

Summary of paid family leave laws in the states

Jurisdiction	Employee Threshold	Funding	Benefits	Qualifications	Duration
CA (State)	1 or more and pay \$100 or more in wages in a quarter.	Employee required 1.0% tax, with a maximum taxable wage limit of \$118,371.	Percent of Wages: 60 - 70% wage replacement (depending on income), with weekly benefit of \$50 - \$1,300 (2020).	<ul style="list-style-type: none"> ▪ Bonding – Birth or Placement ▪ Care of Family Member with Serious Health Condition ▪ Employer may require to use to two weeks of earned but unused vacation time or paid time. 	Six weeks (eight weeks max. as of 7/ 1/2020) in a 12-month period.
CA (San Francisco) Paid Parental Leave *COVID-19 bill (pending)	20 or more employees (including indirectly controlled).	Employer (paid direct to employee). *California government	Percent of Wages: Supplemental compensation plus CA PFL equals 100% of employee's gross weekly wage with max. weekly benefit of \$2,087 (2019).	<ul style="list-style-type: none"> ▪ Eligible for CA PFL for bonding with a new child. ▪ With employer min. 180 days. ▪ Work min. 8 hrs. and 40% of time per week within city. ▪ Employer may apply up to 2 weeks of unused, accrued vacation time. ▪ *For COVID-19, to care for a child whose school has closed due to outbreak thru Dec. 	Six weeks (Eight weeks max. as of 7/1/2020) in a 12-month period.

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CT (State) Begins 2022.	1 or more.	Employee required.	Percent of Wages: Based on amount of employee's base weekly earnings. 95% of employee weekly earnings, but no more than 60 times the state minimum wage (\$13 when law takes effect) Max weekly benefit: Approx. \$780 - \$840. As of 6/1/2023: \$900.	<ul style="list-style-type: none"> ▪ Bonding – Birth or Placement ▪ Care of Family Member with Serious Health Condition ▪ Own Serious Health Condition ▪ Qualifying Military Exigency ▪ Bone Marrow and Organ Donation ▪ Military Caregiver Leave MA ▪ Safe Time 	Twelve weeks. Fourteen weeks in certain situations (as of 1/1/2022).
DC	Employers that pay UI under the DC Unemployment Compensation Act in any quarter of a calendar year assumed to be covered by PFL for that quarter, unless rebutted.	Employer.	Percent of Wages: Based on employee's pay relative to 40x the D.C. min. wage. Max. Weekly Benefit (before 10/1/2021): \$1,000.	<ul style="list-style-type: none"> ▪ Bonding – Birth or Placement ▪ Care of Family Member with Serious Health Condition ▪ Own Serious Health Condition 	Two weeks for medical leave, Six weeks for family leave, Eight weeks for parental leave or combined family leave, parental leave, and medical leave. As of July 2020.

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MA (State)	1 or more.	Employer & employee.	Percent of Wages: Percentages based on portion of employee’s avg. weekly wage (“AWW”), that is (a) equal to or less than, or (b) greater than 50% of the state AWW. Max. Weekly Benefit: \$850.	<ul style="list-style-type: none"> ▪ Bonding – Birth or Placement ▪ Care of Family Member with Serious Health Condition ▪ Own Serious Health Condition ▪ Qualifying Military Exigency ▪ Military Caregiver Leave 	Twelve weeks for family leave, Twenty weeks for medical leave, and Twenty-six weeks for combined family and medical leave as of 2021.
NJ (State)	1 or more and has paid the affected individual at least \$1,000 in the current or preceding calendar year.	Employee required.	Percent of Wages: (a) Pre-7/1/2020: 66.6% of AWW up to max. weekly benefit; (b) Post-7/1/2020: 85% of AWW, up to max. of 70% state AWW Max. Weekly Benefit: (a) 2019: \$650; (b) Post-July 1, 2020: Approx. \$860	<ul style="list-style-type: none"> ▪ Bonding – Birth or Placement ▪ Care of Family Member with Serious Health Condition ▪ Safe Time 	Six weeks. Twelve weeks as of 7/1/2020.
NY (State)	1 or more employees paid on each of at least 30 days in any calendar year.	Employee optional.	Percent of Wages: (a) 2019: 55% of employee or state AWW, whichever is greater; (b) 2020: 60%; (c) 2021 (and on): 67%. Max. Weekly Benefit: (a) 2019: \$746.41; (b) 2020: \$840.70.	<ul style="list-style-type: none"> ▪ Bonding – Birth or Placement ▪ Care of Family Member with Serious Health Condition ▪ Qualifying Military Exigency 	Ten weeks. Twelve weeks as of 2021.

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OR (State) 2023	1 or more.	Employer & employee.	Percent of Wages: Percentages determined by whether employee's AWW is (a) equal to or less than, or (b) greater than 65% of the state AWW. Weekly Amount (based on 2019 state AWW): Approx. \$55 - \$1,253.	<ul style="list-style-type: none"> ▪ Bonding – Birth or Placement ▪ Care of Family Member with Serious Health Condition ▪ Own Serious Health Condition ▪ Safe Time 	Twelve weeks as of 2023.
RI (State)	1 or more.	Employee required.	Percent of Wages: 4.62% of wages paid to the employee in the highest quarter of his or her base period. Weekly Amount: \$98 - \$867.	<ul style="list-style-type: none"> ▪ Bonding – Birth or Placement ▪ Care of Family Member with Serious Health Condition 	Four weeks.
WA (State)	1 or more.	Employer & employee.	Percent of Wages: Percentages determined by whether employee's AWW is (a) equal to or less than, or (b) greater than 50% of the state AWW. Weekly Amount: \$100 - \$1,000.	<ul style="list-style-type: none"> ▪ Bonding – Birth or Placement ▪ Care of Family Member with Serious Health Condition ▪ Own Serious Health Condition ▪ Qualifying Military Exigency 	Twelve weeks (single family leave or medical leave event). Fourteen weeks in certain limited medical leave situations). Sixteen weeks if multiple covered events in one year.