

Paid Leave Program Implementation Timelines

Eleven 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 ¹	1/1/2021	2 years, 6 months
Connecticut	6/25/2019	1/1/2021 ²	1/1/2022 ³	2 years, 6 months
Oregon	8/9/2019	1/1/2023 ⁴	9/1/2023 ⁴	4 years, 1 month
Colorado	11/3/2020 ⁵	1/1/2023	1/1/2024	3 years, 2 months
Maryland	4/9/2022	10/1/2023	1/1/2025	2 years, 9 months
Delaware	5/10/2022	1/1/2025	1/1/2026	3 years, 8 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 ⁶	Start of Benefits Payments	Total Time from Enactment to Benefits (approx.)
California	9/26/2002	1/1/2004 ⁷	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 ⁸	1/1/2014	5.5 months
New York	4/1/2016	7/1/2017 ⁹	1/1/2018	1 year, 9 months

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

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

³ The statute provides that benefits must begin between January 1 and February 1, 2022; benefits are expected to begin on January 1, 2022.

⁴ 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, the legislature has passed legislation delaying contributions until January 1, 2023 and benefits until September 1, 2023. This legislation is currently awaiting the governor's signature and is expected to become law.

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

⁶ 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.

⁷ 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.

⁸ 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.

⁹ While the statute did not speak to this topic, regulations allowed employers to voluntarily begin withholding contributions on July 1, 2017.