



[View as a webpage](#)

New Emergency Federal & State Legislation Passed in Response to COVID-19

Dear Colleagues and Friends,

The Hartford is committed to doing all we can to help as the world continues to adjust and adapt to the rapidly changing landscape that is arising in response to COVID-19. New laws are emerging on both the federal and state levels, and we wanted to keep you informed and let you know how we are prepared to respond.

Federal Changes

Congress passed sweeping legislation March 18, 2020 that will deliver economic relief to employees unable to work because of the COVID-19 crisis. The new law requires employers with fewer than 500 employees to provide 10 days of short-term emergency Paid Sick Leave for employees to care for themselves or others due to quarantine or illness and, if needed, 10 weeks of paid FMLA to stay home with a child due school or daycare closings. Employers pay for the benefits and will receive tax credits in return.

As the leader in Leave Management¹, The Hartford is preparing to begin administering the Leave component of the new FMLA provisions as soon as the law takes effect.

[See More on The Federal Law](#)

State Changes – New York

The state of New York enacted a new law on March 18, 2020 that requires most employers to provide Paid Sick Leave (PSL) of one to two weeks, depending on employer size and income. Employees needing to be out longer than the new Paid Sick Leave durations are then eligible to receive NY Disability (DBL) or Paid Family Leave (PFL). The law takes effect immediately.

As the leading New York State Disability insurance carrier providing Group Disability, Life, and Absence benefits², The Hartford is preparing to begin administration of the emergency DBL and PFL components of this new law.

[See More on The New York Law](#)

We know that this information is continuing to evolve, and are committed to providing updates as appropriate. Please visit our [Paid Family and Medical Leave Resource Center](#) and [Coronavirus Resource Center](#) where you will find information to help you navigate these unprecedented changes.

[Privacy Policy](#)

[Contact Us](#)

[Unsubscribe](#)



¹ LIMRA 2018 Absence Management / Family Medical Leave In Force Data Report (# Lives Covered).

² 2018 DBL Earned Premium Market Share Survey, GC Smith Group.

This informational material is subject to change as we continue to receive guidance from the federal and state government. It shall not be considered legal advice. The Hartford assumes no responsibility for legal compliance with respect to your business practices, and the views and recommendations contained herein shall not constitute our undertaking on your behalf, or for the benefit of others, to determine or warrant that your business operations are in compliance with any law, rule, or regulation. Those seeking resolution of specific legal or business issues, questions, or concerns regarding this topic should consult their own attorney or business advisors.

The Hartford[®] is The Hartford Financial Services Group, Inc. and its subsidiaries, including underwriting companies Hartford Life and Accident Insurance Company and Hartford Fire Insurance Company. Home Office is Hartford, CT.

7781b NS 03/20

© 2020 The Hartford.

This email was sent to: mo@bbalpha.com

This email was sent by: The Hartford, One Hartford Plaza, Hartford, CT 06155, United States

This email message may constitute a commercial electronic mail message under the CAN-SPAM Act of 2003.