefits,**
14 **including duration of leave, that an eligible employee would qualify for**
15 **under sections 2, 3, 4 and 7 of this 2019 Act.**

16 **“(c) The plan requires employers that employ 25 or more employees**
17 **to restore an employee who takes leave under section 2 of this 2019**
18 **Act to the position of employment held by the employee when the**
19 **employee’s leave commenced, if that position still exists, or if the po-**
20 **sition no longer exists, to restore the employee to any available**
21 **equivalent position with equivalent employment benefits, pay and**

1 other terms and conditions of employment.

2 “(d) The plan requires the employer to maintain, for the duration
3 of a period of leave taken under section 2 of this 2019 Act, any health
4 care benefits to which an eligible employee was entitled prior to taking
5 such leave, as if the employee had continued in employment contin-
6 uously from the date the employee commenced the leave until the date
7 the family and medical leave insurance benefits terminate.

8 “(3) An employer may assume all or a part of the cost of a plan
9 approved under this section.

10 “(4) An employer may deduct employee contributions from the
11 wages of an eligible employee to finance the costs of the plan, provided
12 that the contribution amounts do not exceed the contribution amount
13 the eligible employee would pay under section 5 of this 2019 Act.

14 “(5) An employer that offers a plan that has been approved by the
15 department under this section shall be deemed to have satisfied the
16 requirements for a family and medical leave insurance benefit pro-
17 gram under sections 1 to 19 of this 2019 Act.”.

18 On page 19, line 16, delete “and 3 to 14” and insert “, 3 to 14 and 15a”.

19
