



General Assembly

January Session, 2019

Amendment

LCO No. 9371



Offered by:

SEN. FASANO, 34th Dist.
SEN. WITKOS, 8th Dist.
SEN. BERTHEL, 32nd Dist.
SEN. BIZZARRO, 6th Dist.
SEN. CHAMPAGNE, 35th Dist.
SEN. FORMICA, 20th Dist.
SEN. HWANG, 28th Dist.

SEN. KELLY, 21st Dist.
SEN. KISSEL, 7th Dist.
SEN. LOGAN, 17th Dist.
SEN. MARTIN, 31st Dist.
SEN. MINER, 30th Dist.
SEN. SAMPSON, 16th Dist.
SEN. SOMERS, 18th Dist.

To: Subst. Senate Bill No. 1

File No. 35

Cal. No. 36

"AN ACT CONCERNING PAID FAMILY AND MEDICAL LEAVE."

1 Strike everything after the enacting clause and substitute the
2 following in lieu thereof:

3 "Section 1. (NEW) (*Effective from passage*) The Insurance
4 Commissioner shall adopt regulations, on or before July 1, 2020, in
5 accordance with the provisions of chapter 54 of the general statutes, to
6 establish and implement standards for individual and group short-
7 term disability and family leave income protection coverage for
8 employees. Any such regulations shall prohibit pregnancy from being
9 considered a preexisting condition.

10 Sec. 2. (NEW) (*Effective from passage*) The Insurance Commissioner

11 shall adopt regulations, on or before July 1, 2020, in accordance with
12 the provisions of chapter 54 of the general statutes, to allow for and
13 facilitate the ability of Connecticut employers and Connecticut
14 residents to purchase short-term disability insurance and family leave
15 income protection insurance offered in or by other states. After the
16 enactment of legislation by a state legislature of another state that
17 permits residents of other states who work outside the state to
18 participate in that state's paid family leave program, the Insurance
19 Commissioner shall negotiate with the appropriate agency or agencies
20 of such states to enter into an agreement to allow employers and
21 residents of Connecticut to participate in such programs.

22 Sec. 3. (NEW) (*Effective from passage*) Upon written request by the
23 employee, an employer may withhold from an employee's wages an
24 amount to purchase in whole or in part individual or group short-term
25 disability and family leave income protection coverage for employees.

26 Sec. 4. Section 31-51kk of the general statutes is repealed and the
27 following is substituted in lieu thereof (*Effective July 1, 2020*):

28 As used in sections 31-51kk to 31-51qq, inclusive, as amended by
29 this act:

30 (1) "Eligible employee" means an employee who has been employed
31 (A) for at least twelve months by the employer with respect to whom
32 leave is requested; and (B) for at least one thousand hours of service
33 with such employer during the twelve-month period preceding the
34 first day of the leave;

35 (2) "Employ" includes to allow or permit to work;

36 (3) "Employee" means any person engaged in service to an employer
37 in the business of the employer;

38 (4) "Employer" means a person engaged in any activity, enterprise
39 or business who employs seventy-five or more employees, and
40 includes any person who acts, directly or indirectly, in the interest of

41 an employer to any of the employees of such employer and any
42 successor in interest of an employer, but shall not include the state, a
43 municipality, a local or regional board of education, or a private or
44 parochial elementary or secondary school. The number of employees
45 of an employer shall be determined on October first annually;

46 (5) "Employment benefits" means all benefits provided or made
47 available to employees by an employer, including group life insurance,
48 health insurance, disability insurance, sick leave, annual leave,
49 educational benefits and pensions, regardless of whether such benefits
50 are provided by practice or written policy of an employer or through
51 an "employee benefit plan", as defined in Section 1002(3) of Title 29 of
52 the United States Code;

53 (6) "Grandchild" means a grandchild related to a person by (A)
54 blood, (B) marriage, (C) adoption by a child of the grandparent, or (D)
55 foster care by a child of the grandparent;

56 (7) "Grandparent" means a grandparent related to a person by (A)
57 blood, (B) marriage, (C) adoption of a minor child by a child of the
58 grandparent, or (D) foster care by a child of the grandparent;

59 ~~[(6)]~~ (8) "Health care provider" means (A) a doctor of medicine or
60 osteopathy who is authorized to practice medicine or surgery by the
61 state in which the doctor practices; (B) a podiatrist, dentist,
62 psychologist, optometrist or chiropractor authorized to practice by the
63 state in which such person practices and performs within the scope of
64 the authorized practice; (C) an advanced practice registered nurse,
65 nurse practitioner, nurse midwife or clinical social worker authorized
66 to practice by the state in which such person practices and performs
67 within the scope of the authorized practice; (D) Christian Science
68 practitioners listed with the First Church of Christ, Scientist in Boston,
69 Massachusetts; (E) any health care provider from whom an employer
70 or a group health plan's benefits manager will accept certification of
71 the existence of a serious health condition to substantiate a claim for
72 benefits; (F) a health care provider as defined in subparagraphs (A) to

73 (E), inclusive, of this subdivision who practices in a country other than
74 the United States, who is licensed to practice in accordance with the
75 laws and regulations of that country; or (G) such other health care
76 provider as the Labor Commissioner determines, performing within
77 the scope of the authorized practice. The commissioner may utilize any
78 determinations made pursuant to chapter 568;

79 [(7)] (9) "Parent" means a biological parent, foster parent, adoptive
80 parent, stepparent, parent-in-law or legal guardian of an eligible
81 employee or an eligible employee's spouse, or an individual who stood
82 in loco parentis to an employee when the employee was a son or
83 daughter;

84 [(8)] (10) "Person" means one or more individuals, partnerships,
85 associations, corporations, business trusts, legal representatives or
86 organized groups of persons;

87 [(9)] (11) "Reduced leave schedule" means a leave schedule that
88 reduces the usual number of hours per workweek, or hours per
89 workday, of an employee;

90 [(10)] (12) "Serious health condition" means an illness, injury,
91 impairment, or physical or mental condition that involves (A) inpatient
92 care in a hospital, hospice, nursing home or residential medical care
93 facility; or (B) continuing treatment, including outpatient treatment, by
94 a health care provider;

95 (13) "Sibling" means a brother or sister related to a person by (A)
96 blood, (B) marriage, (C) adoption by a parent of the person, or (D)
97 foster care placement;

98 [(11)] (14) "Son or daughter" means a biological, adopted or foster
99 child, stepchild, legal ward, or, in the alternative, a child of a person
100 standing in loco parentis, who is (A) under eighteen years of age; or (B)
101 eighteen years of age or older and incapable of self-care because of a
102 mental or physical disability; and

103 [(12)] (15) "Spouse" means a [husband or wife, as the case may be]
104 person to whom one is legally married or a person to whom one
105 maintains a spousal like relationship including, but not limited to,
106 cohabitation.

107 Sec. 5. Section 31-51ll of the general statutes is repealed and the
108 following is substituted in lieu thereof (*Effective July 1, 2020*):

109 (a) (1) Subject to section 31-51mm, as amended by this act, an
110 eligible employee shall be entitled to a total of sixteen workweeks of
111 leave during any twenty-four-month period, such twenty-four-month
112 period to be determined utilizing any one of the following methods:
113 (A) Consecutive calendar years; (B) any fixed twenty-four-month
114 period, such as two consecutive fiscal years or a twenty-four-month
115 period measured forward from an employee's first date of
116 employment; (C) a twenty-four-month period measured forward from
117 an employee's first day of leave taken under sections 31-51kk to 31-
118 51qq, inclusive, as amended by this act; or (D) a rolling twenty-four-
119 month period measured backward from an employee's first day of
120 leave taken under sections 31-51kk to 31-51qq, inclusive, as amended
121 by this act.

122 (2) Leave under this subsection may be taken for one or more of the
123 following reasons:

124 (A) Upon the birth of a son or daughter of the employee;

125 (B) Upon the placement of a son or daughter with the employee for
126 adoption or foster care;

127 (C) In order to care for the spouse, [or a son,] sibling, son or
128 daughter, [or] grandparent, grandchild, parent of the employee, if such
129 spouse, [son,] sibling, son or daughter, [or] grandparent, grandchild,
130 parent has a serious health condition;

131 (D) Because of a serious health condition of the employee;

132 (E) In order to serve as an organ or bone marrow donor; or

133 (F) Because of any qualifying exigency, as determined in regulations
134 adopted by the United States Secretary of Labor, arising out of the fact
135 that the spouse, son, daughter or parent of the employee is on active
136 duty, or has been notified of an impending call or order to active duty,
137 in the armed forces, as defined in subsection (a) of section 27-103.

138 (b) Entitlement to leave under subparagraph (A) or (B) of
139 subdivision (2) of subsection (a) of this section may accrue prior to the
140 birth or placement of a son or daughter when such leave is required
141 because of such impending birth or placement.

142 (c) (1) Leave under subparagraph (A) or (B) of subdivision (2) of
143 subsection (a) of this section for the birth or placement of a son or
144 daughter may not be taken by an employee intermittently or on a
145 reduced leave schedule unless the employee and the employer agree
146 otherwise. Subject to subdivision (2) of this subsection concerning an
147 alternative position, subdivision (2) of subsection (f) of this section
148 concerning the duties of the employee and subdivision (5) of
149 subsection (b) of section 31-51mm, as amended by this act, concerning
150 sufficient certification, leave under subparagraph (C) or (D) of
151 subdivision (2) of subsection (a) or under subsection (i) of this section
152 for a serious health condition may be taken intermittently or on a
153 reduced leave schedule when medically necessary. The taking of leave
154 intermittently or on a reduced leave schedule pursuant to this
155 subsection shall not result in a reduction of the total amount of leave to
156 which the employee is entitled under subsection (a) of this section
157 beyond the amount of leave actually taken.

158 (2) If an employee requests intermittent leave or leave on a reduced
159 leave schedule under subparagraph (C), (D) or (E) of subdivision (2) of
160 subsection (a) or under subsection (i) of this section that is foreseeable
161 based on planned medical treatment, the employer may require the
162 employee to transfer temporarily to an available alternative position
163 offered by the employer for which the employee is qualified and that
164 (A) has equivalent pay and benefits, and (B) better accommodates
165 recurring periods of leave than the regular employment position of the

166 employee, provided the exercise of this authority shall not conflict
167 with any provision of a collective bargaining agreement between such
168 employer and a labor organization which is the collective bargaining
169 representative of the unit of which the employee is a part.

170 (d) Except as provided in subsection (e) of this section, leave
171 granted under subsection (a) of this section may consist of unpaid
172 leave.

173 (e) (1) If an employer provides paid leave for fewer than sixteen
174 workweeks, the additional weeks of leave necessary to attain the
175 sixteen workweeks of leave required under sections 5-248a and 31-
176 51kk to 31-51qq, inclusive, as amended by this act, may be provided
177 without compensation.

178 (2) (A) An eligible employee may elect, or an employer may require
179 the employee, to substitute any of the accrued paid vacation leave,
180 personal leave or family leave of the employee for leave provided
181 under subparagraph (A), (B) or (C) of subdivision (2) of subsection (a)
182 of this section for any part of the sixteen-week period of such leave
183 under said subsection or under subsection (i) of this section for any
184 part of the twenty-six-week period of such leave.

185 (B) An eligible employee may elect , or an employer may require the
186 employee, to substitute any of the accrued paid vacation leave,
187 personal leave, or medical or sick leave of the employee for leave
188 provided under subparagraph (C), (D) or (E) of subdivision (2) of
189 subsection (a) of this section for any part of the sixteen-week period of
190 such leave under said subsection or under subsection (i) of this section
191 for any part of the twenty-six-week period of leave, except that
192 nothing in section 5-248a or sections 31-51kk to 31-51qq, inclusive, as
193 amended by this act, shall require an employer to provide paid sick
194 leave or paid medical leave in any situation in which such employer
195 would not normally provide any such paid leave.

196 (f) (1) In any case in which the necessity for leave under
197 subparagraph (A) or (B) of subdivision (2) of subsection (a) of this

198 section is foreseeable based on an expected birth or placement of a son
199 or daughter, the employee shall provide the employer with not less
200 than thirty days' notice, before the date of the leave is to begin, of the
201 employee's intention to take leave under said subparagraph (A) or (B),
202 except that if the date of the birth or placement of a son or daughter
203 requires leave to begin in less than thirty days, the employee shall
204 provide such notice as is practicable.

205 (2) In any case in which the necessity for leave under subparagraph
206 (C), (D) or (E) of subdivision (2) of subsection (a) or under subsection
207 (i) of this section is foreseeable based on planned medical treatment,
208 the employee (A) shall make a reasonable effort to schedule the
209 treatment so as not to disrupt unduly the operations of the employer,
210 subject to the approval of the health care provider of the employee or
211 the health care provider of the spouse, sibling, son [,] or daughter,
212 [spouse or] grandparent, grandchild, parent of the employee, as
213 appropriate; and (B) shall provide the employer with not less than
214 thirty days' notice, before the date the leave is to begin, of the
215 employee's intention to take leave under said subparagraph (C), (D) or
216 (E) or said subsection (i), except that if the date of the treatment
217 requires leave to begin in less than thirty days, the employee shall
218 provide such notice as is practicable.

219 (g) In any case in which [a husband and wife] two spouses entitled
220 to leave under subsection (a) of this section are employed by the same
221 employer, the aggregate number of workweeks of leave to which both
222 may be entitled may be limited to sixteen workweeks during any
223 twenty-four-month period, if such leave is taken: (1) Under
224 subparagraph (A) or (B) of subdivision (2) of subsection (a) of this
225 section; or (2) to care for a sick sibling, son or daughter, grandparent,
226 grandchild, parent under subparagraph (C) of said subdivision. In any
227 case in which [a husband and wife] two spouses entitled to leave
228 under subsection (i) of this section are employed by the same
229 employer, the aggregate number of workweeks of leave to which both
230 may be entitled may be limited to twenty-six workweeks during any
231 twelve-month period.

232 (h) Unpaid leave taken pursuant to sections 5-248a and 31-51kk to
233 31-51qq, inclusive, as amended by this act, shall not be construed to
234 affect an employee's qualification for exemption under chapter 558.

235 (i) Subject to section 31-51mm, as amended by this act, an eligible
236 employee who is the spouse, son or daughter, parent or next of kin of a
237 current member of the armed forces, as defined in section 27-103, who
238 is undergoing medical treatment, recuperation or therapy, is otherwise
239 in outpatient status or is on the temporary disability retired list for a
240 serious injury or illness incurred in the line of duty shall be entitled to
241 a one-time benefit of twenty-six workweeks of leave during any
242 twelve-month period for each armed forces member per serious injury
243 or illness incurred in the line of duty. Such twelve-month period shall
244 commence on an employee's first day of leave taken to care for a
245 covered armed forces member and end on the date twelve months
246 after such first day of leave. For the purposes of this subsection, (1)
247 "next of kin" means the armed forces member's nearest blood relative,
248 other than the covered armed forces member's spouse, parent, son or
249 daughter, in the following order of priority: Blood relatives who have
250 been granted legal custody of the armed forces member by court
251 decree or statutory provisions, brothers and sisters, grandparents,
252 aunts and uncles, and first cousins, unless the covered armed forces
253 member has specifically designated in writing another blood relative
254 as his or her nearest blood relative for purposes of military caregiver
255 leave, in which case the designated individual shall be deemed to be
256 the covered armed forces member's next of kin; and (2) "son or
257 daughter" means a biological, adopted or foster child, stepchild, legal
258 ward or child for whom the eligible employee or armed forces member
259 stood in loco parentis and who is any age.

260 (j) Leave taken pursuant to sections 31-51kk to 31-51qq, inclusive, as
261 amended by this act, shall not run concurrently with the provisions of
262 section 31-313.

263 (k) Notwithstanding the provisions of sections 5-248a and 31-51kk
264 to 31-51qq, inclusive, as amended by this act, all further rights granted

265 by federal law shall remain in effect.

266 Sec. 6. Section 31-51mm of the general statutes is repealed and the
267 following is substituted in lieu thereof (*Effective July 1, 2021*):

268 (a) An employer may require that request for leave based on a
269 serious health condition in subparagraph (C) or (D) of subdivision (2)
270 of subsection (a) of section 31-51ll, as amended by this act, or leave
271 based on subsection (i) of section 31-51ll, as amended by this act, be
272 supported by a certification issued by the health care provider of the
273 eligible employee or of the spouse, sibling, son [] or daughter,
274 [spouse] grandparent, grandchild, parent, [or] next of kin of the
275 employee, as appropriate. The employee shall provide, in a timely
276 manner, a copy of such certification to the employer.

277 (b) Certification provided under subsection (a) of this section shall
278 be sufficient if it states:

279 (1) The date on which the serious health condition commenced;

280 (2) The probable duration of the condition;

281 (3) The appropriate medical facts within the knowledge of the
282 health care provider regarding the condition;

283 (4) (A) For purposes of leave under subparagraph (C) of subdivision
284 (2) of subsection (a) of section 31-51ll, as amended by this act, a
285 statement that the eligible employee is needed to care for the spouse,
286 sibling, son [] or daughter, [spouse or] grandparent, grandchild,
287 parent and an estimate of the amount of time that such employee
288 needs to care for the spouse, sibling, son [] or daughter, [spouse or]
289 grandparent, grandchild, parent; and (B) for purposes of leave under
290 subparagraph (D) of subdivision (2) of subsection (a) of section 31-51ll,
291 as amended by this act, a statement that the employee is unable to
292 perform the functions of the position of the employee;

293 (5) In the case of certification for intermittent leave or leave on a
294 reduced leave schedule for planned medical treatment, the dates on

295 which such treatment is expected to be given and the duration of such
296 treatment;

297 (6) In the case of certification for intermittent leave or leave on a
298 reduced leave schedule under subparagraph (D) of subdivision (2) of
299 subsection (a) of section 31-51ll, as amended by this act, a statement of
300 the medical necessity of the intermittent leave or leave on a reduced
301 leave schedule, and the expected duration of the intermittent leave or
302 reduced leave schedule;

303 (7) In the case of certification for intermittent leave or leave on a
304 reduced leave schedule under subparagraph (C) of subdivision (2) of
305 subsection (a) of section 31-51ll, as amended by this act, a statement
306 that the employee's intermittent leave or leave on a reduced leave
307 schedule is necessary for the care of the spouse, sibling, son [,] or
308 daughter, grandparent, grandchild, parent [or spouse] who has a
309 serious health condition, or will assist in their recovery, and the
310 expected duration and schedule of the intermittent leave or reduced
311 leave schedule; and

312 (8) In the case of certification for intermittent leave or leave on a
313 reduced leave schedule under subsection (i) of section 31-51ll, as
314 amended by this act, a statement that the employee's intermittent leave
315 or leave on a reduced leave schedule is necessary for the care of the
316 spouse, son or daughter, parent or next of kin who is a current member
317 of the armed forces, as defined in section 27-103, who is undergoing
318 medical treatment, recuperation or therapy, is otherwise in outpatient
319 status or is on the temporary disability retired list, for a serious injury
320 or illness incurred in the line of duty, and the expected duration and
321 schedule of the intermittent leave or reduced leave schedule. For the
322 purposes of this subsection, "son or daughter" and "next of kin" have
323 the same meanings as provided in subsection (i) of section 31-51ll, as
324 amended by this act.

325 (c) (1) In any case in which the employer has reason to doubt the
326 validity of the certification provided under subsection (a) of this

327 section for leave under subparagraph (C) or (D) of subdivision (2) of
328 subsection (a) or under subsection (i) of section 31-51ll, as amended by
329 this act, the employer may require, at the expense of the employer, that
330 the eligible employee obtain the opinion of a second health care
331 provider designated or approved by the employer concerning any
332 information certified under subsection (b) of this section for such leave.

333 (2) A health care provider designated or approved under
334 subdivision (1) of this subsection shall not be employed on a regular
335 basis by the employer.

336 (d) (1) In any case in which the second opinion described in
337 subsection (c) of this section differs from the opinion in the original
338 certification provided under subsection (a) of this section, the
339 employer may require, at the expense of the employer, that the
340 employee obtain the opinion of a third health care provider designated
341 or approved jointly by the employer and the employee concerning the
342 information certified under subsection (b) of this section.

343 (2) The opinion of the third health care provider concerning the
344 information certified under subsection (b) of this section shall be
345 considered to be final and shall be binding on the employer and the
346 employee.

347 (e) The employer may require that the eligible employee obtain
348 subsequent recertifications on a reasonable basis, provided the
349 standards for determining what constitutes a reasonable basis for
350 recertification may be governed by a collective bargaining agreement
351 between such employer and a labor organization which is the
352 collective bargaining representative of the unit of which the worker is
353 a part if such a collective bargaining agreement is in effect. Unless
354 otherwise required by the employee's health care provider, the
355 employer may not require recertification more than once during a
356 thirty-day period and, in any case, may not unreasonably require
357 recertification. The employer shall pay for any recertification that is not
358 covered by the employee's health insurance.

359 Sec. 7. Section 31-51oo of the general statutes is repealed and the
360 following is substituted in lieu thereof (*Effective July 1, 2021*):

361 Records and documents relating to medical certifications,
362 recertifications or medical histories of employees or employees' family
363 members, created for purposes of sections 5-248a and 31-51kk to 31-
364 51qq, inclusive, as amended by this act, shall be maintained as medical
365 records pursuant to chapter 563a, except that: (1) Supervisors and
366 managers may be informed regarding necessary restrictions on the
367 work or duties of an employee and necessary accommodations; (2) first
368 aid and safety personnel may be informed, when appropriate, if the
369 employee's physical or medical condition might require emergency
370 treatment; and (3) government officials investigating compliance with
371 sections 5-248a and 31-51kk to 31-51qq, inclusive, as amended by this
372 act, or other pertinent law shall be provided relevant information upon
373 request.

374 Sec. 8. Section 31-51pp of the general statutes is repealed and the
375 following is substituted in lieu thereof (*Effective July 1, 2021*):

376 (a) (1) It shall be a violation of sections 5-248a and 31-51kk to 31-
377 51qq, inclusive, as amended by this act, for any employer to interfere
378 with, restrain or deny the exercise of, or the attempt to exercise, any
379 right provided under said sections.

380 (2) It shall be a violation of sections 5-248a and 31-51kk to 31-51qq,
381 inclusive, as amended by this act, for any employer to discharge or
382 cause to be discharged, or in any other manner discriminate, against
383 any individual for opposing any practice made unlawful by said
384 sections or because such employee has exercised the rights afforded to
385 such employee under said sections.

386 (b) It shall be a violation of sections 5-248a and 31-51kk to 31-51qq,
387 inclusive, as amended by this act, for any person to discharge or cause
388 to be discharged, or in any other manner discriminate, against any
389 individual because such individual:

390 (1) Has filed any charge, or has instituted or caused to be instituted
391 any proceeding, under or related to sections 5-248a and 31-51kk to 31-
392 51qq, inclusive, as amended by this act;

393 (2) Has given, or is about to give, any information in connection
394 with any inquiry or proceeding relating to any right provided under
395 said sections; or

396 (3) Has testified, or is about to testify, in any inquiry or proceeding
397 relating to any right provided under said sections.

398 (c) (1) It shall be a violation of sections 31-51kk to 31-51qq, inclusive,
399 as amended by this act, for any employer to deny an employee the
400 right to use up to two weeks of accumulated sick leave or to discharge,
401 threaten to discharge, demote, suspend or in any manner discriminate
402 against an employee for using, or attempting to exercise the right to
403 use, up to two weeks of accumulated sick leave to attend to a serious
404 health condition of a spouse, sibling, son or daughter, [spouse or]
405 grandparent, grandchild, parent of the employee, or for the birth or
406 adoption of a son or daughter of the employee. For purposes of this
407 subsection, "sick leave" means an absence from work for which
408 compensation is provided through an employer's bona fide written
409 policy providing compensation for loss of wages occasioned by illness,
410 but does not include absences from work for which compensation is
411 provided through an employer's plan, including, but not limited to, a
412 short or long-term disability plan, whether or not such plan is self-
413 insured.

414 (2) Any employee aggrieved by a violation of this subsection may
415 file a complaint with the [Labor] Insurance Commissioner alleging
416 violation of the provisions of this subsection. Upon receipt of any such
417 complaint, the commissioner shall hold a hearing. After the hearing,
418 the commissioner shall send each party a written copy of the
419 commissioner's decision. The commissioner may award the employee
420 all appropriate relief, including rehiring or reinstatement to the
421 employee's previous job, payment of back wages and reestablishment

422 of employee benefits to which the employee otherwise would have
 423 been eligible if a violation of this subsection had not occurred. Any
 424 party aggrieved by the decision of the commissioner may appeal the
 425 decision to the Superior Court in accordance with the provisions of
 426 chapter 54.

427 (3) The rights and remedies specified in this subsection are
 428 cumulative and nonexclusive and are in addition to any other rights or
 429 remedies afforded by contract or under other provisions of law."

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</i>	New section
Sec. 2	<i>from passage</i>	New section
Sec. 3	<i>from passage</i>	New section
Sec. 4	<i>July 1, 2020</i>	31-51kk
Sec. 5	<i>July 1, 2020</i>	31-51ll
Sec. 6	<i>July 1, 2021</i>	31-51mm
Sec. 7	<i>July 1, 2021</i>	31-51oo
Sec. 8	<i>July 1, 2021</i>	31-51pp