

## Paid Leave Program Implementation Timelines

Thirteen states and the District of Columbia have passed comprehensive paid family and medical leave laws. The following charts detail the timelines from the passage of these laws until the payment of benefits.

### States without Temporary Disability Insurance Programs

*The following states passed paid family and medical laws without pre-existing temporary disability insurance programs.*

|                  | Date of Enactment      | Start of Contributions | Start of Benefits Payments | Total Time from Enactment to Benefits (approx.) |
|------------------|------------------------|------------------------|----------------------------|---|
| D.C.             | 2/17/2017              | 7/1/2019               | 7/1/2020                   | 3 years, 4.5 months                             |
| Washington State | 7/5/2017               | 1/1/2019               | 1/1/2020                   | 2 years, 6 months                               |
| Massachusetts    | 6/28/2018              | 10/1/2019 <sup>1</sup> | 1/1/2021                   | 2 years, 6 months                               |
| Connecticut      | 6/25/2019              | 1/1/2021 <sup>2</sup>  | 1/1/2022 <sup>3</sup>      | 2 years, 6 months                               |
| Oregon           | 8/9/2019               | 1/1/2023 <sup>4</sup>  | 9/3/2023 <sup>4</sup>      | 4 years, 1 month                                |
| Colorado         | 11/3/2020 <sup>5</sup> | 1/1/2023               | 1/1/2024                   | 3 years, 2 months                               |
| Maryland         | 4/9/2022               | 10/1/2024 <sup>6</sup> | 1/1/2026 <sup>7</sup>      | 3 years, 9 months                               |
| Delaware         | 5/10/2022              | 1/1/2025               | 1/1/2026                   | 3 years, 8 months                               |
| Minnesota        | 5/25/2023              | 1/1/2026               | 1/1/2026                   | 2 years, 7 months                               |
| Maine            | 7/11/2023              | 1/1/2025               | 5/1/2026                   | 2 years, 10 months                              |

### States with Temporary Disability Insurance Programs

*The following states amended preexisting temporary disability insurance laws to include paid family leave benefits. The below chart details the implementation timeline for paid family leave benefits.*

|              | Date of Enactment | Start of Contributions <sup>8</sup> | Start of Benefits Payments | Total Time from Enactment to Benefits (approx.) |
|--------------|-------------------|-------------------------------------|----------------------------|---|
| California   | 9/26/2002         | 1/1/2004 <sup>9</sup>               | 7/1/2004                   | 1 year, 9 months                                |
| New Jersey   | 5/2/2008          | 1/1/2009                            | 6/30/2009                  | 1 year, 2 months                                |
| Rhode Island | 7/11/2013         | N/A <sup>10</sup>                   | 1/1/2014                   | 5.5 months                                      |
| New York     | 4/1/2016          | 7/1/2017 <sup>11</sup>              | 1/1/2018                   | 1 year, 9 months                                |

### October 2023

<sup>1</sup> The original statute would have begun contributions on July 1, 2019. After subsequent legislation, contributions began on October 1, 2019.

<sup>2</sup> The statute provided that contributions would begin between January 1 and February 1, 2021; contributions began on January 1, 2021.

<sup>3</sup> The statute provided that benefits would begin between January 1 and February 1, 2022; benefits began on January 1, 2022.

<sup>4</sup> As originally passed, Oregon's law would have started contributions on January 1, 2022 and benefits on January 1, 2023. However, due in part to pandemic-related delays in program implementation, legislation was enacted delaying contributions until January 1, 2023 and benefits until September 3, 2023.

<sup>5</sup> Colorado's PFML law was passed by ballot initiative in the 2020 election.

<sup>6</sup> The original statute would have begun contributions on October 1, 2023. After subsequent legislation, contributions will begin on October 1, 2024.

<sup>7</sup> The original statute would have begun benefits on January 1, 2025. After subsequent legislation, contributions will begin on January 1, 2026.

<sup>8</sup> These dates refer to specific contributions or increases in existing contributions to cover paid family leave benefits, in addition to existing contributions to cover temporary disability insurance benefits.

<sup>9</sup> Starting on January 1, 2004, California temporarily increased the rate of contributions covering both temporary disability insurance and paid family leave benefits, separate from the normal rate-setting process, to account for the initial costs of paid family leave benefits.

<sup>10</sup> Rhode Island did not specifically increase its contribution rate, which now covers both temporary disability and paid family leave benefits, prior to the start of paid family leave benefits.

<sup>11</sup> While the statute did not speak to this topic, regulations allowed employers to voluntarily begin withholding contributions on July 1, 2017.