

e-Alert

07.23.21

New Hampshire Passes Paid Family Medical Leave

Background

New Hampshire announced the Granite State Paid Family Leave Plan, the state's new paid family medical leave program, anticipated to take effect on January 1, 2023.

Summary

- Private employers are given the choice to opt in or out of this plan
 - Private employers who opt to fund all or part of the plan will be awarded with a tax credit (equivalent to 50% of premiums paid by the employer).
 - Private employers will be contracted with an insurance carrier determined by the state.
- State employers are mandated to offer their permanent employees the coverage at no cost to the individual.
- Qualified leaves will include:
 - The birth of a child of the employee or placement of a child with the employee for adoption or fostering, within the past 12 months;
 - A serious health condition of a family member; or
 - A qualifying military exigency or to care for a service member with a serious

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injury or illness.

- Individuals who seek leave from the fund will receive 60% of their average weekly wage for up to six weeks.
- The leave may run concurrently with other applicable leaves.

Employer Next Steps

- HRK will continue to monitor for more information as it gets published.
- New Hampshire employers should review their handbook and parental leave policy to ensure compliance with this new law.
- If you are a Full-Service or Virtual HR client and would like our assistance with updating your policy, please [email us](#).
- If you have further questions regarding this e-Alert, please [email us](#).

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