

## Features of State Paid Family Leave Programs

State	Timeline <sup>a</sup>	Voluntary or Mandatory Participation	Social or Private Insurance	Parental	Family Caregiving	Personal Medical	Military Care	Domestic Violence	Total Paid Leave Avail. in One Year
California	Enacted 2002, effective 2004	Mandatory	Social Insurance	8 weeks	8 weeks	52 weeks <sup>b</sup>	8 weeks	None	8 weeks
New Jersey	Enacted 2008, effective 2009	Mandatory	Social Insurance	12 weeks	12 weeks	26 weeks <sup>b</sup>	None	None	12 weeks
Rhode Island	Enacted 2013, effective 2014	Mandatory	Social Insurance	5 weeks (6 weeks in 2023)	5 weeks (6 weeks in 2023)	30 weeks <sup>b</sup>	None	1 week <sup>c</sup>	30 weeks
New York	Enacted 2016, effective 2018	Mandatory	Private Insurance	12 weeks	12 weeks	26 weeks <sup>b</sup>	12 weeks	None	12 weeks
District of Columbia	Enacted 2017, effective 2020	Mandatory	Social Insurance	12 weeks	12 weeks	12 weeks	None	None	12 weeks <sup>d</sup>
Washington	Enacted 2017, effective 2019/2020	Mandatory	Social Insurance	12 weeks	12 weeks	12 weeks	12 weeks	None	16 weeks <sup>d</sup>
Massachusetts	Enacted 2018, effective 2019/2021	Mandatory	Social Insurance	12 weeks	12 weeks	20 weeks	12 - 26 weeks	None	26 weeks
Connecticut	Enacted 2019, effective 2021/2022	Mandatory	Social Insurance	12 weeks	12 weeks	12 weeks	12 weeks	12 days	12 weeks <sup>d</sup>
Oregon	Enacted 2019, effective 2023	Mandatory	Social Insurance	12 weeks	12 weeks	12 weeks	None	12 weeks	12 weeks <sup>d</sup>
Colorado	Enacted 2020, effective 2023/2024	Mandatory	Social Insurance	12 weeks	12 weeks	12 weeks	12 weeks	12 weeks	12 weeks <sup>d</sup>
New Hampshire	Enacted 2021,	Voluntary	Private Insurance <sup>e</sup>	6 or 12 weeks <sup>f</sup>	6 or 12 weeks <sup>f</sup>	6 or 12 weeks <sup>f,g</sup>	6 or 12 weeks <sup>f</sup>	None	6 or 12 weeks <sup>f</sup>

	effective 2023								
<b>Maryland</b>	Enacted 2022, effective 2023/2025	Mandatory	Social Insurance	12 weeks	12 weeks	12 weeks	12 weeks	None	12-24 weeks <sup>h</sup>
<b>Virginia</b>	Enacted 2022, effective 2022	Voluntary	Private Insurance	Set by insurer	Set by insurer	Set by insurer	Set by insurer	None	Set by insurer
<b>Delaware</b>	Enacted 2022, effective 2025/2026	Mandatory	Social Insurance	12 weeks	one period of leave of up to 6 weeks in any 24-month period			None	12 weeks

- a) Multiple effective dates denote effective dates for premiums/benefits.
- b) Medical coverage is provided through the state's disability insurance program.
- c) Employers of 18+ employees must provide 1 hour of sick/safe leave for every 35 hours worked. They must offer up to 40 hours if accrued but can choose to offer more.
- d) 2-4 additional weeks of prenatal leave are available under some circumstances.
- e) New Hampshire Granite State Family Leave Plan provides the option for employer-based plan or an individual based plan if an employer does not opt-in.
- f) Duration dependent on the insurance plan.
- g) Personal medical leave is only provided if the employer does not provide an equivalent short-term disability plan
- h) Leave-takers can take up to 24 weeks of leave in one year if they are eligible for both parental and personal medical leave during that year.

State	Wage Replacement Rate (AWW = leave taker's base period avg weekly wage; SAWW = statewide avg weekly wage)	Max Weekly Benefit (SAWW = statewide avg weekly wages)	Self-employed can opt in?	Job Protection
California	\$50 minimum benefit if highest quarterly earnings (HQE) <\$929 70% of AWW if HQE \$929-5,999 60% of AWW if HQE >\$5,999	\$1,357	Yes	No
New Jersey	85% of AWW	\$993 (0.7x SAWW)	No	No
Rhode Island	60% of AWW in highest-paid quarter	\$978	No	Yes
New York	67% of AWW	\$1,068.36 (0.67x SAWW)	Yes	Yes
District of Columbia	90% of AWW up to 1.5x DC minimum wage (\$912) + 50% of AWW \$912-1,468.40	\$1,099 (indexed to inflation)	Yes	No
Washington	100% of AWW up to \$100 + 90% of AWW \$100-0.5x SAWW + 50% of AWW >0.5x SAWW	\$1,327 (0.9x SAWW)	Yes	No
Massachusetts	80% of AWW up to 0.5x SAWW + 50% of AWW >0.5x SAWW	\$1,084.31 (0.64x SAWW)	Yes	Yes
Connecticut	95% of AWW up to 40x CT minimum wage (\$520) + 60% of AWW >40x CT min wage	\$780 (60x CT min wage)	Yes	No
Oregon	100% of AWW up to 0.65x SAWW + 50% of AWW >0.65x SAWW	\$1,446 (1.2x SAWW)	Yes	Yes
Colorado	90% of AWW up to 0.5x SAWW + 50% of AWW >0.5x SAWW	\$1,100 (0.9x SAWW after 2024)	Yes	Yes, if employed by current employer for 180+ days
New Hampshire	60% of AWW	\$1,696 <sup>k</sup>	Yes	No
Maryland	90% of AWW up to 0.65x SAWW + 50% of AWW >0.65x SAWW	\$1,000 (indexed to inflation after 2025)	Yes	Yes
Virginia	Determined by private insurer	N/A	Yes	No
Delaware	80% of AWW	\$900 (indexed to inflation after 2026)	No	Yes

- i) In 9/2022, California enacted legislation increasing its PFL replacement rates, effective 1/1/2025.
- j) New Jersey's AWW is calculated as a worker's base year earnings divided by the number of weeks in which the worker earned at least \$240.
- k) Capped at the Social Security Taxable Wage as amended, \$147,000 in 2022.



State	Eligibility Requirement (Wages or Tenure in One-Year Base Period)	Payroll Deduction Rate	Cap on Income Subject to Payroll Deduction	Who pays the premium?!
California	\$300	1.2% (combined PFL and disability)	\$145,600	Employee
New Jersey	20 weeks of work earning at least \$240 weekly -OR- \$12,000	0.14%	\$151,900	Employee
Rhode Island	\$14,700 -OR- total wages ≥\$4,900 AND \$2,450 in one quarter AND total wages ≥1.5x highest quarter of earnings	1.10%	\$81,500	Employee
New York	With a single employer: 26 consecutive weeks of full-time (20+ hours) employment -OR- 175 part-time working days	0.511%	\$82,918	Employee <sup>m</sup>
District of Columbia	Any income in one base period quarter	0.26%	None	Employer
Washington	820 hours of work	0.60%	\$147,000	Employee: 26.78% Employer: 73.22% <sup>o</sup>
Massachusetts	\$5,700 -AND- 30x benefit amount	0.68% (.56% medical + .12% family)	None	Employee: 0.344% Employer: 0.336%
Connecticut	\$2,325 in highest-earning quarter	0.50%	\$147,000	Employee
Oregon	\$1,000	1.00%	\$132,900	Employee: 60% Employer: 40% <sup>o</sup>
Colorado	\$2,500	.9% (2023)	\$161,700 (2023, estimated)	Employee: 50% Employer: 50% <sup>o</sup>
New Hampshire	Employer plan: None Individual plan: TBD	TBD	\$147,000	Employer- Employee split <sup>m</sup>
Maryland	680 hours of work	TBD	\$168,600 (2025, estimated)	Employer- Employee split TBD <sup>o</sup>
Virginia	Determined by private insurer	TBD	TBD	Employer- Employee split TBD <sup>m</sup>
Delaware	Tenure with employer of ≥12 months -AND-	0.8% (2025-2026) (.4% medical + .08% family + .32% parental)	None	Employee: 50% Employer: 50% <sup>m</sup>

	≥1,250 hours of work in last 12 months <sup>i</sup>			
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l) Employers of fewer than 10 employees and businesses closed for ≥30 consecutive days per year are entirely exempt from Delaware's PFL law; their employees are not eligible for paid leave. Employers with 10 to 24 employees are only subject to the parental leave provisions of the PFL law.

m) Employer can choose to cover part/all of the employee portion.

o) In Washington, Massachusetts, Oregon, Colorado, and Maryland, employers of up to 50, 25, 25, 10, and 15 employees, respectively, are exempt from paying the employer portion of the payroll tax.