
2024 Report on the Utilization of Family Leave Insurance



South Carolina Department of Insurance
1201 Main Street, Suite 1000
Columbia, South Carolina 29201

December 31, 2024

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The Honorable Henry McMaster, Governor
State of South Carolina
State House
1100 Gervais Street
Columbia, South Carolina 29201

The Honorable Thomas C. Alexander
President *Pro Tempore*
South Carolina Senate
213 Gressette Building
Columbia, South Carolina 29201

The Honorable Murrell Smith
Speaker
South Carolina House of Representatives
506 Blatt Building
Columbia, South Carolina 29201

RE: Report on the Utilization of Paid Family Leave Insurance

Dear Governor, Mr. President and Mr. Speaker:

The 2024 Act No. 206, Paid Family Leave Insurance, was signed by the Governor and was effective beginning May 21, 2024. The Act created Chapter 103 under Title 38 to define and regulate Paid Family Leave Insurance in South Carolina. Under Section 38-103-90, the South Carolina Department of Insurance is required to produce an annual report to the legislature on the utilization of this insurance beginning January 1, 2025.

Paid Family Medical Leave

Paid Family Medical Leave refers to a policy that allows employees to take time off from work with pay for qualifying reasons such as to attend to serious medical needs for themselves or a family member. It includes coverage written as an amendment or rider to a group disability income policy or life insurance policy, included in a group disability income policy or life insurance policy, or a separate group insurance policy purchased by an employer.

Limitations to this report

The requirement for an annual report passed and became effective on May 21, 2024, with the first report due to the legislature on January 1, 2025. While the department was able to obtain information on Family Medical Leave policies that are riders or stand-alone policies, information on Family Medical Leave coverages that are included in disability income or life insurance policies constitute a very large set of data and will require an extensive data call and time to analyze this

large data set. The Department is carefully designing a data call that can collect this data for the January 1, 2026 report.

There are currently six companies offering Paid Family Leave products in South Carolina as a stand-alone policy or rider. Five Companies currently offer this coverage as a rider. They are:

ACE Property and Casualty Insurance Company
American Fidelity Assurance Company
American Heritage Life Insurance Company
Assurity Life Insurance Company
Combined Insurance Company of America

Nationwide Life Insurance Company offered this product as a stand-alone policy, but recently withdrew this product as they had no active policies. All six companies have reported that they have not sold any products/riders in South Carolina for this benefit, though the coverage appears to be available.

Sun Life Assurance Company of Canada has a product that was approved on 11/26/2024 and does not report any policies at this time. There is one additional company who has presented a product to the department that is currently under review for approval.

At this time, it appears that all active family leave coverage in South Carolina is contained within disability income or life insurance policies. The department anticipates being able to report on these policies in its January 1, 2026 report.

Sincerely,



Michael Wise
Director of Insurance