

LEAVE AND DISABILITY REGULATORY COMPLIANCE

# Summary of legislative and regulatory changes

*Private employer sector | June 2024*

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# Colorado

## *HB 1132 (organ donor rights)*

Enacted June 3

Effective June 3

Informational only — Sedgwick does not administer.

Colorado has enacted a new law to protect employees who are or become living organ donors. [The new law](#) prohibits employers from taking any adverse action against the employee donor during the “prohibited period,” defined as the 30-day period before an employee’s organ donation recovery operation and the 90-day period after an employee has the operation. The new law creates a presumption of adverse action if the action is taken during the prohibited period. The employer can rebut the presumption only by clear and convincing evidence that the prohibited act was taken for a lawful reason.

“Adverse action” is defined as demotion; reassignment to a lower-ranked position or to a position with a lower level of compensation; decrease in compensation level; denial of promotion; reduction in working conditions or perks, privileges, location or status; termination of employment; or any other decision for employment purposes that adversely affects an employee that does not apply to other similarly situated employees or is applied differently to an employee who is a living organ donor.

The new law does not require the employer to allow the employee donor to take any paid leave that the employee has not already accrued under the employer’s existing policies applicable to similarly situated employees or that is not required under any other applicable law. Therefore, there is no leave right for Sedgwick to administer under this law.

Employees alleging violation of the new law have a private right of action and can seek various remedies, including back pay, reinstatement, unlawfully withheld wages, penalties, fines, injunctive relief and reasonable attorney fees and costs.

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# Connecticut

## *SB 220 (paid family and medical leave insurance appeals procedure)*

Enacted June 4

Effective July 1

Connecticut has amended its paid family and medical leave law. The Paid Family and Medical Leave Insurance Program (PFMLI) requires employers to offer up to 12 weeks of paid leave per year for a variety of reasons. The Connecticut Paid Leave Authority administers the PFMLI program for the state.

When an employee wants to appeal a decision by the Connecticut Paid Leave Authority, or any person wants to appeal a penalty issued by the state under the PFMLI law's misrepresentation statute, they may appeal the decision to the labor commissioner. [The amended law](#) makes it clear that the employee or person may also appeal a labor commissioner's decision to a state superior court. However, any appeal must be made before the decision becomes final, which happens 31 calendar days after a copy of the decision is sent to each party. The amended law describes the applicable procedures and deadlines while the matter is in superior court and permits a party to appeal the superior court's decision to the state appellate court.

# Delaware

## *SB 248 (Healthy Families Act definitions)*

Enacted June 30

Effective June 30

Benefits begin Jan. 1, 2026

Delaware has amended its law regarding its forthcoming paid leave family and medical leave law. The paid family and medical leave law is an insurance program to provide benefits to employees on leave for a variety of reasons. While payroll contributions to the program are set to begin on Jan. 1, 2025, employees may not use benefits under the law until Jan. 1, 2026. The law applies to all employers in the state, with differences in required benefits based on an employer's size. [The amendment](#) clarifies that if an employer contracts with a professional employment organization (PEO) in order to lease workers, the employer-client is considered to be the employer of the workers for purposes of the law, not the PEO.

## District of Columbia

### *B 784 (Universal Paid Leave Act employer contributions)*

Passed by Council June 25

If enacted, effective following approval by the mayor, a 30-day congressional review and publication in the D.C. Register.

The Council of the District of Columbia has proposed [an amendment](#) to the Universal Paid Leave Act that, if enacted, would raise employer contributions from .62% to .75% and would eliminate the provision allowing for a special contribution rate to be set by the district.

## District of Columbia

### *B 875 (emergency measure: Universal Paid Leave Act employer contributions)*

Passed by Council June 25

If enacted, effective immediately after becoming law.

The Council of the District of Columbia has proposed [an emergency measure](#) to amend the Universal Paid Leave Act that, if approved, would raise employer contributions from 0.62% to 0.75% and would eliminate the provision allowing for a special contribution rate to be set by the District. If approved, the emergency measure would remain in effect for no longer than 90 days.

# New Hampshire

## *HB 182 (volunteer emergency responder protections)*

Enacted June 14

Effective Aug. 13

Informational only — Sedgwick does not administer.

New Hampshire has enacted a new law to provide employment protections for employees who serve as volunteer firefighters or emergency medical technicians. Under [the new law](#), employers are prohibited from discharging or otherwise taking disciplinary action against any employee for failing to report for work at the start of their shift if the failure is because the employee, in their capacity as a volunteer firefighter or emergency medical technician, had to respond to an emergency they witnessed or came across on their way to work. Because this law does not provide any specific leave rights, Sedgwick is not administering the protections under this law.

Eligible volunteer positions include a volunteer, call, reserve or permanent-intermittent firefighter or emergency medical technician but do not include any person who received compensation for over 975 hours of services rendered in such a role over the preceding six-month period.

An employer is entitled to request a statement from an employee who is a volunteer emergency responder certifying the date and time that the employee responded to and returned from an emergency, and the employee must inform the supervisor of the reasons for failing to report to work as scheduled. The statement must be signed by the chief of the applicable fire or ambulance department. An employer is not obligated to provide compensation to the employee for periods when they were not present during their normal working hours because they were responding to an emergency.

Any employee who is terminated or has disciplinary action taken against them in violation of the new law must be immediately reinstated to their former position without reduction in pay, seniority or other benefits and must receive any lost pay or other benefits during the period of any termination or disciplinary action.



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# Rhode Island

## *HB 7171 (temporary caregiver benefits increase)*

Enacted June 25

Effective Jan. 1, 2025

Rhode Island has amended its law related to temporary caregiver benefits. Under the law, an employee is eligible for monetary benefits during weeks when they are absent from work to bond with a newborn or newly placed child or care for a family member with a serious health condition. Employees are entitled to six weeks of temporary caregiver benefits for this purpose. [This amendment](#) incrementally increases the number of weeks of available paid leave under the program. Under the amended law, eligible employees may take seven weeks of leave beginning Jan. 1, 2025, and eight weeks beginning Jan. 1, 2026.

The information contained within this document is intended to provide summary level information on proposed or enacted laws related to family and medical leave. It is not intended to provide guidance on the application of these legal requirements or as an update to your company's attendance and/or leave policies. We recommend you consult with legal counsel to determine what changes, if any, should be applied to company policy.

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