

Paid Family Leave

	Status	Percentage of Wages	Maximum Weekly Benefit	Length of Benefits	Waiting Period	Coverage/Eligibility	Family Medical Leave Provisions (unpaid unless noted)	Provides Leave to Care For
California (unpaid)	Active	N/A	N/A	Up to 52 weeks of medical leave for any period of disability and up to eight weeks of family leave in a 12-month period	One week (medical leave only)	Private employers with 50 or more employees and all public sector employers	Up to 12 weeks of unpaid family leave plus 4 months of maternity disability may be combined for a total of 28 weeks per year	Child, spouse, parent, domestic partner, child of domestic partner, stepparent, grandparent, grandchild, sibling, or parent-in-law
California (paid)	Same as unpaid	60–70% of a worker's average weekly wage	\$1,357 (approximately 100% of the statewide average weekly wage)	Same as unpaid	Same as unpaid	Employees who have worked for an employer for at least 12 months, and who have 1,250 hours of service during the 12 months prior to the leave	(Paid) The California Paid Family Leave insurance program provides up to 6 weeks of paid leave to care for a seriously ill child, spouse, parent, or registered domestic partner, or to bond with a new child. The benefit amount is approximately 55% of an employee's weekly wage, from a minimum of \$50 to a maximum of \$1067. The program is funded through employee-paid payroll taxes and is administered through the state's disability program.	Child, spouse, parent or registered domestic partner
Colorado	Begins January 1, 2024	90% of a worker's weekly wage up to an amount equal to 50% of state average weekly wage, plus 50% of that worker's weekly wage that exceeds the state's average weekly wage	Initially \$1,100 (adjusted annually after the first year to 90% of the statewide average weekly wage)	Up to a maximum of 12 weeks in an application year (for medical, family, and/or safe leave, and workers with pregnancy/childbirth-related health needs may receive up to an additional four weeks of benefits)	None	Employers with 10+ employees	Up to 12 weeks. Qualifying conditions include: having a serious health condition, caring for a family member with a serious health condition, caring for a new child during the first year after birth, adoption, or placement, dealing with a need arising from a family member's active-duty service in the armed forces or notice of impending call to service, or responding when an individual or a family member is a victim of domestic violence, stalking, or sexual assault or abuse.	The PFML program defines a "covered individual" as an employee who has worked at least 180 days and who has earned \$2,500 in wages
Connecticut	Begins between January 1, 2022, and February 1, 2022	If wages are less than or equal to the state's minimum wage multiplied by 40, weekly benefit rate will be 95% of average weekly wage. If wages exceed the state minimum wage multiplied by 40, benefit rate will be 95% of the state minimum wage multiplied by 40, plus 60% of the amount average weekly wage exceeds the state minimum wage multiplied by 40.	\$780	Up to a maximum of 12 weeks in a 12-month period (for medical and/or family leave, and workers with pregnancy/childbirth-related health needs may receive up to an additional two weeks of benefits)	None	All employers with 75 or more employees, except private or parochial elementary or secondary schools. Employees who have 1,000 hours service with an employer during the 12-month period before the leave	Up to 16 weeks in two years for the birth or adoption of a child, placement of child for foster care, caring for a family member with a serious medical condition, serious medical condition of the employee, or to serve as an organ or bone marrow donor.	Child, spouse, parent, civil union partner, parent-in-law or stepparent

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District of Columbia	Active	90% of a worker's average weekly wage, plus 50% of a worker's average weekly wage	\$1,000 (adjusted annually based on inflation)	Up to a maximum of eight weeks in a 52-week period (up to two weeks of medical leave, up to six weeks of caring for a sick relative, and/or up to eight weeks of bonding with a new child)	One week	Any public or private employer. Employees who have at least 1,000 hours of service with an employer during the 12-month period prior to leave	Up to 16 weeks of family leave, plus 16 weeks of medical leave for an employee's own serious health condition during a two-year period. Leave must be shared by family members working for the same employer.	All relatives by blood, legal custody, or marriage, and anyone with whom an employee lives and has a committed relationship
Hawaii	Active for paid medical leave only	58% of a worker's average weekly wage (up to approximately 70% of the statewide average weekly wage)	Currently \$640	Starting from the eighth day of disability and ending after a maximum of 26 weeks	One week	Private employers with 100 or more employees. Excludes public employees. Employees who have worked for six consecutive months	Up to four weeks per year. Permits intermittent leave for birth, adoption placement, and to care for a family member with a serious health condition. Does not apply to employee's own health condition or placement of a foster child. Does not require spouses to share leave.	Child, spouse, parent, in-laws, grandparents, grand-parents-in-law, stepparent or reciprocal beneficiary
Massachusetts	Active (benefits for family caregiving begin July 1, 2021)	80% of a worker's average weekly wage, up to an amount equal to 40x the statewide minimum wage and 60% of a worker's average weekly wage, above an amount equal to 40x times the statewide minimum wage	Initially \$850	Up to a maximum of 26 weeks in any benefit year; military caregivers can receive up to 26 weeks of family leave	One week	Employers with 50 or more employees	Up to 24 hours per year leave to participate in children's educational activities or accompany a child, spouse, or elderly relative to routine medical appointments, under the Small Necessities Leave Act.	N/A
New Jersey (Unpaid)	Active	N/A	N/A	Up to 26 weeks of medical leave for any period of disability and up to 12 weeks of family leave in a 12-month period	One week; medical leave only. Workers eligible for benefits during each of three consecutive weeks after the waiting period can also receive benefits for that week	All employers with 50 or more employees. Employees who have worked for an employer for 12 months and who have at least 1,000 hours of service during those 12 months	Unpaid leave of up to 12 weeks in 24 months, not to exceed more than six weeks in 12 months, to care for a child anytime during the first year after that child's birth or adoption, or to care for a seriously ill child, spouse, parent or domestic partner. Does not provide leave for the employee's own serious health condition. Intermittent leave is limited to 42 days in 12 months. Does not require spouses to share leave.	Child, spouse, parent, in-laws or domestic partner
New Jersey (Paid)	Same as unpaid	85% of a worker's average weekly wage	Currently \$903	Same as unpaid	Same as unpaid	Employees who have worked 20 calendar weeks or who have earned at least 1,000 times the state minimum wage during the 52 weeks prior to leave.	Paid leave provides up to two-thirds of wages up to \$524/week for 6 weeks. Provides that any Paid Family Leave runs concurrently with FMLA or NJFLA and that other types of available leave must be used before taking paid family leave. Provides that leave may be paid, unpaid or a combination of both.	Child, parent, parent-in-law, grandparent, spouse or domestic partner

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New York	Active	50% of a worker's average weekly wage for medical leave and 60% of a worker's average weekly wage for family leave	\$170 for medical leave and \$971.61 for family leave	Up to a maximum of 26 weeks in a 52-week period and/or up to 10 weeks of family leave	One week	All private employers. Employees, full-time or part-time, who have worked 26 or more consecutive weeks for a covered employer. Public employers have the choice to opt in	The maximum leave allowed over every 52 week period is increased over a period of four years. Starting January 1, 2018, the maximum leave period is eight weeks. From January 1, 2019, to January 1, 2020, the maximum leave period is 10 weeks, and becomes 12 weeks starting January 1, 2021. The maximum benefit amount is 50% of an employee's average weekly wage or 50% of the state average weekly wage starting in 2018. It increases annually to 55% in 2019, 60% in 2020, and 67% in 2022.	Child, spouse, parent, parent-in-law, step-parent, grandparent, grandchild, domestic partner, or a person with whom the employee has or had a parental relationship
Oregon	Begins January 1, 2023	For workers earning up to 65% of the state's average weekly wage, the program will cover their entire paychecks. Workers earning more than minimum wage receive a percentage of their wage, with benefits maxing out at 120% the state's average wage	120% of the statewide average weekly wage	Up to a maximum of 12 weeks in any benefit year; workers with pregnancy/childbirth-related health needs may receive up to an additional two weeks of benefits	None	All employers with 25 or more employees. Employees who have worked at least 25 hours per week in the past 180 days	Up to 12 weeks per year. An additional 12 weeks per year is available to care for the employee's ill or injured child who does not have a serious health condition but who requires home care. Prohibits two family members working for the same employer from taking concurrent family leave except under certain conditions. Allows an employee to substitute any available paid vacation or sick leave. Allows leave to be used to deal with the death of a family member.	Child, spouse, parent, grandparent, grandchild or parent-in-law, or a person with whom the employee has or had a parental relationship.
Rhode Island (unpaid)	Active	N/A	N/A	Up to a maximum of 30 weeks in a 52-week period	None	Private employers with 50 or more employees, all state government employers, local governments with 30 or more employees, and full-time employees who have been employed for 12 consecutive months and who work an average of 30 or more hours per week	Up to 13 weeks in two years for the birth or adoption of a child age 16 or younger, or to care for a parent, child, spouse or in-law with a serious medical condition	Child, spouse, parent, employee's spouse's parent.

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Rhode Island (paid)	Same as unpaid	Approximately 60% of a worker's average weekly wage	Currently \$887	Same as unpaid	Same as unpaid	All private sector employers and public sector employers who opt into the program	The Rhode Island Temporary Caregiver Insurance Program provides four weeks of paid leave for the birth, adoption or fostering of a new child or to care for a family member with a serious health condition, and up to 30 weeks of paid leave for a worker's own disability. The program is funded by employee payroll taxes and administered through the state's temporary disability program. It provides a minimum benefit of \$72 and maximum of \$752 per week, based on earnings.	Child, parent, parent-in-law, grandparent, spouse, domestic partner
Washington	Active	90% of a worker's average weekly wage and 50% of a worker's average weekly wage	Initially \$1,206	Up to a maximum of 16 weeks in a 52-week period. Workers with pregnancy/ childbirth-related health needs may receive up to an additional two weeks of benefits	One week	All employers. An employee who has been employed for at least 680 hours during his or her qualifying year	Washington Family Leave Act provides up to a total of 12 weeks of leave during any 12-month period for the birth of a child, the placement of a child for adoption or foster care, to care for a family member with a serious health condition, or because of a serious health condition that makes the employee unable to perform the functions of the job. Washington Family Care Act allows workers with available paid sick leave or other paid time off to use that leave to care for a sick child with a routine illness, a spouse, registered domestic partner, parent, parent-in-law, or grandparent with a serious or emergency health condition, and an adult child with a disability.	Child, spouse, parent, parent-in-law, grandparent or state registered domestic partner

*FMLA only requires unpaid leave. However, the law permits an employee to elect, or the employer to require the employee, to use accrued paid vacation leave, paid sick or family leave for some or all of the FMLA leave period. An employee must follow the employer's normal leave rules in order to substitute paid leave. When paid leave is used for an FMLA-covered reason, the leave is FMLA-protected.

*Paid family leave is only required in states that have their own legislation for employees to receive payment.