
DIGEST

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HB 591 Engrossed

2026 Regular Session

Green

Abstract: Creates the Paid Family Leave Insurance Act and establishes guidelines for paid family leave insurance and benefit payments.

Proposed law defines certain terms.

Proposed law provides that proposed law which shall be known and may be cited as Paid Family Leave Insurance Act

Proposed law includes provisions that the insurance policy shall include for policy benefits, payment, premiums, covered leave reasons, calculations used to determine benefit amount and duration of leave, limitations, exclusions, and reductions.

Proposed law defines applicable terms relative to the insurance.

Proposed law provides requirements for leave taken by an employee from work.

Proposed law requires that the insurance policy shall set forth the length of family leave benefits that are available for each covered family leave reason, which will in no event be less than 2 weeks during a period of 52 consecutive calendar weeks.

Proposed law provides the methods in which the 52 consecutive calendar weeks may be calculated.

Proposed law establishes permissible limitations, exclusions, or reductions for family leave benefits which shall be set forth in the insurance policy.

Proposed law provides family leave benefit premiums for policies or riders which shall be subject to federal guidelines.

Proposed law provides that payment of benefits under any policy or rider providing paid family leave benefits shall not be deemed wages in lieu of workers' compensation benefits nor interrupt prescription for any claim arising under present law (R.S. 23:1020.1 et. seq.).

Effective upon signature of governor or lapse of time for gubernatorial action.

(Adds R.S. 22:1192.1-1192.4)

Summary of Amendments Adopted by House

The Committee Amendments Proposed by House Committee on Insurance to the original bill:

1. Provide that payment of benefits under any policy or rider providing paid family leave benefits shall not be deemed wages in lieu of workers' compensation benefit nor interrupt prescription for any claim arising under present law (R.S. 23:1020.1 et. seq.).
2. Make technical changes.