



the work and family legal center

Overview of Paid Family & Medical Leave Laws in the United States

Eight U.S. states and the District of Columbia have paid family and medical leave laws on the books. This document provides an overview of these laws.

	RI <sup>1</sup>	CA <sup>2</sup>	NJ <sup>3</sup>	NY <sup>4</sup>	D.C. <sup>5</sup>	WA <sup>6</sup>	MA <sup>7</sup>	CT <sup>8</sup>	OR <sup>9</sup>
<b>What purposes can leave be used for?</b>	<p>Temporary disability insurance (TDI) can be used for a worker’s own serious off-the-job illness or injury.</p> <p>Temporary caregiver insurance (TCI) can be used to (1) bond with a child within one year of the child’s birth or placement for foster care or adoption; or (2) care for a family member with a serious health condition.</p>	<p>Disability insurance (DI) can be used for a worker’s own serious off-the-job illness or injury.</p> <p>Paid family leave (PFL) can be used to (1) bond with a child within one year of the child’s birth or placement for foster care or adoption; or (2) care for a family member with a serious health condition.</p> <p><i>Beginning on January 1, 2021, PFL can also be used to address certain military family needs.</i></p>	<p>Temporary disability insurance (TDI) can be used for a worker’s own serious off-the-job illness or injury.</p> <p>Family leave insurance (FLI) can be used to (1) bond with a child within one year of the child’s birth or placement for foster care or adoption; (2) care for a family member with a serious health condition; or (3) address certain non-medical needs arising from domestic or sexual violence, also known as “safe time.”</p>	<p>Temporary disability insurance (TDI) can be used for a worker’s own serious off-the-job illness or injury.</p> <p>Paid family leave (PFL) can be used to (1) bond with a child within one year of the child’s birth or placement for foster care or adoption; (2) care for a family member with a serious health condition; or (3) address certain military family needs.</p>	<p>Universal paid leave (UPL) can be used (1) for a worker’s own serious health condition; (2) to bond with a child within one year of the child’s birth or placement for foster care or adoption; or (3) to care for a family member with a serious health condition.</p> <p><i>Benefits begin on July 1, 2020.</i></p>	<p>Medical leave can be used for a worker’s own serious health condition.</p> <p>Family leave can be used to (1) bond with a child within one year of the child’s birth or placement; (2) care for a family member with a serious health condition; or (3) address certain military family needs.</p>	<p>Medical leave can be used for a worker’s own serious health condition.</p> <p>Family leave can be used to (1) bond with a child within one year of the child’s birth or placement for foster care or adoption; (2) care for a family member with a serious health condition; or (3) address certain military family needs.</p> <p><i>Benefits begin on January 1, 2021, except for benefits for family caregiving, which will begin on July 1, 2021.</i></p>	<p>Medical leave can be used for a worker’s own serious health condition.<sup>10</sup></p> <p>Family leave can be used to (1) bond with a child within one year of the child’s birth or placement for foster care or adoption; (2) care for a family member with a serious health condition; (3) address certain military family needs; or (4) address certain medical and non-medical needs arising from domestic violence, also known as “safe time.”</p> <p><i>Benefits begin between January 1 and February 1, 2022.</i></p>	<p>Medical leave can be used for a worker’s own serious health condition.</p> <p>Family leave can be used to (1) bond with a child within one year of the child’s birth or placement for foster care or adoption; or (2) care for a family member with a serious health condition.</p> <p>Safe leave can be taken to address certain medical and nonmedical needs arising from domestic violence, harassment, sexual assault or stalking.</p> <p><i>Benefits begin January 1, 2023.</i></p>



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<b>Who is covered?</b> <sup>11</sup>	Employees covered by the state unemployment insurance law, except for public employees, are covered.	Employees covered by the state unemployment insurance law, except for most public employees, are covered.	Employees covered by the state unemployment insurance law are covered, with some exceptions for public sector employees.	Most private sector employees are covered. <sup>12</sup>	Most private sector employees are covered.	All employees are covered.	Employees covered by the state unemployment insurance law, except for some public employees, are covered.	All private sector and many public sector employees are covered.	Almost all employees are covered.
<b>Are public sector workers automatically covered?</b> <sup>13</sup>	No. Public employers can opt in to coverage, as can some unions covering public sector workers through the collective bargaining process.	No, with a few exceptions. Many public employers can opt in to coverage, but may need to do so through a negotiated agreement with an authorized bargaining unit.	Own health: No, with a few exceptions. Public employers can opt in to coverage.  Paid family leave: Yes.	No. Public employers can opt in to coverage and unions covering public sector workers can opt in to paid family leave through the collective bargaining process.	No.	Yes.	State employees are automatically covered. Local government employees are not automatically covered. Public sector employers not covered by the law can opt in to coverage.	State employees are covered if their collective bargaining unit has negotiated coverage or if they are not in a collective bargaining unit. Municipal employees and employees of a local or regional board of education are covered if their collective bargaining unit has negotiated coverage or if they are not in a collective bargaining unit and their employer has negotiated coverage for members of any collective bargaining unit.	Yes, except employees of federal and tribal governments. Tribal governments may opt in to coverage.



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<b>Are domestic workers covered?</b>	Yes, subject to a low minimum payment requirement.	Yes, subject to a low minimum payment requirement.	Yes, subject to a low minimum payment requirement.	Full-time domestic workers (those who work at least 40 hours per week for a single employer) are covered.	Yes, subject to a low minimum payment requirement.	Yes.	Yes.	Yes.	Yes.
<b>Can self-employed workers opt in to coverage?</b>	No.	Yes.	No.	Yes.	Yes.	Yes.	Yes. <i>Certain self-employed workers may be covered automatically.</i>	Yes.	Yes.
<b>What are the requirements to qualify for benefits?</b>	Workers must have earned wages in 1 quarter of the base period of at least 200 times the minimum wage (currently, \$2,100), must have earned income across the base period of at least 1.5 times the worker's highest earning quarter, and must have earned at least 400 times the minimum wage (currently, \$4,200) over the	Workers must have earned at least \$300 during the base period.  The base period is the first 4 of the 5 most recently completed quarters <i>or</i> may include earlier quarters if the worker was unemployed during part of the base	Workers must have either earned at least 20 times the minimum wage (currently, \$172) in at least 20 weeks <i>or</i> earned at least 1,000 times the minimum wage (currently, \$8,600) during the base year.  The base year is the first 4 of the 5 most recently completed quarters <i>or</i> the 4 most recent completed quarters	Own health: Workers generally must have been employed for at least 4 consecutive weeks by a single employer; <sup>15</sup> previously qualified workers qualify immediately upon the start of employment with a new covered employer.  Paid family leave: Workers generally must have been employed by their current employer for at least 26 consecutive weeks; those who	While there are no formal eligibility requirements specified in the statute, workers who have worked for covered D.C. employers for less than 1 year may receive a prorated benefit amount.  <i>Regulations will provide additional guidance on</i>	Workers must have worked at least 820 hours in the qualifying period.  The qualifying period means the first 4 of the 5 most recently completed quarters or the 4 most recent completed quarters.  This can combine hours worked at more than one employer.	Workers must have earned a minimum amount (currently, \$4,700) during the base period and must meet an earnings requirement tied to the worker's average earnings that, in effect, means the worker must have worked at least 15 weeks.  The base period is the last 4 completed quarters <i>or</i> the 3 most recent	Workers must have earned at least \$2,325 during the highest earning quarter within the base period.  The base period is the first 4 of the 5 most recently completed quarters.  This can combine income from more than one employer.	Workers must have earned at least \$1,000 during the base year.  The base year is the first 4 of the last 5 completed quarters or the 4 most recently completed quarters.  This can combine income from more than one employer.



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	<p>entire base period.</p> <p>The base period is the first 4 of the 5 most recently completed quarters <i>or</i> the 4 most recent completed quarters.</p> <p>This can combine income from more than one employer.</p>	<p>period.<sup>14</sup></p> <p>This can combine income from more than one employer.</p>	<p><i>or</i> the 3 most recent completed quarters and the portion of the current quarter that has already occurred.</p> <p>This can combine income from more than one employer.</p>	<p>work less than 20 hours per week must have worked at least 175 days for their current employer.</p>	<p><i>specific eligibility requirements.</i></p>		<p>completed quarters and the portion of the current quarter that has already occurred.</p> <p>This can combine income from more than one employer.</p>		
<b>What family members are covered?</b>	<p>A family member includes a worker's child, parent, parent-in-law or parent of the worker's registered domestic partner, grandparent, spouse, or registered domestic partner.</p>	<p>A family member includes a worker's child, parent, grandparent, grandchild, sibling, spouse, registered domestic partner, or the parent of a worker's spouse or registered domestic partner.<sup>16</sup></p>	<p>A family member includes a worker's child, parent, parent-in-law, sibling, grandparent, grandchild, spouse, registered domestic partner, civil union partner, any other person related to the worker by blood, and any other person that the worker shows to have a close association with the worker which is the equivalent of a family relationship.</p>	<p>A family member includes a worker's child, parent, parent-in-law, spouse, grandchild, grandparent, or domestic partner.<sup>17</sup> The law's definition of domestic partner is flexible and does not require registration.<sup>18</sup></p>	<p>A family member includes a worker's child, parent, parent-in-law, spouse, grandparent, sibling, or registered domestic partner.</p>	<p>A family member includes a worker's child, grandchild, grandparent, parent, parent-in-law or parent of the worker's registered domestic partner, sibling, spouse, or registered domestic partner.</p>	<p>A family member includes a worker's spouse, domestic partner, child, parent, parent of a spouse or domestic partner, grandchild, grandparent, or sibling. The law's definition of domestic partner is flexible and does not require registration.<sup>19</sup></p>	<p>A family member includes a worker's spouse, sibling, son or daughter, grandparent, grandchild parent, parent-in-law, or an individual related to the employee by blood or affinity whose close association the employee shows to be the equivalent of those family relationships.<sup>20</sup></p>	<p>A family member includes a worker's spouse or registered domestic partner, sibling, child, child-in-law, grandparent, grandchild, parent, parent-in-law or parent of the worker's registered domestic partner, or any individual related by blood or affinity whose close association with a covered individual is the equivalent of a family relationship.<sup>21</sup></p>



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<b>How is the program funded?</b>	Workers cover the full cost of both TDI and TCI. Both programs are funded by a single payroll deduction, currently set at 1.3% of wages. This deduction does not apply to wages above \$72,300/year.	Workers cover the full cost of both DI and PFL. Both programs are funded by a single payroll deduction, currently set at 1.0% of wages. This deduction does not apply to wages above \$122,909/year.	Workers and employers share the cost of TDI. Workers contribute 0.26% of their wages. Employers contribute a percentage of workers' wages ranging from 0.10% to 0.75%. The percentage contribution for employees does not apply to a worker's wages above \$134,900/year; the percentage contribution for employers does not apply to a worker's wages above \$35,300/year. Workers cover the full cost of FLI. The program is funded by a payroll deduction, currently set at 0.16% of wages. This deduction does not apply to wages above \$134,900/year. <sup>22</sup>	Workers and employers share the cost of TDI. Employers can withhold 0.5% of workers' wages to pay for coverage, up to \$0.60/week; employers cover the remaining cost. Workers cover the full cost of PFL. The program is funded by a payroll deduction, currently set at 0.270% of wages. This deduction does not apply to wages above an average of \$1,401.17/ week.	Employers cover the full cost of UPL. Employers contribute 0.62% of the wages of covered employees.	Workers and employers share the cost of medical leave. Employers can withhold up to 45% of the premium from workers' wages; employers cover the remaining cost. Employers with fewer than 50 employees in Washington State are not required to pay the employer portion. <sup>23</sup> Initially, the <i>total</i> premium for medical leave will be about 0.27% of wages. Workers cover the full cost of family leave. Initially, the premium will be about 0.13% of wages. <sup>24</sup> Premiums do not apply to wages above the Social Security contribution base.	Workers and employers share the cost of medical leave. Employers can withhold up to 40% of the premium from workers' wages; employers cover the remaining cost. Employers with fewer than 25 employees in Massachusetts are not required to pay the employer portion. <sup>25</sup> Workers cover the full cost of family leave. Initially, the <i>total</i> premium for family and medical leave will be 0.75% of wages. Premiums do not apply to wages above the Social Security contribution base.	Workers cover the full cost of all leave. Workers contribute a percentage of wages set by the state, which will not exceed 0.5% of wages. Contributions do not apply to wages above the Social Security contribution base. <i>Contributions begin between January 1 and February 1, 2021.</i>	Workers and employers share the costs of all leave. Employers can withhold up to 60% of the contribution from workers' wages; employers cover the remaining costs. Employers with fewer than 25 employees are not required to pay the employer contribution. <sup>26</sup> The total premium will not exceed 1% of wages. Premiums do not apply to wages above \$132,900/year. <i>Contributions begin January 1, 2022.</i>



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<b>What percentage of wages do workers receive?</b>	About 60% of a worker's average weekly wage (formally, 4.62% of a worker's wages in the highest earning quarter of the base year) <sup>27</sup>	Between 60% and 70% of a worker's average weekly wage, depending on their income <sup>28</sup>	2/3 of a worker's average weekly wage  <i>Starting July 1, 2020, workers will receive 85% of their average weekly wage.</i>	Own health: 50% of a worker's average weekly wage  Family leave: 60% of a worker's average weekly wage  <i>When the program is fully phased in in 2021, workers will receive 67% of their average weekly wage for family leave.</i>	90% of a worker's average weekly wage up to an amount equal to 40 times 150% of the D.C. minimum wage and 50% of a worker's average weekly wage above an amount equal to 40 times 150% of the D.C. minimum wage <sup>29</sup>	90% of a worker's average weekly wage up to an amount equal to 50% of the statewide average weekly wage and 50% of a worker's average weekly wage above an amount equal to 50% of the statewide average weekly wage	80% of a worker's average weekly wage up to an amount equal to 50% of the statewide average weekly wage and 50% of a worker's average weekly wage above an amount equal to 50% of the statewide average weekly wage	95% of a worker's average weekly wage up to an amount equal to 40 times the state minimum wage and 60% of a worker's average weekly wage above an amount equal to 40 times the state minimum wage	100% of a worker's average weekly wage up to an amount equal to 65% of the statewide average weekly wage and 50% of a worker's average weekly wage above an amount equal to 65% of the statewide average weekly wage



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<b>What is the maximum weekly benefit?</b>	85% of the statewide average weekly wage  <i>Current: \$867/week</i>	About 100% of the statewide average weekly wage  <i>Current: \$1,300/week</i>	53% of the statewide average weekly wage  <i>Current: \$667/week</i>  <i>Starting July 1, 2020, the cap will be 70% of the statewide average weekly wage.</i>	Own health: \$170/week  Family leave: 60% of the statewide average weekly wage  <i>Current: \$840.70/week</i>  <i>When the program is fully phased in in 2021, the cap for family leave will be 67% of the statewide average weekly wage.</i>	\$1,000 per week, adjusted annually based on inflation	\$1,000 per week initially, adjusted annually after the first year to 90% of the statewide average weekly wage	\$850 per week initially, adjusted annually after the first year to 64% of the statewide average weekly wage	60 times the state minimum wage  <i>When benefits begin in 2022, the maximum weekly benefit will be \$780.</i>	120% of the statewide average weekly wage.

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<b>For how long can a worker receive benefits?</b>	<p>Own health: Up to 30 weeks in a 52-week period.<sup>30</sup></p> <p>Family leave: Up to 4 weeks in a 52-week period.</p> <p>Total: Up to 30 weeks in a 52-week period.</p>	<p>Own health: Up to 52 weeks for any period of disability.<sup>31</sup></p> <p>Family leave: Up to 6 weeks in a 12-month period.</p> <p><i>California does not specify a cumulative limit.</i></p> <p><i>Starting July 1, 2020, workers will be able to take up to 8 weeks of family leave.</i></p>	<p>Own health: Up to 26 weeks for any period of disability.<sup>32</sup></p> <p>Family leave: Up to 6 weeks in a 12-month period.</p> <p><i>New Jersey does not specify a cumulative limit.</i></p> <p><i>Starting July 1, 2020, workers will be able to take up to 12 weeks of family leave.</i></p>	<p>Own health: Up to 26 weeks for any period of disability or in any 52-week period.</p> <p>Family leave: Up to 10 weeks in a 52-week period.</p> <p>Total: Up to 26 weeks in a 52-week period.</p> <p><i>When the program is fully phased in in 2021, workers will be able to take up to 12 weeks of family leave.<sup>33</sup></i></p>	<p>Own health: Up to 2 weeks in a 52-week period.</p> <p>Caring for a seriously ill relative: Up to 6 weeks in a 52-week period.</p> <p>Bonding with a new child: Up to 8 weeks in a 52-week period.</p> <p>Total: Up to 8 weeks in a 52-week period.</p>	<p>Own health: Up to 12 weeks in a 52-week period.<sup>34</sup></p> <p>Family leave: Up to 12 weeks in a 52-week period.<sup>35</sup></p> <p>Total: Up to 16 weeks in a 52-week period.<sup>36</sup></p> <p><i>Workers with certain pregnancy-related health needs may receive up to an additional 2 weeks of benefits, which can be combined with other uses up to a total of 18 weeks in a 52-week period.</i></p>	<p>Own health: Up to 20 weeks in any benefit year.</p> <p>Family leave: Up to 12 weeks in any benefit year.</p> <p>Total: Up to 26 weeks in any benefit year.</p> <p><i>Military caregivers can receive up to 26 weeks of family leave in any benefit year.</i></p>	<p>Own health: Up to 12 weeks in a 12-month period.</p> <p>Family leave: Up to 12 weeks in a 12-month period.</p> <p>Total: Up to 12 weeks in a 12-month period.</p> <p><i>Workers with certain pregnancy-related health needs may receive up to an additional 2 weeks of benefits, which can be combined with other uses up to a total of 14 weeks in a 12-month period.</i></p>	<p>Own health: Up to 12 weeks in any benefit year.</p> <p>Family leave: Up to 12 weeks in any benefit year.</p> <p>Safe leave: Up to 12 weeks in any benefit year.</p> <p>Total: Up to 12 weeks in any benefit year.</p> <p><i>Workers with certain pregnancy- and childbirth-related health needs (including lactation) may receive up to an additional 2 weeks of benefits, which can be combined with other uses up to a total of 14 weeks in any benefit year.</i></p>



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<b>Is there an unpaid waiting period?</b>	No.	Own health: Yes—there is a 7-day unpaid waiting period.  Family leave: No.	Own health: Yes—there is a 7-day unpaid waiting period. However, if a worker is eligible for benefits during each of 3 consecutive weeks after the waiting period, that worker can also be paid benefits for the waiting period.  Family leave: No.	Own health: Yes—there is a 7-day unpaid waiting period.  Family leave: No.	Yes—there is a 1-week unpaid waiting period.	Own health and family leave other than bonding leave: Yes—there is a 7-day unpaid waiting period.  Bonding leave: No.	Yes—there is a 7-day unpaid waiting period.	No.	No.
<b>Are workers entitled to have their jobs back when they return?</b>	Own health: No.  Family leave: Yes. <sup>37</sup>  <i>Workers may have protections under other laws, such as the FMLA or the Rhode Island Parental and Family Medical Leave Act.</i>	No.  <i>Workers may have protections under other laws, such as the FMLA or the California Family Rights Act.</i>	<i>The law was recently amended to add additional anti-retaliation provisions, which may be clarified by regulation.</i>  <i>Workers may have protections under other laws, such as the FMLA or the New Jersey Family Leave Act.</i>	Own health: No.  Family leave: Yes. <sup>38</sup>  <i>Workers may have protections under other laws, such as the FMLA.</i>	No.  <i>Workers may have protections under other laws, such as the FMLA or the D.C. Family &amp; Medical Leave Act.</i>	Yes, but only for workers who meet specific eligibility criteria similar to those for the FMLA. <sup>39</sup>  <i>Workers may have protections under other laws, such as the FMLA.</i>	Yes. <sup>40</sup>  <i>Workers may have protections under other laws, such as the FMLA or the Massachusetts Parental Leave Act.</i>	Yes, if they have been employed by their employer for at least 3 months before requesting leave, except for leaves taken for safe time. <sup>41</sup>  <i>Workers may also have protections under other laws, such as the FMLA or Connecticut's family violence leave law.</i>	Yes, if they have been employed by their employer for at least 90 days before taking leave. <sup>42</sup>  <i>Workers may also have protections under other laws, such as the FMLA or the Oregon Family Leave Act.</i>



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<b>How is the insurance provided?</b>	All covered workers are covered through the state fund.	By default, workers are covered through the state fund. Employers can apply for approval of a voluntary plan, which must provide benefits greater than those available through the state.	By default, workers are covered through the state fund. Employers can apply for approval of a private plan, which must provide benefits at least equivalent to those available through the state.	Employers can provide coverage by purchasing insurance (either from the state fund or a private insurer) or by becoming an approved self-insurer.	All covered workers are covered through the district fund.	By default, workers are covered by the state fund. Employers can apply for approval of a voluntary plan, which must provide benefits at least equivalent to those available through the state.	By default, workers are covered by the state fund. Employers can apply for approval of a private plan, which must provide benefits at least equivalent to those available through the state.	By default, workers are covered by the state fund. Employers can apply for approval of a private plan, which must provide benefits at least equivalent to those available through the state.	By default, workers are covered by the state fund. Employers can apply for approval of an equivalent plan, which must provide benefits at least equivalent to those available through the state.

**Hawaii** also has a temporary disability insurance (TDI) program, which provides benefits to most workers for up to 26 weeks (save for a 1-week waiting period) for any period of serious off-the-job illness or injury. To be eligible for benefits, workers must have been employed for at least 14 weeks, during each of which the worker worked at least 20 hours and earned at least \$400 in wages, during the 52 weeks immediately prior to the start of disability. This can combine income from more than one employer. Under the program, a worker receives 58% of a worker’s average weekly wage up to a cap of about 70% of the statewide average weekly wage. Hawaii does not provide paid family leave.<sup>43</sup>

<sup>1</sup> R.I. Gen. Laws § 28-39-1 *et seq.*

<sup>2</sup> Cal. Unemp. Ins. Code § 2601 *et seq.* San Francisco has enacted a municipal law that grants additional benefits for parental leave for many workers.

<sup>3</sup> N.J. Stat. Ann. § 43:21-25 *et seq.*

<sup>4</sup> N.Y. Workers’ Comp. Law § 200 *et seq.* For more information on New York’s paid family leave law, visit [FamilyLeaveWorks.org](http://FamilyLeaveWorks.org).

<sup>5</sup> D.C. Code Ann. § 32-541.01 *et seq.*

<sup>6</sup> Wash. Rev. Code *et seq.* 50A.04.005.

<sup>7</sup> The law is only partially codified. For the full text of the law, see <https://malegislature.gov/Laws/SessionLaws/Acts/2018/Chapter121>.

<sup>8</sup> Conn. Legis. Serv. P.A. 19-25 (S.B. 1). The law is only partially codified. For the full text of the law, see <https://www.cga.ct.gov/2019/lcoamd/pdf/2019LCO09302-R00-AMD.pdf>.

<sup>9</sup> See Or. Enrolled House Bill 2005 (HB 2005-B). The law is only partially codified. For the full text of the law, see <https://olis.leg.state.or.us/liz/2019R1/Downloads/MeasureDocument/HB2005/Enrolled>.

<sup>10</sup> Connecticut’s law also specifies that leave can be taken to be an organ or bone marrow donor. This purpose may also be covered under other paid family and medical leave laws.

<sup>11</sup> California, New Jersey, and Rhode Island also provide some coverage for previously covered workers who have a qualifying need for family or medical leave while they are unemployed, while New York and Hawaii also provide some coverage for previously covered workers who have a qualifying need related to the worker's own health. Details vary by state. States that aren't currently implementing their programs will also likely provide some coverage for previously covered workers during unemployment, though final regulations will be needed to specify details.

<sup>12</sup> For a list of exceptions, visit [http://www.wcb.ny.gov/content/main/offthejob/WhoCovered\\_DB.jsp](http://www.wcb.ny.gov/content/main/offthejob/WhoCovered_DB.jsp).

<sup>13</sup> Note that no state law covers federal employees.

<sup>14</sup> If a worker was unemployed and actively seeking work for at least 60 days of a quarter or quarters during the base period, that quarter or quarters is excluded from the base period and an equal number of quarters from the period immediately prior to the base period are substituted.

<sup>15</sup> Employees who are regularly in the employment of a single employer on a work schedule that is less than the employer's normal work week become eligible for disability leave benefits on the 25<sup>th</sup> day of such employment.

<sup>16</sup> This list covers family members for whom a worker can take leave to care for when they are seriously ill. Starting January 1, 2021, paid family leave can also be used to address certain needs arising from the active duty military service of a worker's spouse, domestic partner, child, or parent.

<sup>17</sup> This list covers family members a worker can take leave to care for when they are seriously ill. Paid family leave can also be used to address certain needs arising from the active duty military service of a worker's spouse, domestic partner, child, or parent.

<sup>18</sup> The definition of domestic partner includes any person who is at least 18 years old and "is dependent upon the employee for support as shown by either unilateral dependence or mutual interdependence, as evidenced by a nexus of factors including, but not limited to, common ownership of real or personal property, common householding, children in common, signs of intent to marry, shared budgeting, and the length of the personal relationship with the employee . . . ."

<sup>19</sup> The definition of domestic partner includes any person who is at least 18 years old and "is dependent upon the covered individual for support as shown by either unilateral dependence or mutual interdependence that is evidenced by a nexus of factors including, but not limited to: (A) common ownership of real or personal property; (B) common householding; (C) children in common; (D) signs of intent to marry; (E) shared budgeting; and (F) the length of the personal relationship with the covered individual . . . ."

<sup>20</sup> This list covers family members a worker can take leave to care for when they are seriously ill. Paid family leave can also be used to address certain needs arising from the active duty military service of a worker's spouse, child, parent, or next of kin. Note that safe time can only be used when the worker, not a family member, is a victim of domestic violence.

<sup>21</sup> Workers can also take leave to care for the spouse or registered domestic partner of the worker's parent, sibling, grandparent, and grandchild. This list covers family members a worker can take leave to care for when they are seriously ill. Paid leave under the law can also be used as safe leave to address certain medical and non-medical needs arising out of the worker or the worker's minor child or dependent being a victim of domestic violence, harassment, sexual assault, or stalking.

<sup>22</sup> These percentages are based on participation in the state plan. If an employer chooses a private plan, employees can only be required to contribute as much as they would have contributed to the state plan; these employees can only be required to contribute if a majority of employees agree to the private plan before it goes into effect. See <https://myleavebenefits.nj.gov/labor/myleavebenefits/employer/index.shtml?open=PrivatePlan>.

<sup>23</sup> Employers with 50-150 employees who must pay all of the premiums or employers with fewer than 50 employees who choose to cover the employee portion of the premium may apply to receive certain grants from the state.

<sup>24</sup> The initial total premium for both family and medical leave will be set at 0.4% of employees' wages, one third of which shall be associated with family leave and two thirds of which shall be associated with medical leave. The state will set the premium in subsequent years based on a formula set by statute. In addition, the state will set the maximum wages subject to premium contributions based on the maximum wages subject to social security taxation. Employers may choose to cover all or part of employees' share of the premium for family and/or medical leave.

<sup>25</sup> For purposes of determining the number of employees, self-employed people who are part of the employer's workforce are considered employees if self-employed people make up more than fifty percent of the employer's workforce.

<sup>26</sup> Employers with less than 25 employees may apply to receive certain grants if they elect to pay the employer contribution.

<sup>27</sup> In addition, workers may also be entitled to a dependency allowance for minor children or adult children who are incapacitated due to physical or mental illness.

<sup>28</sup> Very low-wage workers receive a fixed benefit amount set by statute, which may result in higher wage replacement rates.

<sup>29</sup> Workers with less than a year of total covered employment will receive a smaller benefit, pro-rated based on the numbers of weeks the worker has worked in covered employment.

<sup>30</sup> While technically there is no time limit on receiving benefits, workers cannot receive benefits worth more than 30 times their weekly benefit rate in a year, in effect limiting workers to 30 weeks per year.

<sup>31</sup> While technically there is no time limit on receiving benefits, workers cannot receive benefits worth more than 52 times their weekly benefit rate for any continuous period of disability, in effect limiting workers to 52 weeks per continuous period of disability.

<sup>32</sup> In addition, no worker can receive benefits worth more than 26 times their weekly benefit amount in a year.

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<sup>33</sup> Workers may take up to a cumulative total of 26 weeks of TDI and PFL in a 52-week period.

<sup>34</sup> Technically, workers are entitled to medical leave benefits for up to 12 times their typical workweek hours. As noted above, medical leave may be extended by an additional 2 weeks (2 times a worker's typical workweek hours) if the worker experiences a serious health condition with a pregnancy that results in incapacity.

<sup>35</sup> Technically, workers are entitled to family leave benefits for up to 12 times their typical workweek hours.

<sup>36</sup> Technically, workers are entitled to up to a cumulative 16 times the worker's typical workweek hours of family and medical leave in a 52-week period or up to a cumulative 18 times the worker's typical workweek hours of family and medical leave in a 52-week period if the worker experiences a serious health condition with a pregnancy that results in incapacity.

<sup>37</sup> A worker returning from TCI leave must be restored to the worker's prior position or "a position with equivalent seniority, status, employment benefits, pay, and other terms and conditions of employment including fringe benefits and service credits that the employee had been entitled to at the commencement of leave." Workers who receive health insurance through their employers are entitled to continuation of those benefits while on TCI.

<sup>38</sup> A worker returning from PFL must be restored to the worker's prior position or "a comparable position with comparable employment benefits, pay and other terms and conditions of employment." Workers who receive health insurance through their employers are entitled to continuation of those benefits while on PFL.

<sup>39</sup> Workers are entitled to job protection under the state paid family and medical leave law only if they work for an employer with at least 50 employees, have been employed by that employer for at least 12 months, *and* have worked for that employer for at least 1,250 hours during the 12-month period immediately preceding leave. A worker entitled to job protection under the law must be restored to the worker's prior position or "an equivalent position with equivalent employment benefits, pay, and other terms and conditions of employment." Some highly paid employees may be subject to a very narrow exception. Workers who receive health insurance through their employers are entitled to continuation of those benefits while on leave *if* their employers would be required to continue benefits under the Family and Medical Leave Act.

<sup>40</sup> A worker returning from paid family or medical leave must be restored to the worker's prior position or "an equivalent position, with the same status, pay, employment benefits, length of service credit and seniority as of the date of leave." Workers who receive health insurance through their employers are entitled to continuation of those benefits while on paid family and medical leave.

<sup>41</sup> Through the law creating its paid leave program, Connecticut amended the Connecticut Family and Medical Leave Act (CTFMLA), which provides job protection, to cover essentially all employees entitled to paid leave benefits except those receiving benefits for safe time purposes. Note that CTFMLA does not protect workers' health insurance. Workers receiving benefits for safe time purposes may be have employment protections under Connecticut's family violence leave law.

<sup>42</sup> A worker returning from leave under Oregon's law must be restored to the worker's prior position or "any available equivalent position with equivalent employment benefits, pay and other terms and conditions of employment." If a worker's employer has fewer than 25 employees and the worker's prior position no longer exists, the worker's "employer may, at the employer's discretion based on business necessity, restore the eligible employee to a different position with similar job duties and with the same employment benefits and pay." Workers who receive health insurance through their employers are entitled to continuation of those benefits while on paid family and medical leave.

<sup>43</sup> See Haw. Rev. Stat. § 392-1 *et seq.* For more information, visit <https://labor.hawaii.gov/dcd/home/about-tdi/>. For a list of exceptions to covered workers, visit [http://www.capitol.hawaii.gov/hrscurrent/Vol07\\_Ch0346-0398/HRS0392/HRS\\_0392-0005.htm](http://www.capitol.hawaii.gov/hrscurrent/Vol07_Ch0346-0398/HRS0392/HRS_0392-0005.htm).