

## New Benefit Alert: Paid Family Medical Leave

Paid Family Medical Leave (PFML) insurance is a policy that allows employees to take paid time off from work to care for themselves or a family member during a serious health condition, to bond with a new child or care for a qualifying military service member. These policies help protect an employee's financial security and provides them with peace of mind. They also help employers reduce turnover and increase retention.



Vermont and New Hampshire both recently passed legislation establishing PFML programs for employers of any size. Participation is voluntary and policies are available for small businesses and non-profit organizations with at least 2 employees.

The base coverage is a minimum of 6 weeks paid leave in a 12-month period at 60% of average weekly salary (up to Social Security base benefit limit of \$1,945). The paid leave can be taken all at once or throughout the course of a 12-month period.

Employers can choose to offer policies that provide both *family* and *medical* leave or just family leave. Policies are flexible and can be employee paid, employer paid or a combination of both. They can also be customized to complement a short-term disability benefit already in effect.

Vermont's PFML program goes live beginning July 1, 2024 and New Hampshire's PFML program is accepting new enrollments now. Interested in a quote? Reach out to your Account Executive.

### Enter your small business or non-profit in TRGs Physical Activity Challenge!

Yesterday we invited your organization to participate in "Let's Move Together," a four-week challenge sponsored by The



Richards Group and designed to promote employee health and wellness with friendly competition and fantastic prizes.

Our challenge runs from May 6th through May 31st. Employees will earn points by logging physical activity and the leaderboard is based on highest average points earned.

### To join the challenge, follow these simple steps:

**Step 1:** Use [this link](#) to let us know **by April 8<sup>th</sup>** that your organization will opt-in

**Step 2:** Starting in mid-April, use the promotional materials provided by TRG to encourage employees to register for the challenge

Once the challenge begins, participants will receive weekly emails from Wellable, the vendor TRG is partnering with to offer the challenge. Please share these **instructions** with your IT team to ensure smooth delivery of challenge communications.



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The Richards Group | PO Box 820, Brattleboro, VT 05302

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