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2025 state paid family and medical leave contributions and benefits

Law & Policy Group | GRIST

By Rich Glass and Katharine Marshall
Sept. 3, 2024; updated Jan. 29, 2025

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Section 1
Introduction

California, Colorado, Connecticut, Delaware, Hawaii, Maine, Maryland, Massachusetts, Minnesota, New Jersey, New York, Oregon, Puerto Rico, Rhode Island, Washington, and Washington, DC, mandate paid leave for an employee's own serious health condition or disability. Except for Hawaii and Puerto Rico, these jurisdictions also require paid family leave (PFL) to bond with a new child, care for a seriously ill or injured family member, and handle certain other matters. Despite some common elements, differences in these laws make compliance and administration particularly challenging for multistate employers.

Two states — New Hampshire and Vermont — have voluntary paid family and medical leave (PFML) insurance programs. Eight states — Alabama, Arkansas, Florida, Kentucky, South Carolina, Tennessee, Texas and Virginia — permit life and disability insurers to write group family leave insurance (FLI) policies for employers.

This semiannual GRIST provides a high-level summary of these programs.

New programs

No additional states enacted new PFML programs in 2024. Contributions to a number of programs established in 2022 and 2023 begin this year, with benefits to begin in 2026. Contributions in Delaware and Maine started on Jan. 1, and will start on July 1 in Maryland and on Jan. 1, 2026 in Minnesota. Benefits will start on Jan. 1, 2026 in Delaware, Maine and Minnesota and on July 1, 2026 in Maryland.

Historical perspective

PFML programs have progressed through three phases:

- **Phase 1 (1940s – 1960s) — State disability insurance (SDI) only.** Five states (California, Hawaii, New Jersey, New York and Rhode Island) and Puerto Rico began wage replacement programs for nonwork-related disability leave.
- **Phase 2 (2000s – 2010s) — PFL added.** Four of those states (California, New Jersey, New York and Rhode Island) added PFL.
- **Phase 3 (2020s) — Full PFML mandates.** Comprehensive PFML programs created in nine states (Colorado, Connecticut, Delaware, Maine, Maryland, Massachusetts, Minnesota, Oregon and Washington), plus Washington, DC.

As jurisdictions with older programs continue to make amendments to keep pace with the newer programs, legislatures in states without any disability or PFML program are likely to consider adopting a comprehensive PFML mandate (Phase 3) or simply allow for voluntary group PFL insurance.

Common elements

Common elements in nearly all of these programs include:

- Overseen and/or administered by a state/district agency (except in Hawaii)

- Funded at least partially by employees (except in Washington, DC)
- Provide at least partial wage replacement during leave (some low-wage employees may receive full wage replacement)
- Require mandated leave to run concurrently with leave under the federal Family and Medical Leave Act (FMLA) when both laws apply
- Determine covered individuals by work location (not residence)
- Require employee documentation of the need for leave
- Limit total leave duration (generally eight to 16 weeks in a 12-month period)
- Annually adjust contribution rates and maximum weekly benefits (except for disability leave in New York and Puerto Rico)
- Permit Intermittent leave (although a few jurisdictions apply a separate duration maximum for intermittent leave)
- Require continuation of health benefits
- Allow employers to adopt a voluntary/private plan and opt out of participating in state program (except no opt-out is allowed in Rhode Island and Washington, DC, and for family leave benefits in New Jersey)

Compared with the FMLA, state programs typically have less stringent eligibility standards, longer leave durations and additional qualifying reasons for leave. But job protections tend to be less clear than FMLA requirements, and some states have a parallel law providing job protection. For a comprehensive overview of state PFML programs, see *Paid Family and Medical Leave in the United States* (Congressional Research Service, Sept. 25, 2023).

Mandatory PFML program highlights

The 2025 contribution rates, taxable wage bases, maximum weekly benefit amounts and other program updates are highlighted below. New York's and Puerto Rico's statutory disability benefits do not change annually.

California

The 2025 employee contribution rate, which includes both SDI and PFL, has increased from 1.1% in 2024 to 1.2% in 2025.The 2025 maximum weekly benefit has increased from $1,620 in 2024 to $1,681 in 2025. Benefit rates have increased from 60%–70% of the employee's average weekly wage (AWW) this year to 70%–90%, starting in 2025.

In 2024, California's Employment Development Department finalized regulations related to a 2018 law that added qualifying exigencies as a permitted use of PFL benefits. The regulations:

- Require completion of a content-specific military assist certification (Part E of the Claim for PFL Benefits Form DE 2501F) for qualifying exigencies
- Clarify that no more than one care provider may claim PFL benefits for a qualifying exigency in an eight-hour period and no more than three care providers in a 24-hour period

- No longer require claimants to verify Social Security Numbers

Employers with workers in the city and county of San Francisco may be subject to the Paid Parental Leave Ordinance (PPLO), which requires covered employers to top off PFL benefits when employees take leave to bond with a new child. The ordinance applies to employers with 20 or more employees globally; governmental employers are excluded. Covered employers must top off the PFL benefit up to 100% of the employee's AWW or $2,402, whichever is less. The 2024 cap was $2,700. A PPLO calculator is available.

Colorado

Effective July 1, 2024, Colorado's state average weekly wage (SAWW) increased from $1,421.16 to $1,471.34, in turn affecting Family and Medical Leave Insurance (FAMLI) calculations. The maximum weekly PFML benefit increases in 2025 to $1,324.21 (90% of the new SAWW) from $1,100 in 2024. The taxable wage base for Colorado's FAMLI program mirrors the annually adjusted Social Security maximum taxable wage base (Social Security max), which is $176,100 in 2025. The contribution rate remains unchanged at 0.9%, half of which employers may require employees to pay.

In 2024, Colorado's FAMLI Division revised several sets of regulations. Here is a summary of the rules (which added a comprehensive penalty scheme), now in effect:

- **Benefits and notice requirement.** Benefits aren't available if the claimant is not employed at the start of the leave. A new $500 employer penalty applies per violation for failure to post or deliver the program notice.
- **Private plans.** Coverage is not effective until 30 days after the private plan is approved by the FAMLI Division. A $250 penalty applies if the private plan information is not provided to an employees within seven days of a request. Appeals procedures aren't required to meet state program standards but must allow direct appeals to the FAMLI Division. A new penalty scheme applies for violations (including withdrawal of approval).
- **Coordination of benefits.** The FAMLI Division may recover an overpayment of benefits due to an employee's entitlement to workers' compensation benefits. New penalties apply: $500 per employee per day for failure to maintain health benefits during leave, and up to $50 per employee per day for failure to comply with the coordination of benefit rules.
- **Investigations.** Unlawful retaliation or discrimination need only be a "motivating factor" to prove retaliatory personnel action. A "motivating factor" is just one of the factors that influenced the adverse action.
- **Antiretaliation and anti-interference.** Requiring an employee to work during leave constitutes prohibited interference with rights. Employment agencies have additional duties.
- **Program integrity.** The FAMLI Division can waive overpayment recovery if it would be "against equity and good conscience" And the FAMLI Division's decision can only be overturned if it abused its discretion.
- **Clarifications.** Unless otherwise stated, entities with different FEINs are different employers with separate rights and obligations.

SB 24-155 (now in effect) implements these provisions:

- A judgment may be assigned, released or commuted and is not exempt from creditors' claims or legal actions.
- The FAMLI Division has a reimbursement right from a workers' compensation insurer or self-insuring employer if an employee's combined receipt of PFML and workers' compensation benefits for the same injury or illness exceeds 100% of workers' compensation benefits.

The FAMLI Division now has access to workers' compensation records and Department of Revenue tax information for PFML purposes.

Connecticut

The maximum weekly paid leave benefit of $941.40 increased to $981 on Jan. 1. The employee 2025 contribution remains at 0.5% of wages up to the Social Security max.

Delaware

Contributions to the Delaware paid leave (DPL) program began on Jan. 1. The initial rate is 0.8% of wages up to the Social Security max and will be shared equally by employers and employees (with some exception for small employers). Benefits will become available on Jan. 1, 2026, with a $900 weekly maximum for the first two years. Thereafter, the maximum benefit will annually increase by the average change in the prior October's Consumer Price Index for All Urban Consumers (CPI-U), Philadelphia–Camden–Wilmington area.

Hawaii

The 2025 Temporary Disability Insurance (TDI) weekly wage base has increased to $1,441.72 from $1,374.78 in 2024. Hawaii law permits employee contributions of up 0.5% of wages (capped at the weekly wage base), with a maximum weekly contribution of $7.21, up from $6.87 in 2024. The 2025 maximum weekly benefit is $837, an increase from $798 in 2024. Hawaii currently has no PFL mandate or program.

Maine

The Maine Department of Labor (MDOL) finalized PFML regulations and updated FAQs just in time for the contribution start date of Jan. 1. Here are highlights of changes made in the final rules:

- Previous versions included those with an affinity relationship as family members. That term has been replaced by those with a "significant personal bond," a term in the law. A nonexhaustive list of six factors is provided.
- "Good cause" is used throughout the rules; MDOL provided five examples.
- The rules were clarified for undue hardship determinations related to the duration and timing of leave.
- Premium liability (based on a 15-employee threshold) is determined based on FEINs.
- Private plan applications can be filed starting April 1. Contributions to the state are not required as of the first day of the quarter in which the substitution of a private plan is approved, if the application is received at least 30 days before the end of the quarter. Otherwise, the contribution exemption is effective the first day of the next quarter, assuming it is approved.

- A private plan's failure to submit annual reports may result in loss of the private plan substitution.
- All covered employers must register online for the PFML program.
- The regulations outline a process for requesting an advisory ruling.

The updated FAQs address the private plan application process and provide additional clarifications around contributions. A one-page document, *What Employers Need to Know: Program Contributions*, clarifies that the small employer definition is based on employees working in Maine, setting out a four-step process (if the answer to all four questions is no, the employee is not included in the count):

- Is the work performed in Maine?
- Does some work occur in Maine **and** is the physical base of operations in Maine?
- Does some work occur in Maine **and** is the service directed and controlled from Maine?
- Does some work occur in Maine **and** does the employee live in Maine?

More information is available on the MDOL PFML webpage.

In January, the Maine State Chamber of Commerce and a large shipbuilder sued MDOL over the contribution requirements that took effect on Jan. 1. Specifically, the complaint centered on the obligation for employers seeking private plan approval to pay at least three months of contributions before private plan applications are first accepted on April 1. The PFML rules currently do not allow for reimbursement of contributions from the state when a private plan application is approved. Absent injunctive or similar relief, employers continue to have the duty to collect and remit contributions to MDOL.

Maryland

PFML contributions will begin July 1, 2025, and benefits will begin July 1, 2026. For details, see Maryland revises paid family and medical leave (May 3, 2024). The state Department of Labor has established an initial contribution rate of 0.9% of covered wages (up to the Social Security max), split evenly between employers and employees. Benefits will have a weekly maximum of $1,000. In later years, the maximum will change based on the annual percentage growth in the CPI-U, Washington–Arlington–Alexandria area. Maryland employers who make a declaration of intent to offer a private plan by May 31 need not start collecting employee contributions on July 1.

Massachusetts

The maximum weekly benefit for 2025 is $1,170.64, up from $1,149.90 in 2024. All contribution rates in 2025 remain at 2024 levels. Total contributions are 0.88% of wages up to the Social Security max. Employers with at least 25 Massachusetts employees owe a medical leave contribution of 0.42%. Employees' contributions are 0.46%. Employers with fewer than 25 Massachusetts employees do not have to contribute but must collect and remit employee contributions of 0.46% (specifically, 0.18% for family leave and 0.28% for medical leave).

New Jersey

The 2025 taxable wage base for TDI/FLI is $165,400, up from $161,400 in 2024. After two years of no employee TDI contributions, the 2025 rate is 0.23%. The 2025 employee FLI contribution rate is 0.33%, up from 0.09% in 2024. The maximum weekly benefit for TDI or FLI beginning in 2025 is $1,081, up from $1,055 in 2024.

New York

The Disability Benefits Law (DBL) sets employee contributions equal to 0.5% of wages up to a maximum of $0.60 per week. The maximum weekly benefit for a nonwork-related disability is $170. These statutory amounts have not changed since 1989 and are distinct from the state's annually adjusted PFL benefit.

The employee PFL contribution rate increases from 0.373% of an employee's wages in 2024 to 0.388% in 2025. Contributions are limited to an annual maximum of $354.53 in 2025, up from $333.25 in 2024. The weekly PFL benefit is 67% of an employee's AWW to a maximum weekly benefit of $1,177.32, an increase from $1,151.16 in 2024. The 2025 PFL taxable wage base is $91,373.88, up from $89,343.17 in 2024.

Oregon

Oregon revised its SAWW, which in turn changes Paid Leave Oregon (PLO) benefit limits. On July 1, 2024, the SAWW increased from $1,269.69 to $1,307.17, increasing the minimum weekly PLO benefit from $63.48 to $65.36, and the weekly maximum from $1,523.63 to $1,568.60 for leaves starting on or after that date. Employees whose paid leave benefit year started before July 1 were unaffected.

This year's contribution rates remain unchanged from 2024. The taxable wage base continues to align with the Social Security max. For more details, see this Paid Leave Oregon webpage.

The Oregon Employment Department (OED) issued Batch 12 regulations, now in effect, addressing a variety of PLO issues. Three main areas of focus were confidentiality, benefits and self-employment with the intent to align regulations with a PLO amendment (2024 Ch. 20, SB 1515) enacted last March.

Puerto Rico

The disability law — Seguro por Incapacidad No Ocupacional Temporal (SINOT) — permits employee contributions at the rate of 0.3% of wages up to $9,000. The maximum weekly benefit is $113 ($55 for agricultural workers); the minimum weekly benefit is $12. These statutory amounts have not changed since July 1972.

The table in Section 2 includes a summary of key provisions of Puerto Rico's Working Mothers Protection Act (WMPA), which requires employers to provide women 100% pay during leave related to pregnancy, childbirth or adoption.

The Special Leave Act for Employees with Serious Catastrophic Illnesses requires employers to provide up to six days of paid catastrophic leave per year to employees who have worked an average of 130 hours per month over a period of at least 12 months. Carryover of unused leave time from one year to the next is not required. Eligible employees must exhaust other available sick leave before taking paid catastrophic leave. An employer may require medical certification.

Covered conditions currently include (subject to updates from the Health Insurance Administration, which manages Medicaid in Puerto Rico):

- Acquired immunodeficiency syndrome (AIDS)
- Tuberculosis
- Leprosy
- Lupus
- Cystic fibrosis
- Cancer
- Hemophilia
- Aplastic anemia
- Rheumatoid arthritis
- Autism
- Post-organ transplantation
- Scleroderma
- Multiple sclerosis
- Amyotrophic lateral sclerosis (ALS)
- Chronic kidney disease at levels 3, 4 and 5

Rhode Island

The 2025 taxable wage base is $89,200 (up from $87,000 in 2024) for the combined TDI and TCI programs. The 2025 employee contribution rate increases to 1.3% of wages, up from 1.2% in 2024. Rhode Island updates its maximum weekly benefit amount each July. The maximum weekly benefit is currently $1,070 until a new rate is announced starting July 1, 2025. The state's TDI and temporary caregiver law includes a dependent allowance, which increases benefits as much as 35% for up to five dependents. Accordingly, the maximum weekly benefit for employees with five or more dependents increases from $1,408 to $1,444, also effective July 1, 2024.

HB 7171/SB 2121 increased the duration of Temporary Caregiver Insurance (TCI) coverage over two years. TCI is available for child bonding and care for a seriously ill family member. The duration increased from six to seven weeks on Jan. 1, and will increase to eight weeks on Jan. 1, 2026.

Washington

The overall PFML contribution rate has increased from a 2024 rate of 0.74% to a 2025 rate of 0.92% of wages, up to the Social Security max. Of this amount, employees pay 71.52%, and employers with 50 or more Washington employees pay up to 28.48%. Smaller employers do not have to contribute. The maximum weekly benefit has increased to $1,542 in 2025, up from $1,456 in 2024.

Washington, DC

The FY2025 Budget Support Emergency Act (2024 Act A25-0506, B25-0875) increased the maximum employer contribution from .62% to .75% for Universal Paid Leave (UPL) coverage (the District's PFML program) for wages paid on or after July 1, 2024. Funds collected in excess of what is needed to keep the UPL fund solvent are available for general purposes outside of the UPL program. Due to the city's home rule structure, employees cannot be charged an employment tax to help cover the cost of program. Wages subject to the tax are uncapped.

Effective October 1, 2024, the maximum weekly benefit increased from $1,118 to $1,153 through Sept 30, 2025.

Washington, DC continued its extension of an employee protection under its UPL law as it relates to insured short-term disability (STD) benefits. As background, a permanent provision in existing law prohibits STD insurance from offsetting benefits based on an employee's estimated or actual UPL benefits. (This permanent provision does not apply to self-insured STD or other temporary disability benefits). However, this permanent provision does not apply to STD insurance policies issued outside of Washington, DC. As a result, the DC Council and Mayor periodically enact temporary legislation applying the STD insurance offset prohibition to policies issued elsewhere. The latest law is Act A25-0536 (B 870), which extends the extraterritorial prohibition to May 1.

Voluntary PFL program highlights

Ten states allow voluntary PFL group insurance, while Michigan and Tennessee offer tax incentives for employers offering certain paid leave.

Alabama

The Paid Family Leave Income Replacement Benefits Act (2023 Act 112, HB 141) enables insurers to offer group FLI policies or voluntarily purchased employee policies. The policies would provide partial wage replacement for leave needed to care for a family member who has a serious health condition or was injured during military duty, bond with a new child, handle qualifying exigencies as defined in the federal FMLA, and address other matters specified in the policy. The law took effect on Aug. 1, 2023.

Arkansas

As a result of 2023 Act 84 (SB 111), insurers may offer FLI providing partial wage replacement during leave to bond with a new child, care for a family member with a serious health condition or handle qualifying exigencies. FLI is available as a separate group policy or an amendment to a group disability policy. The law took effect on Feb. 17, 2023.

Florida

Under 2023 Ch. 2023-149 (HB 721), insurers may offer FLI as a rider or an amendment to a disability policy or as a separate policy. These policies must cover leave to bond with a new child, care for a family member's serious health condition and handle qualifying exigencies. The law took effect on July 1, 2023.

Kentucky

The state now allows PFL to be offered as group insurance, either as a part of or a rider to a disability income policy or as a separate policy, per 2024 Ch. 99 (HB 179), effective April 5, 2024. The policy must provide income replacement for employees on leave to bond with a new child, to provide care for a family member with a serious health condition or to address a qualifying exigency, or to care for a family member in the armed forces or a first responder. Paid leave under the policy must be available for a minimum of two weeks in a 52-week period.

Michigan

Starting with the 2023 tax year, 2022 Pub. Act 207 (HB 6070) provides tax incentives to employers offering paid leave for adoption. The tax credit equals 50% of an employee's wages, capped at $4,000 per employee, for up to 12 weeks of leave to bond with an adopted child. The state Department of Treasury has confirmed that the tax credit is unavailable until funded by legislative appropriations.

New Hampshire

Under the Granite State PFL Act, New Hampshire selected MetLife as its insurance partner for the voluntary benefit that became available on Jan. 1, 2023. New Hampshire is providing PFL benefits to state employees and encouraging other public and private employers to do the same for their employees. Individuals who do not have access through their employer can purchase PFL benefits, paid medical leave (PML) benefits or both.

Employers may contract with other insurance companies or choose to self-insure equivalent benefit coverage. PFML highlights for employers include:

- Wage replacement benefits are 60%.
- The duration may be six or 12 weeks.
- Employers offering MetLife coverage are eligible for a 50% business enterprise tax credit for the first six weeks of leave.
- Covered reasons for leave are the employee's or family member's serious health condition, including childbirth; child bonding after birth, adoption or foster placement; qualifying need related to military deployment or service; and caring for a military service member.
- Contributions can be funded by the employer, employee or both.
- Leaves covered by a STD plan or workers' compensation are not eligible for PFML benefits.

Even if not providing PFML benefits, employers with 50 or more employees nationwide must meet these minimum requirements:

- Premium collection and remittance
- Job protection
- Group health plan continuation at active employee rates

South Carolina

Per 2024 Act 206 (HB 4832), employers may provide PFL insurance, either as an amendment/rider to a group disability or life insurance policy or as a separate policy. The PFL insurance must provide at least two weeks of partial wage replacement for leave related to new child bonding, caring for a family member with a serious health condition or a family member injured in the line of duty, and a military exigency. The law took effect on May 21.

Tennessee

The Paid Family Leave Insurance Act (2023 Ch. 91, SB 454) authorizes FLI as a separate group policy or as an amendment or a rider to a group disability or life insurance policy, starting on or after Jan. 1. The policies would provide partial wage replacement for leave to bond with a new child, care for a family member with a serious health condition, or manage a family member's impending call or order to active military duty.

The Tennessee Works Tax Act (2023 Ch. 377, HB 323 and SB 275) offers a franchise and excise tax credit for the 2024 and 2025 tax years to employers providing PFML benefits that comply with Section 45S of the federal Internal Revenue Code. For details, see this Department of Revenue notice.

Texas

Under 2023 Ch. 1255 (HB 1996), employers can choose to purchase FLI as a separate policy or as an amendment or a rider to a disability policy. Group FLI policies would provide partial wage replacement during leave to care for a family member with a serious health condition or a military injury, bond with a new child, handle qualifying exigencies, and address other matters specified in the policy. The law took effect on Sept. 1, 2023.

Vermont

Vermont selected The Hartford to design and administer the voluntary VT-FMLI program, with a staged rollout that started July 1, 2023. This program is a result of the governor's initiative, not an actual law.

VT-FMLI provides covered employees 60% wage replacement, capped at the Social Security max, for six weeks in a 12-month period. Qualifying events are:

- Bond with a new child after birth, adoption or foster care placement and to care for a child within one year after birth
- Care for the serious health condition of a family member, including a spouse (domestic partner or civil union partner), child, parent or spouse's parent
- Care for the employee's own serious health condition
- Handle a qualifying exigency related to active military duty
- Care for a covered military service member with a serious illness or injury who is the employee's spouse, child, parent or next of kin

The program is now in effect for state employees and became available to private and other governmental employers with two or more employees starting July 1, 2024. Starting in 2025, eligible employees whose employers do not opt in and self-employed individuals may participate. More information is available on The Hartford website.

Virginia

Insurers authorized in Virginia can offer family coverage as a class of insurance. According to this guidance document from the State Corporation Commission, coverage must include these qualifying reasons:

- Bond with new child after birth, adoption or foster placement
- Care for a family member with a serious health condition
- Handle circumstances related to a family member's active military duty or notice of an impending call or order to active duty

Coverage may be an amendment or a rider to a group disability income policy, a provision included in a group disability income policy, or a separate group insurance policy. The law does not dictate cost, benefit amount or duration.

Section 2

Table: Paid disability/medical and family leave programs

The tables below summarize the mandatory programs in California, Colorado, Connecticut, Delaware, Hawaii, Maine, Maryland, Massachusetts, Minnesota, New Jersey, New York, Oregon, Puerto Rico, Rhode Island, Washington and Washington, DC. The tables include 2024 contribution and benefit rates, eligibility criteria, and other important program elements.

Paid disability/medical and family leave program summaries	
California	
Covered employer	• Employers paying wages exceeding $100 in a calendar quarter to 1 or more employees working in the state • State and local government employers can opt in.
Eligible employee	Earned at least $300 subject to SDI withholding during the base period
Leave duration	• SDI (employee's own nonwork-related disability): 52 weeks per disability • PFL (new child, military exigency or family member's health condition): 8 weeks in a 12-month period • Intermittent and reduced-schedule leave permitted
Family member	Employee's child, parent, parent-in-law, grandparent, grandchild, sibling, spouse or registered domestic partner
Public plan	Administered with unemployment insurance by the Employment Development Department (EDD)
Private plan	Permitted for self-insured SDI and PFL; insured not available
Employer contribution	None
Employee contribution	SDI and PFL combined: 1.2% of wages (no cap)
Benefit calculation	• Workers earning less than $63,000 per year receive 90% of wages. • Workers earning $63,000 or more per year receive 70% of wages.
Base period	First 4 of last 5 completed calendar quarters preceding leave
Maximum weekly benefit	$1,681
Waiting period	7 days for SDI benefits; no waiting period for PFL
Top-off payments, other leave benefit coordination rules	• PFL: Employer can require an employee to supplement PFL with accrued vacation, paid sick leave or PTO up to 100% of wages. • SDI: Employer cannot require use of vacation, PTO, or sick leave by employees eligible for disability leave but can require use of such paid leave during the waiting period.
Job protections	Job protections and continued health benefits under the California Family Rights Act and Pregnancy Disability Law and the California Fair Employment and Housing Act

Paid disability/medical and family leave program summaries	
Employer notice	Conspicuously display notice; provide brochure on hire and when employees request time off for a nonwork-related illness, injury, pregnancy, or childbirth
Legal cites	2022 Ch. 878 (SB 951); CA Unemp. Ins. Code §§ 2601–3308; CA Code Regs. Tit. 22, §§ 2601 *et seq.*
Website	EDD
Mercer resources	Changes to California's paid leave programs coming in 2023 (Oct. 8, 2021)

Colorado	
Covered employer	State and local governmental employers, and other employers that meet either of these 2 requirements: • Employ at least 1 person for each workday during 20 or more calendar workweeks • Paid wages of at least $1,500 during any calendar quarter in the prior calendar year Local government employers can opt out.
Eligible employee	Employee must have earned at least $2,500 in the base period.
Leave duration	• PFML for new child bonding, employee's or family member's serious health condition, military exigency, domestic violence, sexual assault or stalking: 12 weeks in a 12-month period • Additional paid medical leave for pregnancy/childbirth complications: 4 weeks • Reduced-schedule and intermittent leave permitted (minimum increments of 1 hour or employer's typically measurement, whichever is shorter)
Family member	Employee's, spouse's or domestic partner's child, parent, stepparent, grandparent, grandchild, sibling, spouse, domestic partner, and any individual with a significant personal bond that is or is like a family relationship
Public plan	Administered by the FAMLI Division of the Department of Labor and Employment
Private plan	• Permitted through insurer or self-insured plan approved by state • Employer attestation required every November
Employer contribution	• 0.45% of wages up to Social Security max • None for employers with fewer than 10 employees (nationwide)
Employee contribution	0.45% of wages up to Social Security max
Benefit calculation	90% of employee's AWW in the base period up to 50% of state AWW, plus 50% of amounts above 50% of state AWW
Base period	First 4 of the last 5 consecutive completed calendar quarters immediately preceding the application for benefits
Maximum weekly benefit	$1,324.21
Waiting period	None
Top-off payments, other leave benefit coordination rules	• Upon agreement between employer and employee, accrued vacation, PTO or sick leave can be used to top off the PFML benefit, up to 100% of wages. • Employer can require employer-provided STD, LTD, or paid family leave benefits to run concurrently with FAMLI benefits.
Job protections	Job protections and continued health benefits included in the PFML law for employees who have worked at least 180 days for the same employer
Employer notice	Conspicuously display program notice and provide copy upon hire and after learning of employee's need for leave; required pay stub; optional break room poster and FAMLI employee handbook
Legal cite	CO Rev. Stat. §§ 8-13.3-501 *et seq.*; CO adopted rules
Website	FAMLI Division

Mercer resources	Colorado moves forward on paid family and medical leave (Dec. 14, 2022) Colorado voters approve paid family and medical leave law (Nov. 10, 2020)

Connecticut	
Covered employer	Employers with 1 or more Connecticut employees, along with state and local governmental employers • Private and secondary elementary schools, and public employers subject to a CBA are excluded.
Eligible employee	Employed (or recently employed) in Connecticut and earned wages of at least $2,325 in the highest-earning quarter of the base period
Leave duration	• PFML for new child bonding, employee's/family member's serious health condition, organ/bone marrow donation, military exigency or military caregiving: 12 weeks (including 12 days for matters related to family violence or sexual assault) in a 12-month period • Additional medical leave for serious health condition during pregnancy: 2 weeks • Reduced-schedule and intermittent leave permitted, but job protections under Connecticut's Family and Medical Leave Act (CT FMLA) don't extend to intermittent leave for birth, adoption or foster care (child bonding must be taken consecutively for CT FMLA job protection)
Family member	Spouse, son, daughter, parent, sibling, grandparent and grandchild, including by blood, marriage, adoption, foster care or *in loco parentis* relationships; and anyone with whom the employee has family-equivalent relationship
Public plan	Connecticut Paid Leave administered by Aflac
Private plan	Permitted through insurer or self-insured plan approved by state
Employer contribution	None
Employee contribution	0.5% of wages up to Social Security max
Benefit calculation	95% of AWW up to $654, plus 60% of AWW exceeding $654
Base period	The first 4 of last 5 completed calendar quarters
Maximum weekly benefit	$981
Waiting period	None
Top-off payments, other leave benefit coordination rules	• Employer can require or permit use of accrued sick leave, vacation, PTO or other paid leave to top-off state PFML benefits up to 100% of wages, but employee must be able to retain at least 2 weeks of accrued PTO. • Employer-provided STD, LTD and parental leave can run concurrently with state benefits, as long as employee doesn't receive more than 100% pay.
Job protections	Job protections under CT FMLA and Discriminatory Employment Practices law
Employer notice	Conspicuously display notice of employee rights
Legal cites	Conn. Gen. Stat. §§ 31-49e to 30-49t, 31-51kk to 31-51rr
Website	Connecticut Paid Leave

Delaware (contributions started Jan. 1, 2025; benefits will become available Jan. 1, 2026)	
Covered employer	Employers with 10 or more Delaware employees, along with state and local government employers • Employers with 10 to 24 Delaware employees only have to comply with the law's parental leave requirements. • Employers include companies using a PEO • State of incorporation is irrelevant
Eligible employee	Employed at least 12 months (not necessarily consecutive if break in service is < 7 years) and worked at least 1,250 hours in the previous 12 months (employees that work < 25 hours per week must sign a waiver to be excluded from PFML benefits and the duty to contribute) • Part-time, casual and seasonal state and Department of Education employees are excluded. • Employees covered by a CBA are also excluded.
Leave duration	• Parental leave for new child bonding: 12 weeks in a 12-month period • Employee's/family member's serious health condition or military exigency: 6 weeks in a 24-month period • Maximum combined leave in a 12-month period: 12 weeks • Reduced-schedule and intermittent leave permitted only when taking medical leave or caring for family member's serious health condition (minimum one-day increments)
Family member	Spouse, son, daughter and parent, including by blood, marriage, adoption, foster care or *in loco parentis* relationships, domestic partners
Public plan	Administered by the Delaware Department of Labor (DDOL)
Private plan	Permitted for some or all PFML components through insurer or self-insured plan approved by state
Employer contribution	• Employers with ≥ 25 Delaware employees: 0.4% of wages up to Social Security max • Employers with 10–24 Delaware employees: 0.16% of wages (for parental leave) up to Social Security max • Employers with < 10 Delaware employees: none
Employee contribution	0.4% of wages (0.16% of wages if employed by an employer with between 10 and 24 Delaware employees and none for employees of smaller employers) up to Social Security max
Benefit calculation	80% of employee's AWW
Base period	52 weeks before claim submission
Maximum weekly benefit	• Maximum weekly benefit for 2026 and 2027: $900 • Minimum weekly benefit: $100
Waiting period	None

Top-off payments, other leave benefit coordination rules	• Employers can require employees to use up to 75% of accrued PTO before accessing PFML benefits (which can be counted against length of PFML leave). • Employer and employee can agree to supplement PFML benefits with PTO, up to 100% of wages. • Employers can offset employer-provided STD, LTD, or other paid leave benefit with PFML benefits.
Job protections	Job protections and continued health benefits included in PFML law
Employer notice	Provide notice of employee rights at hire and on request for leave; conspicuously display poster (not yet available)
Legal cites	Healthy Delaware Families Act; 19 DE Code Ch. 37; 19 DE Admin. Code § 1401
Website	Delaware Paid Leave webpage
Mercer resource	Delaware enacts paid family and medical leave law (July 7, 2022)

Hawaii	
Covered employer	Employers (including state and local governments) with 1 or more employees working in Hawaii
Eligible employee	Currently employed (or separated for less than 2 weeks), worked at least 20 hours/week for 14 weeks, and earned at least $400 in past 52 weeks
Leave duration	• TDI (employee's own nonwork-related injury or sickness, including pregnancy): 26 weeks in a 52-week period • Family leave: None
Family member	• Not applicable
Public plan	No public plan
Private plan	Permitted through authorized insurer or self-insured plan approved by state
Employer contribution	Balance of plan costs after employee contribution; employer may pay entire cost of TDI or share cost with eligible employees
Employee contribution	One-half of the premium cost but not more than 0.5% of weekly wage base of $1,441.72 ($7.21 per week)
Benefit calculation	58% of employee's AWW in the base period
Base period	• Generally, 8 weeks preceding disability • For employees paid by commissions or piecework: 52 weeks preceding disability
Maximum weekly benefit	$837
Waiting period	7 consecutive days or until 1st day of hospital stay, whichever occurs sooner
Top-off payments, other leave benefit coordination rules	Not expressly prohibited; coordination with accrued paid leave and employer-provided leave is not otherwise addressed.
Job protections	None
Employer notice	Conspicuously display notice
Legal cites	HI Rev. Stat. Chs. 392 and 398; HI Admin. R. § 12-11
Website	Department of Labor and Industrial Relations' Disability Compensation Division TDI website
Mercer resource	Hawaii employee health and leave benefits may need special attention (July 26, 2024)

Maine (contributions started Jan. 1, 2025; benefits will become available May 1, 2026)	
Covered employer	Employers with 1 or more Maine employees, along with state and local governmental employers
Eligible employee	Employee must have earned wages at least 6 times the state average weekly wage in the base period

Leave duration	• Medical leave for employee's serious health condition: 12 weeks • Family leave for family member's serious health condition, child bonding in first year, qualifying exigency, military caregiving, safety matters, organ donation, or military family member's death or serious health condition: 12 weeks • Intermittent leave permitted (minimum 8-hour increments) • Combined leave limit in a benefit year: 12 weeks
Family member	Spouse, domestic partner, child, parent, sibling, grandparent, grandchild, and designated individual who has significant personal bond with employee
Public plan	Administered by the Maine Department of Labor (MDOL)
Private plan	• Permitted through insurer or self-insured plan approved by state • Application start date: April 1
Employer contribution	• Employers with ≥ 15 employees: 0.5% of wages up to Social Security max • Employers with < 15 employees: none
Employee contribution	0.5% of wages up to Social Security max
Benefit calculation	• Employee's AWW is ≤ 50% of state AWW: 90% of employee's AWW • Employee's AWW is > 50% of state AWW: 90% of employee's AWW up to 50% of state AWW, plus 66% of employee's AWW exceeding 50% of state AWW
Base period	First 4 of the last 5 completed calendar quarters immediately before first day of benefit year
Maximum weekly benefit	100% of state AWW (currently $1,144.67
Waiting period	None
Top-off payments, other leave benefit coordination rules	• Employers cannot condition the right to PFML benefits on an employee's use or exhaustion of accrued vacation, sick leave, or other PTO before or during PFML. • Employees can choose to use accrued paid leave benefits during first 7 days of medical leave. • Law and proposed rules are silent on whether accrued paid leave can supplement PFML benefits, and whether employers can offset employer-provided STD, LTD or paid parental leave benefits with PFML benefits.
Job protections	Job protections and continued health benefits apply to employees who have worked at least 120 days for the same employer before taking PFML
Employer notice	Workplace poster; written notice within 30 days of hire
Legal cites	26 MRSA Ch. 7, Subch. 6-C; 12-702 CMR Ch. 1
Website	MDOL
Mercer resources	Maine paid family and medical leave overview (slide deck) (Dec. 13, 2024) Maine law requires paid family and medical leave (Sept. 11, 2023)

Maryland (contributions start July 1, 2025; benefits will become available July 1, 2026)	
Covered employer	Employers with 1 or more Maryland employees, along with state and local government employers
Eligible employee	Employees who worked at least 680 hours in Maryland during the 12 months immediately before leave starts
Leave duration	• PFML for employee's/family member's serious health condition, new child bonding, military caregiving or military exigency: 12 weeks • Additional leave for employee's serious health condition and new child bonding leave in the same rolling 12-month period: 12 weeks • Intermittent leave permitted (minimum 4-hour increments)
Family member	Spouse or domestic partner, child, parent, sibling, grandparent, and grandchild, including by blood, marriage, adoption, foster care, or *in loco parentis* relationships
Public plan	Administered by the Maryland Department of Labor (MDOL)
Private plan	Permitted through insurer or self-insured plan approved by state
Employer contribution	• Employers with ≥ 15 employees: 0.45% of wages up to Social Security max • Employers with < 15 employees: none
Employee contribution	0.45% of wages up to Social Security max
Benefit calculation	• Employee's AWW is ≤ 65% of state AWW: 90% of employee's AWW • Employee's AWW is > 65% of state AWW: 90% of employee's AWW up to 65% of state AWW, plus 50% of employee's AWW exceeding 65% of state AWW
Base period	Last 680 hours for which employee was paid in the 4 most recently completed calendar quarters
Maximum weekly benefit	• Maximum weekly benefit: $1,000 • Minimum weekly benefit: $50 Minimum and maximum weekly benefits are subject to change.
Waiting period	None
Top-off payments, other leave benefit coordination rules	• Employers cannot require employees to use or exhaust accrued paid vacation, sick leave or other PTO before or during FAMLI leave. Draft rules suggest employees can choose to use accrued paid sick leave before FAMLI leave. • Employers and employees can agree to use accrued paid vacation, sick leave or other PTO (including sick leave under the Healthy Working Families Act) to top off FAMLI benefits, up to 100% of wages. • Draft rules allow employers to require STD, LTD or employer-provided parental leave to run concurrently with (or in coordination with) FAMLI. When used concurrently, the STD, LTD or employer-provided parental leave can supplement the FAMLI benefit up to 100% of wages.
Job protections	Job protections and continued health benefits required, unless denial of reinstatement is "necessary to prevent substantial and grievous economy injury to the operations of the employer"
Employer notice	Notice of employee rights (not yet available) provided at hire, annually and when leave is requested

Legal cites	MD Code Ann. Lab. & Empl. Tit. 8.3
Website	MDOL
Mercer resources	Maryland paid family and medical leave overview (slide deck) (May 9, 2024) Maryland revises paid family and medical leave law (May 3, 2024)

Massachusetts	
Covered employer	Employers with at least 1 employee in Massachusetts • State and local government employers can opt in.
Eligible employee	Earned at least $6,300 during the last 4 completed calendar quarters and at least 30 times more than weekly PFML benefits
Leave duration	• Family leave for new child bonding, caring for family member's serious health condition or handling military exigency: 12 weeks • Medical leave for employee's own serious health condition: 20 weeks • Military caregiving leave for covered service member: 26 weeks • Maximum combined leave in a 52-week period: 26 weeks • Intermittent leave permitted
Family member	Employee's parent, spouse, domestic partner, child (including step-, foster, or adopted child or legal ward), grandchild, grandparent, and sibling; spouse's or domestic partner's child and parent; and anyone with whom employee has an *in loco parentis* relationship
Public plan	Administered by the DFML
Private plan	Permitted for medical and/or family leave benefits through insurer or self-insured plan approved by state
Employer contribution	• Employers with > 25 Massachusetts employees: 0.42% of wages up to Social Security max for medical leave; none for family leave • Employers with ≤ 25 Massachusetts employees: none
Employee contribution	• Family leave: 0.18% of wages up to Social Security max • Medical leave: 0.28% of wages up to Social Security max
Benefit calculation	80% of employee's AWW up to 1/2 of state AWW ($1,829.13), and 50% of employee's AWW over that amount
Base period	Last 4 completed calendar quarters within past 5 quarters before start of claim
Maximum weekly benefit	$1,170.64
Waiting period	7 consecutive calendar days (except for bonding leave immediately following a medical leave)
Top-off payments, other leave benefit coordination rules	• Employers cannot require employees to exhaust accrued sick, vacation or personal time before or during PFML. • Employees can use accrued paid leave during the first 7 days of PFML and to top off PFML benefits up to 100% of wages. • Employers can offset PFML benefits from STD, LTD or employer-provided parental leave.
Job protections	Job protections and continued health benefits included in the PFML law and the Massachusetts Parental Leave Act
Employer notice	Workplace poster; written notice (paper or electronic) within 30 days of hire with acknowledgement of receipt (or documentation of decline)
Legal cites	MA Gen. Laws Chs. 149, § 105D and 175M; 458 MA Code Regs. 2.00
Website	DFML; Employer FAQs; Employer contributions calculator

Mercer resources	Massachusetts family/medical leave private plan renewal due soon (Sept. 8, 2020) Massachusetts readies for paid family and medical leave (Jan. 13, 2020)

Minnesota (contributions, benefits will become available January 2026)	
Covered employer	Employers with 1 or more Minnesota employees, along with state and local governmental employers
Eligible employee	Earnings of at least 5.3% of state AWW in the base period for current employer, and employees separated from employment for less than 26 weeks • Seasonal hospitality employees are excluded.
Leave duration	• Medical leave for employee's own serious health condition: 12 weeks • Family leave for a family member's serious health condition, child bonding, qualifying exigency, and matters related to domestic abuse, sexual assault, or stalking of employee/family member: 12 weeks • Maximum combined leave in a benefit year: 20 weeks • Employer option to cap intermittent leave at 480 hours per 12-month period (any remaining leave time must be taken continuously).
Family member	Employee's parent, spouse or domestic partner, child, grandchild, grandparent and sibling; spouse's parent and grandparent; individual with whom "a relationship … creates an expectation and reliance that the applicant care for the individual, whether or not the applicant and the individual reside together"
Public plan	Administered by the Family and Medical Benefit Insurance (FMBI) Division of the Department of Employment and Economic Development
Private plan	Permitted through insurer or self-insured plan approved by state
Employer contribution	• 0.35% of wages up to Social Security max (may be adjusted before Jan. 1, 2026) • Employers with < 30 employees: reduced contribution based on employee count if employee's AWW is 150% or less of state AWW
Employee contribution	0.35% of wages up to Social Security max (may be adjusted before Jan. 1, 2026)
Benefit calculation	• Employee's AWW is ≤ 50% of state AWW: 90% of employee's AWW • Employee's AWW is > 50% of state AWW and ≤ 100% of state AWW: 90% of employee's AWW up to 50% of state AWW, plus 66% of employee's AWW exceeding 50% of state AWW • Employee's AWW is > 100% of state AWW: 90% of employee's AWW up to 50% of state AWW, plus 66% of employee's AWW up to remaining 50% of state AWW, plus 55% up to the maximum weekly benefit
Base period	Most recently completed 4 calendar quarters
Maximum weekly benefit	State AWW (currently $1,372 through Sept. 30)
Waiting period	None

Top-off payments, other leave benefit coordination rules	• Employers cannot require employees to use or exhaust accrued paid vacation, sick leave, or other PTO before or during PFML. • Employers can designate salary continuation, vacation, accrued sick leave or other PTO as supplemental benefits that employees can use to top off PFML, up to 100% of wages. • Employees can choose to use accrued vacation, sick leave, PTO or STD or LTD in lieu of PFML benefits, in which case employment protections provided by the law apply. • Employers can offset STD, LTD and employer-provided parental leave with PFML benefits.
Job protections	Job protections and continued health benefits included in the PFML law
Employer notice	Workplace poster, written notice within 30 days of hire or premium collection (whichever is later), payroll earnings statement information, and ineligibility notice to applicable seasonal hospital employees by Dec. 1, 2025
Legal cites	https://www.revisor.mn.gov/bills/bill.php?b=House&f=HF0002&ssn=0&y=2023MN Stat. Ch. 268B
Website	FMBI Division; Employer FAQs
Mercer resources	Minnesota paid family and medical leave overview (slide deck) (July 25, 2023) Minnesota passes paid family and medical leave law (July 10, 2023)

New Jersey	
Covered employer	Employers with at least 1 NJ employee and annual payroll of $1,000 or more State and local governmental employers exempt from TDI but required to participate in FLI
Eligible employee	Worked at least 20 weeks earning at least $303 weekly or earned a combined total of $15,200 in the base period
Leave duration	• TDI (employee's own nonwork-related disability/serious health condition, including organ and bone marrow donation): 26 weeks or 8 weeks on a reduced schedule (with a potential extension to 12 weeks) • FLI (new child bonding; family member's serious health condition; state of emergency, isolation or quarantine required by healthcare provider or public health authority; or safe leave related to domestic or sexual violence): 12 weeks • Maximum combined leave in a 52-week period: 38 weeks • Intermittent FLI leave permitted, but limited to 56 days
Family member	• Employee's spouse or domestic partner, child (of any age), parent or person standing *in loco parentis*, parent-in-law, sibling, grandparent, grandchild, any blood relative, and anyone with a family-equivalent relationship
Public plan	Administered by Division of Temporary Disability and Family Leave Insurance
Private plan	• Permitted for TDI (self-insured, insured or through a union welfare fund) • No private plans approved for FLI
Employer contribution	• TDI: balance of plan costs after any required employee contribution • FLI: none
Employee contribution	• TDI: 0.23% of the first $165,400 earned • FLI: 0.33% of the first $165,400 earned
Benefit calculation	• 85% of employee's AWW
Base period	First 4 of last 5 completed calendar quarters preceding leave
Maximum weekly benefit	$1,081
Waiting period	• TDI: 7 consecutive days (unless TDI taken for organ or bone marrow donation); benefit payments are paid retroactively to the start of disability after 3 additional weeks • FLI: no waiting period
Top-off payments, other leave benefit coordination rules	• TDI: Employers can require or permit employees to use accrued vacation or other PTO before accessing TDI benefits. Employers can't require employees to use accrued sick leave mandated under the NJ Earned Sick Leave Law. • FLI: Employees can choose to use accrued vacation, sick leave or other PTO before receiving FLI benefits, but employer can't require it. Use of accrued sick or vacation leave doesn't reduce the FLI benefit duration. • Employers can offset STD/LTD with TDI or FLI.
Job protections	No, but the Family Leave Act provides job and health benefit protections for family leave, and the Security and Financial Empowerment Act (SAFE Act) provides job protections for up to 20 days of safe leave.
Employer notice	Conspicuously display posters for TDI and FLI

Legal cites	NJ Stat. Ann. §§ 43:21-25 to 43:21-56; NJ Admin. Code tit. 12, Chs. 18 and 21
Website	Division of Temporary Disability and Family Leave Insurance
Mercer resource	New Jersey updates, expands family and disability benefits (March 26, 2019)

New York	
Covered employer	Employers with 1 or more New York employees for 30 days in the year • State and local governmental employers can opt in.
Eligible employee	DBL: Full-time employees are eligible after 4 consecutive work weeks; part-time employees (less than 20 hours per week) are eligible after 24 workdays. PFL: Full-time employees are eligible after 26 consecutive work weeks; part-time employees are eligible after 175 workdays.
Leave duration	• DBL (nonwork-related disability): 26 weeks (for pregnant employees, 4 weeks before birth and 6 weeks — 8 weeks for Cesarean section — after birth) • PFL (new child, family member's health condition or qualifying military exigency): 12 weeks • Maximum combined leave in a 52-week period: 26 weeks • Intermittent PFL permitted, but limited to the average number of days worked per week multiplied by 12 (e.g., workers averaging 3 days per week can take 36 days of intermittent leave); increments may not be less than one day
Family member	Employee's spouse or domestic partner, child, stepchild, parent, stepparent, parent-in-law, sibling, grandparent, and grandchild
Public plan	Available through NY State Insurance Fund
Private plan	Permitted for either or both DBL and PFL (insured or self-insured)
Employer contribution	• DBL: Balance of plan costs after employee contribution • PFL: None
Employee contribution	• DBL: 0.5% of wages up to maximum contribution of $0.60/week • PFL: 0.388% of the first $91,373.88 earned
Benefit calculation	• DBL: 50% of employee's AWW • PFL: 67% of employee's AWW
Base period	8 weeks of covered employment preceding leave
Maximum weekly benefit	• DBL: $170 • PFL: $1,177.32
Waiting period	• DBL: 7 consecutive days • PFL: No waiting period
Top-off payments, other leave benefit coordination rules	• DBL: Employees can choose to supplement DBL with accrued paid vacation or sick leave up to 100% of wages. Employer can offset STD with DBL benefit. • PFL: Employers cannot require use of accrued paid vacation or PTO but may allow employees to choose to supplement PFL with accrued paid leave up to 100% of wages. Employers can require use of employer-provided paid parental leave concurrently with PFL and offset the employer benefit.
Job protections	• Job protections and continued health benefits included in the PFL law; none for DBL • State labor law generally prohibits adverse actions against employees for taking legally protected absences.
Employer notice	• DBL: Conspicuously display notice of coverage • PFL: Conspicuously display notice of compliance; use or customize model language for written materials (e.g., employee handbook)

Legal cite	NY Workers' Comp. Law §§ 200–242; NY Comp. Codes R. & Regs. tit. 12, §§ 355.1 *et seq.*
Websites	Paid Family Leave Workers' Compensation Board's disability benefits information for employers

Oregon	
Covered employer	Employers with 1 or more Oregon employees, along with state and local governmental employers
Eligible employee	Earned at least $1,000 in the base period
Leave duration	• PFML for employee's/family member's serious health condition, new child bonding or safe leave: 12 weeks • Additional paid medical leave for pregnancy- or childbirth-related disability or medical condition: 2 weeks • Additional unpaid family, child-bonding or medical leave for employees who have worked 180 days and at least 25 hours/week: 4 weeks • Intermittent leave permitted (minimum one-day increments)
Family member	Child, spouse, parent, grandparent, grandchild, sibling, domestic partner, and any individual related by blood or affinity
Public plan	Administered by PLO
Private plan	Permitted through insurer or self-insured plan approved by state
Employer contribution	• Employers with ≥ 25 employees: 0.4% of wages up to Social Security max • Employers with < 25 employees: none
Employee contribution	• 0.6% of wages up to Social Security max
Benefit calculation	• Employees earning ≤ 65% of state AWW: 100% of employee's AWW • Employees earning > 65% of state AWW: 65% of state AWW, plus 50% of employee's AWW over that amount (up to 120% of SAWW)
Base period	• First 4 of the last 5 completed calendar quarters • Alternatively, the last 4 completed calendar quarters
Maximum weekly benefit	• Maximum weekly benefit: $1,568.60 (through June 30); TBA thereafter • Minimum weekly benefit: $65.36 (through June 30); TBA thereafter
Waiting period	None
Top-off payments, other leave benefit coordination rules	• Employees can (but employers cannot require) use accrued paid sick leave, vacation or other PTO before PFML benefits or to top off PFML benefits, up to 100% of wages. Employers can — but are not required to — allow a top-off amount that results in benefits exceeding full wages. • Employers can offset STD, LTD and employer-provided parental or family leave with PFML.
Job protections	Job protections and continued health benefits apply under PFML law for employees who have worked at least 90 days for the same employer with at least 25 employees. Rights also apply under state Family Leave Act and Military Family Leave Act for workers of employers with at least 25 employees.
Employer notice	Conspicuously display model notice poster at each worksite and distribute a copy electronically or by mail to remote workers; provide at hire and on learning of employee's need for leave
Legal cite	OR Rev. Stat. Ch. 657B (PFMLI), § 659A.272 (safe leave) and § 659A.150 (family leave)
Website	PLO

Mercer resource	Oregon’s paid family and medical leave contributions delayed to 2023 (Aug. 5, 2021)

Puerto Rico	
Covered employer	Employers with 1 or more employees in Puerto Rico during any day of current or previous calendar year
Eligible employee	SINOT: Earned at least $150 through covered employment during base period Working Mothers Protection Act (WMPA): any woman employed in any capacity
Leave duration	• SINOT disability leave for nonwork-related disability, including pregnancy: 26 weeks in a 52-week period • WMPA paid maternity leave for female employees: 8 weeks (4 weeks prenatal and 4 weeks postnatal or one week prenatal and 7 weeks postnatal with medical certification showing ability to work close to due date), with possible extension for late births • WMPA additional unpaid maternity leave: up to 12 weeks for postnatal complications • WMPA paid adoption leave for female employees: 8 weeks for a child age 5 or younger and not in school; 5 weeks for a child age 6 or older
Family member	• Not applicable
Public plan	SINOT (English version)
Private plan	• SINOT: Permitted through insurer or self-insured plan approved by Puerto Rico • WMPA: No
Employer contribution	• SINOT: 0.3% of wages up to a wage max of $9,000; administrative expenses as determined by secretary of Labor • WMPA: 100% wage replacement
Employee contribution	• SINOT: 0.3% of wages of up to a wage max of $9,000 • WMPA: None
Benefit calculation	• SINOT: 65% of employee's AWW in base period • WMPA: 100% of average wages earned in base period
Base period	• SINOT: First 4 of last 5 consecutive calendar quarters immediately preceding application for benefits • WMPA: 6 months before leave
Maximum weekly benefit	SINOT • Maximum weekly benefit: $113 ($55 for agricultural workers) • Minimum weekly benefit: $12 WMPA: Not applicable
Waiting period	• SINOT: 7-day waiting period or until 1st day of hospital stay, whichever occurs sooner • WMPA: none
Top-off payments, other leave benefit coordination rules	Not expressly prohibited; coordination with other leaves is not otherwise addressed.
Job protections	Job protections under WMPA; none for SINOT
Employer notice	Not applicable

Legal cite	PR Laws Ann. tit. 11, §§ 201–212; PR Laws Ann. Tit. 29 §§ 467 et seq.
Website	SINOT
Mercer resource	Puerto Rico's benefit and leave laws sometimes differ from others (Aug. 12, 2024)

Rhode Island	
Covered employer	Employers with 1 or more employees in Rhode Island • State and local governmental employers can opt in.
Eligible employee	• TCI: Earned $18,000 in base-period wages; alternative earnings test available if needed • TDI: medically certified disability
Leave duration	• TDI (employee's own nonwork-related disability): 30 weeks • TCI (new child bonding or caring for seriously ill family member): 7 weeks (as of Jan. 1); 8 weeks (as of Jan. 1, 2026) • Maximum combined leave in a 52-week period: 30 weeks • Intermittent leave permitted for TDI, but not permitted for TCI
Family member	Employee's child, parent, parent-in-law, grandparent, and spouse or domestic partner
Public plan	Administered by the DLT
Private plan	None permitted
Employer contribution	None
Employee contribution	TDI and TCI together: 1.3% of wages up to $89,200
Benefit calculation	4.62% of highest quarterly earnings in base period (~60% of employee's AWW)
Base period	First 4 of last 5 completed calendar quarters before start of claim
Maximum weekly benefit	$1,070 (through June 30); TBA thereafter
Waiting period	None (but benefit eligibility requires at least 7 days of unemployment due to nonjob-related illness)
Top-off payments, other leave benefit coordination rules	• Employees can supplement TDI and TCI with accrued paid sick, vacation and other PTO. • Employers can offset TDI and TCI from STD, LTD and employer-provided parental leave.
Job protections	Job protections and continued health benefits include the TCI law and the Rhode Island Parental and Family Medical Leave Act; none for TDI
Employer notice	Conspicuously display poster
Legal cite	RI Gen. Laws §§ 28-39 to 28-41
Website	DLT

Washington	
Covered employer	Employers with 1 or more Washington employees, along with state and local governmental employers
Eligible employee	Worked ≥ 820 hours in the base period
Leave duration	• Family leave to care for a family member's serious health condition, bond with new child or handle military exigency: 12 weeks (including bereavement leave during the 7 calendar days after a miscarriage or the death of a child for whom the employee could have taken bonding leave) • Medical leave for employee's serious health condition or organ/bone marrow donation: 12 weeks • Additional paid pregnancy-related disability leave: 2 weeks • Maximum combined leave in a 52-week period: 16 weeks (18 weeks if a pregnancy-related disability occurs in addition to other allowed uses) • Intermittent leave permitted (one-hour minimum increment)
Family member	Employee's child, son-in-law, daughter-in-law, parent or person standing *in loco parentis*, spouse or domestic partner, sibling, grandchild, grandparent, and someone who expects to rely on the employee for care (regardless of whether that person lives with the employee)
Public plan	Administered by the Employment Security Department
Private plan	Permitted through state-approved self-insured plan for family leave, medical leave or both
Employer contribution	• Employers with ≥ 50 Washington employees: 0.26202% of wages up to Social Security max (for medical leave) • Employers with < 50 Washington employees: none (for medical leave) • Family leave: none
Employee contribution	Medical and family leave combined: 0.65798% of wages up to Social Security max
Benefit calculation	90% of employee's AWW up to 50% of the state AWW, plus 50% of employee's AWW over that amount
Base period	First 4 of last 5 completed calendar quarters before start of claim
Maximum weekly benefit	$1,542
Waiting period	7 consecutive days, but none for bonding leave
Top-off payments, other leave benefit coordination rules	Employers can designate employer-provided paid leave (accrued or banked) as supplemental leave used to top off the state benefit. Employers cannot require the use of supplemental leave. Employer-provided paid leave that is not a supplemental benefit will reduce the state benefit if used concurrently.
Job protections	Job protections and continued health benefits included in the PFML law for employees with at least 12 months and 1,250 hours of service with same employer that has at least 50 employees; continued health benefits required if at least one day of PFML overlaps with federal FMLA leave
Employer notice	Conspicuously display poster; give notice to PFML-eligible employees absent more than 7 consecutive days; use optional paystub insert
Legal cite	WA Rev. Code tit. 50A; WA Admin. Code Ch. 192-500.
Website	Washington Paid Family & Medical Leave

Mercer resource	Washington enacts numerous benefit, insurance and related laws (April 14, 2022)

Washington, DC	
Covered employer	Employers with 1 or more employees working in the district • Local government employers are exempt
Eligible employee	Worked in the city some or all of the 52 calendar weeks immediately before leave
Leave duration	• PFML for employee's/family member's serious health condition, new child bonding or safe leave: 12 weeks • Additional paid leave for prenatal care: 2 weeks • Maximum combined leave in a 52-week period: 12 weeks (14 weeks if taking both child bonding and prenatal leave) • Intermittent leave permitted • All leaves (including intermittent leave) must have minimum increments of 1 day
Family member	Employee's spouse or domestic partner, child, parent or person standing *in loco parentis*, sibling, grandchild, grandparent; spouse's or domestic partner's child and parent
Public plan	Administered by the Department of Employment Services
Private plan	None allowed
Employer contribution	0.75% of Washington, DC, payroll (through June 30; no cap); TBA thereafter
Employee contribution	None
Benefit calculation	90% of AWW up to 1.5 times the city's minimum wage, plus 50% of employee's AWW over that amount
Base period	4 of the last 5 completed calendar quarters
Maximum weekly benefit	$1,153 (through Sept. 30); TBA thereafter
Waiting period	None
Top-off payments, other leave benefit coordination rules	• Employer can require use of accrued paid leave or employer-provided parental or family leave to top off DC UPL benefits. • STD cannot be offset by DC UPL benefits.
Job protections	Job protections and continued health benefits under the DC FMLA
Employer notice	Conspicuously display poster and provide notice of rights at hire, annually and on notice of need for leave
Legal cites	DC §§ 32-541.01 *et seq.*; 7 DC Mun. Regs tit. 7, §§ 34 and 35
Website	DC Office of Paid Family Leave
Mercer resources	Washington, DC, amends and extends paid family and medical leave (Nov. 2, 2021) Washington, DC's paid leave program starts July 1 (June 10, 2020) Employers need to prepare now for Washington, DC's universal paid leave (June 11, 2019)

Mercer US LLC
1166 Avenue of the Americas
New York, NY 10036
www.mercer.com