

State Paid Family & Medical Leave Insurance Laws

APRIL 2026

Paid family and medical leave insurance laws have been enacted in **fifteen states**, including in the District of Columbia.

Contents

Status	2
Reasons for Paid Leave	3
Definition of Family Member	6
Maximum Length of Paid Leave	8
Minimum Increment of Leave Time for Which Benefits are Payable.....	10
Employee Eligibility Requirements.....	11
Discrimination Prohibited	13
Method to Fund Insurance System.....	14
Size of Employer Covered	17
Benefit Amount	18
Job Protection While on Leave	22
Waiting Period	25

Status

Location	Status
California	Enacted 2002, effective 2004; expanded 2013, effective 2014; expanded 2016, effective 2018; expanded 2018, effective 2021; expanded 2019, effective 2020; expanded 2025, effective 2028 ¹
New Jersey	Enacted 2008, effective 2009; expanded 2019, effective 2019 and 2020 ²
Rhode Island	Enacted 2013, effective January 2014; expanded effective January 2022 ³
New York	Enacted 2016, effective 2017 (premiums) and January 2018 (benefits); expanded effective January 2022 ⁴
District of Columbia	Enacted 2017, effective July 2020; expanded effective October 2021, July 2022, and October 2022 ⁵
Washington	Enacted 2017, effective January 2019 (premiums) and January 2020 (benefits); expanded 2021, effective 2021; ⁶ expanded March 2022, effective June 9, 2022 ⁷
Massachusetts	Enacted 2018, effective July 2019 (premiums) and January 2021 (benefits) ⁸
Connecticut	Enacted 2019, effective January 2021 (premiums) and January 2022 (benefits) ⁹
Oregon	Enacted 2019, effective January 2023 (premiums) and September 2023 (benefits); expanded in 2021 prior to implementation. ¹⁰
Colorado	Enacted 2020, effective January 2023 (premiums) and January 2024 (benefits) ¹¹
Maryland	Enacted 2022, effective July 2027 (premiums) and July 2028 (benefits) ¹²
Delaware	Enacted 2022, effective January 2025 (premiums) and January 2026 (benefits) ¹³
Minnesota	Enacted 2023, effective January 2026 (premiums and benefits) ¹⁴
Maine	Enacted 2023, effective January 2025 (premiums) and May 2026 (benefits) ¹⁵
Virginia	Enacted 2026, effective April 2028 (premiums) and December 2028 (benefits) ¹⁶

¹ Cal. Unemp. Ins. Code §§ 2601 et seq., 3308 et seq.

² N.J. Stat. Ann. §§ 43:21-25 – 43:21-56.

³ 28 R.I. Gen. Laws §§ 28-39-1 –41; 28-40-1—18; 28-41-1 –42.

⁴ N.Y. Workers' Comp. Law §§ 200 – 242.

⁵ D.C. Law 21- 264; D.C. Code Ann. § 32-541.01 et seq.

⁶ Wash. Rev. Code §§ 50A.05 – 50A.50.

⁷ Wash. Rev. Code §§ 50A.05 – 50A.50.

⁸ Mass. Gen. Laws ch. 175m, §§ 2 – 11.

⁹ Conn. Gen. Stat. §§ 31-49(e) – 31.49(u).

¹⁰ Or. Rev. Stat. §§ 657B.005 – 657B.925.

¹¹ Colo. Rev. Stat. §§ 8-13.3-501-524.

¹² MD. Code Ann., Lab. and Empl. §§ 8.3-101 – 8.3-906.

¹³ Del. Code Ann. Tit. 19 §§ 3701 – 3727.

¹⁴ Minn. Stat. §§ 268.B01 – 268B.30.

¹⁵ Me. Stat. tit. 26, §§ 850-A –R.

¹⁶ H.D. 1207, 2026 Leg., Reg. Sess. (Va. 2026); S. 2, 2026 Leg., Reg. Sess. (Va. 2026).

Reasons for Paid Leave

Location	Reasons for Paid Leave
California	1. Bonding with new child (birth, adoption, foster) 2. Care for family member with serious health condition 3. Care for own disability (must be unable to perform regular or customary work), includes pregnancy 4. As of January 1, 2021, qualifying exigency arising out of spouse, domestic partner, child or parent being on active duty (or having been notified of an impending call or order to active duty)¹⁷
New Jersey	1. Care for new child (birth, adoption, foster) 2. Care for family member with serious health condition 3. Care for own disability (must be continuously and totally unable to perform customary work), includes pregnancy 4. Engaging in certain activities related to individual or family member being victim of domestic or sexual violence¹⁸
Rhode Island	1. Bonding with new child (birth, adoption, foster) 2. Care for family member with serious health condition 3. Care for own disability (must be unable to perform regular or customary work; partially unemployed workers may be able to claim benefits)¹⁹
New York	1. Bonding with new child (birth, adoption, foster) 2. Care for family member with serious health condition 3. Qualifying exigency arising out of spouse, domestic partner, child or parent being on active duty (or having been notified of an impending call or order to active duty) 4. Care for own disability (must be unable to perform work)²⁰
District of Columbia	1. Bonding with new child (birth, adoption, foster) 2. Care for family member with serious health condition 3. Care for own serious health condition, explicitly including stillbirth and miscarriage²¹ 4. Care for own pregnancy
Washington	1. Bonding with new child (birth, adoption, foster)

¹⁷ Cal. Unemp. Ins. Code §§ 2626, 3302(e).

¹⁸ N.J. Stat. Ann. §§ 43:21-27(g), (o); A. 3975, 218th Leg., Reg. Sess. (N.J. 2019).

¹⁹ 28 R.I. Gen. Laws §§ 28-39-2, 28-41-5(d), 28-41-35(a).

²⁰ N.Y. Workers' Comp. Law § 201(14) – (15) (as amended by S. 6406C).

²¹ D.C. Law 21- 264 §§ 101(12)- (17), 104(a)-(b); as amended by D.C. Act 24-159. Fiscal Year 2022 Budget Support Emergency Act of 2021. Subtitle G.

	2. Care for family member with serious health condition 3. Care for own serious health condition 4. Qualifying exigency arising out of family member being on active duty (or having been notified of an impending call or order to active duty)²²
Massachusetts	1. Bonding with new child (birth, adoption, foster) 2. Care for family member with serious health condition 3. Care for own serious health condition 4. Qualifying exigency arising out of family member being on active duty (or having been notified of an impending call or order to active duty) 5. Care for family member who is a covered servicemember²³
Connecticut	1. Bonding with new child (birth, adoption, foster) 2. Care for family member with serious health condition 3. Care for own serious health condition 4. Serving as organ or bone marrow donor 5. Qualifying exigency arising out of spouse, child or parent being on active duty (or having been notified of an impending call or order to active duty)²⁴
Oregon	1. Bonding with new child (birth, adoption, foster) 2. Care for family member with serious health condition 3. Care for own serious health condition 4. Certain purposes arising out of employee or employee's minor child/dependent experiencing domestic violence, harassment, sexual assault or stalking²⁵ 5. Effective in 2022, care for a child whose school or childcare provider has closed due to a public health emergency²⁶
Colorado	1. Bonding with new child (birth, adoption, foster) 2. Care for family member with serious health condition 3. Care for own serious health condition 4. Qualifying exigency arising out of family member being on active duty (or having been notified of an impending call or order to active duty)

²² Wash. Rev. Code § 50A.05.010 (10).

²³ Mass. Gen. Laws ch. 175m, § 2(a)-(b).

²⁴ Conn. Gen. Stat. § 31-51l.

²⁵ Or. Rev. Stat. §§ 657B.010(18)(a), 657B.020; Or. Rev. Stat. § 659A.272.

²⁶ Or. Rev. Stat. § 657B.010.

	5. Engaging in certain activities related to individual or family member being victim of domestic violence, stalking, sexual assault or abuse ²⁷
Maryland	1. Bonding with new child (birth, adoption, foster, kinship care) 2. Care for family member with serious health condition 3. Care for own serious health condition 4. Care for service individual who is next of kin 5. Qualifying exigency arising out of deployment of service member who is a family member ²⁸
Delaware	1. Bonding with new child (birth, adoption, foster) 2. Care for family member with serious health condition 3. Care for own serious health condition 4. Qualifying exigency arising out of family member being on active duty (or having been notified of an impending call or order to active duty) ²⁹
Minnesota	1. Bonding with a new child (birth, adoption, foster) 2. Care for family member with serious health condition 3. Care for own serious health condition 4. Qualifying exigency arising out of family member being on active duty (or having been notified of an impending call or order to active duty) 5. Engaging in certain activities related to individual or family member being victim of domestic abuse, sexual assault, or stalking ³⁰
Maine	1. Bonding with a new child (birth, adoption, foster) 2. Care for family member with serious health conditions 3. Care for own serious health conditions 4. Qualifying exigency arising out of family member being on active duty (or having been notified of an impending call or order to active duty) 5. Engaging in certain activities related to individual or family member being victim of violence, assault, sexual assault, or stalking ³¹
Virginia	1. Bonding with new child (birth, adoption, foster) 2. Care for a family member with serious health condition 3. Care for own serious health condition

²⁷ Colo. Rev. Stat. 8-13.3-504(2); 8-13.3-503(16),(18).

²⁸ MD. Code Ann., Lab. and Empl. § 8.3-302.

²⁹ Del. Code Ann. Tit. 19 § 3702(a).

³⁰ Minn. Stat. § 268B06, subd. 3.

³¹ Me. Stat. tit. 26, §§ 850-A, 850-B.

4. Care for a family member or next of kin who is a covered servicemember
5. Qualifying exigency arising out of family member being on active duty (or having been notified of an impending call or order to active duty)
6. Engaging in certain activities related to individual or family member being victim of domestic abuse, sexual assault, stalking, or pervasive harassment³²

Definition of Family Member

Location	Definition of Family Member
California	Child, parent, spouse, domestic partner Amended in 2013 (effective 2014) to add grandparent, grandchild, sibling and parent of a spouse or domestic partner ³³ Amended in 2025 to add "designated person", any care recipient related by blood or whose association with the individual is the equivalent of a family relationship. ³⁴
New Jersey	Child, parent, parent-in-law, spouse, domestic partner, civil union partner, sibling, grandparent, grandchild, any person related by blood, any person with whom employee has close association that is equivalent of a family relationship ³⁵
Rhode Island	Child, parent, parent-in-law, spouse, domestic partner, grandparent ³⁶
New York	Child, parent, spouse, domestic partner, grandparent, grandchild, and (effective January 2022) sibling ³⁷
District of Columbia	Child, parent, spouse, domestic partner, grandparent, sibling ³⁸
Washington	Child, parent, spouse, domestic partner, grandchild, grandparent, sibling, any person who regularly resides in the employee's home and has an expectation that the employee will care for them, any person whose relationship with the employee creates an expectation that the employee will care for the person and that person depends on the employee for care ³⁹

³² H.D. 1207, 2026 Leg., Reg. Sess. (Va. 2026); S. 2, 2026 Leg., Reg. Sess. (Va. 2026).

³³ Cal. Unemp. Ins. Code § 3302(e)-(k). The California Family Rights Act (CFRA) which provides unpaid leave was amended in 2022 (effective 2023) to add a designated person (at the time the worker requests leave) who is related by blood or whose association with the employee is the equivalent of a family relationship.

³⁴ Cal. Unemp. Ins. Code §§ 3301 – 3303.

³⁵ N.J. Stat. Ann. § 43:21-27(n); A. 3975, 218th Leg., Reg. Sess. (N.J. 2019).

³⁶ 28 R.I. Gen. Laws § 28-41-35(a).

³⁷ N.Y. Workers' Comp. Law § 201(16)-(17), (19)-(21) (as amended by S. 6406C and S. 2928).

³⁸ D.C. Law 21-264 § 101(7).

³⁹ Wash. Rev. Code § 50A.05.010(11).

Massachusetts	Child, parent or parent of a spouse or domestic partner, spouse, domestic partner, grandchild, grandparent, sibling ⁴⁰
Connecticut	Child, parent, spouse, grandparent, grandchild, sibling, individual related by blood or affinity whose close association the employee shows to be the equivalent of those family relationships ⁴¹
Oregon	Child, parent or parent of a spouse or domestic partner, spouse, domestic partner, grandparent or grandparent's spouse or domestic partner, grandchild or grandchild's spouse or domestic partner, sibling or sibling's spouse or domestic partner, individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship ⁴²
Colorado	Child, parent or parent of a spouse or domestic partner, spouse, domestic partner, grandparent, grandchild, sibling, individual with whom the covered individual has a significant personal bond that is or is like a family relationship, regardless of biological or legal relationship ⁴³
Maryland	Child, parent, parent-in-law, legal guardian or ward, spouse, domestic partner, legal guardian or ward of the covered individual's spouse, grandparent, grandchild, sibling ⁴⁴
Delaware	Child, parent (as defined under the FMLA), spouse (as defined under the FMLA) ⁴⁵
Minnesota	Child, spouse or domestic partner, parent or parent of a spouse or domestic partner, grandparent or spouse's/domestic partner's grandparent, sibling, grandchild, son- or daughter-in-law, individual with whom the covered individual has a relationship that creates an expectation and reliance that the applicant care for the individual, whether or not the applicant and the individual reside together ⁴⁶
Maine	Child, parent or parent of a spouse, spouse, domestic partner, grandparent or spouse's grandparent, sibling, grandchild, designated individual with whom the covered individual has a significant personal bond that is or is like a family relationship, regardless of biological or legal relationship ⁴⁷
Virginia	Child, grandchild, grandparent, parent, sibling (including those with step, foster, or adopted relationships), spouse, domestic partner, and includes any individual who regularly resides in the employee's home or where the relationship creates an expectation that the employee care for such individual and who depends on the

⁴⁰ Mass. Gen. Laws ch. 175m, §1.

⁴¹ Conn. Gen. Stat. § 31-51kk.

⁴² Or. Rev. Stat. § 657B.010.

⁴³ Colo. Rev. Stat. § 8-13.3- 503(11).

⁴⁴ MD. Code Ann., Lab. and Empl. § 8.3-101(i).

⁴⁵ Del. Code Ann. Tit. 19 § 3701(11).

⁴⁶ Minn. Stat. § 268B.01(23).

⁴⁷ Me. Stat. tit. 26, § 850-A(19).

employee for care. "Family member" does not include an individual who simply resides in the home with no expectation that the employee care for the individual.⁴⁸

Maximum Length of Paid Leave

Location	Maximum Length of Paid Leave
California	Started at six weeks for family leave, increased to eight weeks in 2020 ⁴⁹ 52 weeks for own disability ⁵⁰
New Jersey	Started at six weeks for family leave, increased to 12 weeks in 2020 26 weeks for own disability ⁵¹
Rhode Island	Started at four weeks for family leave; increased to five weeks in 2022, to six weeks in 2023, to seven weeks in 2025, and to eight weeks in 2026. ⁵² 30 weeks for own disability; no more than 30 weeks total/year for combined own disability and family care ⁵³
New York	For family leave, started at eight weeks in 2018, increased to 10 weeks in 2019 and to 12 weeks in 2021 26 weeks for own disability ⁵⁴
District of Columbia	Started at eight weeks for parental leave, six weeks for family care, six weeks for own serious health condition (increased from two weeks in 2021), and two weeks for prenatal leave (effective 2021); ⁵⁵ increased to 12 weeks for parental, family care, and own serious health condition in 2022 (two weeks of prenatal leave remains the same). ⁵⁶
Washington	12 weeks for family leave 12 weeks for own serious health condition (14 if employee experiences pregnancy-related serious health condition that results in incapacity); no more than 16 weeks total/year for combined own serious health condition and family leave (18 if

⁴⁸ H.D. 1207, 2026 Leg., Reg. Sess. (Va. 2026); S. 2, 2026 Leg., Reg. Sess. (Va. 2026).

⁴⁹ Cal. Unemp. Ins. Code § 3301(c).

⁵⁰ Cal. Unemp. Ins. Code § 2653.

⁵¹ N.J. Stat. Ann. § 43:21-38; A. 3975, 218th Leg., Reg. Sess. (N.J. 2019).

⁵² 28 R.I. Gen. Laws § 28-41-35(d)(1); H.B. 6090, § 1, 2021-2022 Leg. Sess. (R.I. 2021) (enacted).

⁵³ 28 R.I. Gen. Laws §§ 28-41-7, 28-41-35(e).

⁵⁴ N.Y. Workers' Comp. Law §§ 204(2)(A), 205(1)(A) (as amended by S. 6406C).

⁵⁵ D.C. Law 21-264 §§ 101(12)-(17), 104(d) (D.C. 2016) as amended by D.C. Act 24-159. Fiscal Year 2022 Budget Support Emergency Act of 2021. Subtitle G.

⁵⁶ D.C. Law 21-264 §§ 101(12)-(17), 104(d) as amended by D.C. Act 24-159. Fiscal Year 2022 Budget Support Emergency Act of 2021. Subtitle G.

	employee experiences pregnancy-related serious health condition that results in incapacity).⁵⁷ 1 week for bereavement leave starting from the death of an employee's child if the employee would have qualified for medical leave or family leave for the new child but for the child's death (effective 2022).⁵⁸
Massachusetts	12 weeks for family leave 26 weeks for caring for a covered service member 20 weeks for own serious health condition No more than 26 weeks total/year for combined family and medical leave⁵⁹
Connecticut	12 weeks (14 if employee experiences incapacitating serious health condition that occurs during pregnancy); if two spouses work for same employer, can only take 12 weeks combined ⁶⁰
Oregon	12 weeks (14 if employee experiences limitations related to pregnancy, childbirth or a related medical condition, including but not limited to lactation) ⁶¹
Colorado	12 weeks (16 if employee experiences a serious health condition related to complications of pregnancy or childbirth) ⁶²
Maryland	12 weeks, with an additional 12 weeks if the covered individual is eligible for leave both to bond with a new child (birth, adoption, foster, kinship care) AND is eligible for leave to care for own serious health condition in the same year. Either event can come first. ⁶³
Delaware	12 weeks in a one-year period to care for a new child (if both parents work for the same employer, then they can only take up to 12 weeks combined) 6 weeks in a two-year period for all other kinds of leave⁶⁴
Minnesota	12 weeks for serious health condition 12 weeks for bonding, family leave, safe leave or caring for a covered servicemember No more than 20 weeks total/year for combined serious health condition and other purposes⁶⁵
Maine	12 weeks ⁶⁶
Virginia	12 weeks for family, medical, or deployment-related leave

⁵⁷ Wash. Rev. Code § 50A.15.020 (3)(a)-(3)(c).

⁵⁸ Wash. Rev. Code § 50A.05.010 (10)(d).

⁵⁹ Mass. Gen. Laws ch. 175m, § 2(c)(1).

⁶⁰ Conn. Gen. Stat. § 31-49g.

⁶¹ Or. Rev. Stat. § 657B.020.

⁶² Colo. Rev. Stat. § 8-13.3-505.

⁶³ MD. Code Ann., Lab. and Empl. § 8.3-702(a)(1)-(2).

⁶⁴ Del. Code Ann. Tit. 19 § 3703.

⁶⁵ Minn. Stat. § 286B.04(5).

⁶⁶ Me. Stat. tit. 26, § 850-B(4).

4 weeks for safe leave⁶⁷

Minimum Increment of Leave Time for Which Benefits are Payable

Location	Minimum Increment of Leave Time for Which Benefits are Payable
California	Statute does not mention the minimum length of leave time, just benefits for intermittent leave ⁶⁸
New Jersey	Statute does not mention the minimum length of leave time, just benefits for intermittent leave ⁶⁹
Rhode Island	No minimum increment of leave time; claimants must initially be out of work for at least seven consecutive days to be eligible for benefits ⁷⁰
New York	For family care, benefits can be paid in increments of one full day or one-fifth of the weekly benefit ⁷¹
District of Columbia	Leave can be taken in one day increments ⁷²
Washington	Four consecutive hours ⁷³
Massachusetts	Statute does not mention the minimum length of leave time, just benefits for intermittent leave ⁷⁴
Connecticut	Statute does not mention the minimum length of leave time, just benefits for intermittent leave ⁷⁵
Oregon	Leave can be taken in increments equivalent to one workday ⁷⁶
Colorado	One hour ⁷⁷
Maryland	Four hours ⁷⁸
Delaware	One day per week ⁷⁹
Minnesota	One day per week; other than for bonding claims, qualifying event must last at least seven calendar days. ⁸⁰

⁶⁷ H.D. 1207, 2026 Leg., Reg. Sess. (Va. 2026); S. 2, 2026 Leg., Reg. Sess. (Va. 2026).

⁶⁸ Cal. Unemp. Ins. Code § 3303.

⁶⁹ N.J. Stat. Ann. § 43:21-39.

⁷⁰ 11-000-002 R.I. Code R. §§ 16(G), 37(D).

⁷¹ N.Y. Workers' Comp. Law § 204(2)(A) (as amended by S. 6406C).

⁷² D.C. Law 21-264 § 101(9) (D.C. 2016).

⁷³ Wash. Rev. Code § 50A.15.020 (2)(c).

⁷⁴ Mass. Gen. Laws ch. 175m, § 2(2)(A).

⁷⁵ Conn. Gen. Stat. § 31-51(I).

⁷⁶ Or. Rev. Stat. § 657B.090(3),(4).

⁷⁷ Colo. Rev. Stat. § 8-13.3-505(3).

⁷⁸ MD. Code Ann., Lab. and Empl. § 8.3-701(c)(1)(3).

⁷⁹ Del. Code Ann. tit.19 § 3704(b).

⁸⁰ Minn. Stat. § 286B.04(6)-(6)(a).

Maine	No less than one work day, unless a lesser increment is agreed to by the employee and the employer, except that the employee and employer may not agree to leave under this section to be taken in increments of less than one hour. ⁸¹
Virginia	Eight hours ⁸²

Employee Eligibility Requirements

Location	Employee Eligibility Requirements
California	Employee must have been paid \$300 in wages during the base period. ⁸³
New Jersey	Employee must have had at least 20 calendar weeks of covered New Jersey employment, earned \$310 or more each week, or must have been paid \$15,500 or more in such employment during the base period. ⁸⁴
Rhode Island	Employee must have been paid wages in Rhode Island and paid into the TDI/TCI fund and must have been paid at least \$19,200 in the base period. Alternately, employees qualify if they earned at least \$3,200 in a quarter of their base period, their total base period taxable wages were at least 150 percent of their highest quarter of earnings, and their taxable wages during their base period are \$6,400 or more.⁸⁵
New York	For family care, employee must be currently employed by a covered employer and must have been employed by a covered employer for 26 or more consecutive weeks (or 175 days of employment for part-time employees) For own disability, employee must have been employed by a covered employer for four or more consecutive weeks (or 25 days of employment for part-time employees).⁸⁶
District of Columbia	Employee must spend more than 50 percent of work time in the District of Columbia for a covered employer or be based in the District of Columbia and regularly spend a substantial amount of work time for the covered employer in the District of Columbia and not more than 50 percent of work time for that covered employer in another jurisdiction; and must have been a covered employee for some or all of the 52 calendar weeks preceding the covered event.

⁸¹ Me. Stat. tit. 26, § 850-B(5).

⁸² H.D. 1207, 2026 Leg., Reg. Sess. (Va. 2026); S. 2, 2026 Leg., Reg. Sess. (Va. 2026).

⁸³ Cal. Unemp. Ins. Code § 2652; Employment Development Department, State of California. (n.d.). *Am I Eligible for Paid Family Leave Benefits?* Retrieved 13 March 2026, from http://www.edd.ca.gov/Disability/Am_I_Eligible_for_PFL_Benefits.htm

⁸⁴ Department of Labor and Workforce Development, State of New Jersey. (n.d.). *Temporary Disability Insurance*. Retrieved 13 March 2026, from <https://myleavebenefits.nj.gov/labor/myleavebenefits/worker/tdi/>

⁸⁵ Department of Labor and Training, State of Rhode Island. (n.d.) *TDI / TCI For Employers*. Retrieved 13 March 2026, from <https://dlt.ri.gov/individuals/temporary-disability-caregiver-insurance/tdi-tci-employers>

⁸⁶ N.Y. Workers' Comp. Law § 203 (as amended by S. 6406C).

	Self-employed individual must have earned self-employment income for work performed more than 50 percent of the time in the District of Columbia during some or all of the 52 calendar weeks preceding the covered event, and must have opted into the paid leave program. ⁸⁷
Washington	Must have worked for at least 820 hours in four out of the five quarters prior to leave application. ⁸⁸
Massachusetts	Must meet the financial eligibility requirements of the state unemployment insurance law (currently, one must have earned at least \$6,300 in the last four completed calendar quarters and at least 30 times the weekly unemployment benefit amount that person would be eligible to collect). ⁸⁹
Connecticut	Must have earned at least \$2,325 from one or more employers during the highest-earning quarter of the base period and have been employed by an employer in the previous 12 weeks. ⁹⁰
Oregon	During the base year or alternative base year, must have earned at least \$1,000 in wages and paid into the Paid Family and Medical Leave Insurance Fund. Must also have worked at least 180 days for the employer at an average of at least 25 hours per week. As of 2022, this requirement is reduced to at least 30 days and 25 hours during a public health emergency, but there is no hours requirement for leave to take care of a new child. ⁹¹
Colorado	Must have earned at least \$2,500 in wages subject to premiums during the base period. ⁹²
Maryland	Must have worked at least 680 hours over the 12-month period immediately preceding the date on which leave is to begin. ⁹³
Delaware	Must have been employed for at least 12 months by the employer the worker is requesting leave from and must have been employed for at least 1,250 hours of service with that employer during the previous 12-month period. ⁹⁴
Minnesota	Must have earned at least 5.3 percent of the state's average annual wage, rounded down to the next lower \$100, during the base period. ⁹⁵

⁸⁷ D.C. Law 21-264 §§ 101(3)-(4),(6).

⁸⁸ Wash. Rev. Code § 50A.15.010.

⁸⁹ Commonwealth of Massachusetts. (n.d.) *Check eligibility for unemployment benefits*. Retrieved 13 March 2026, from <https://www.mass.gov/service-details/check-eligibility-for-unemployment-benefits>

⁹⁰ Connecticut Paid Leave. (n.d.). *Coverage and Eligibility*. Retrieved 12 March 2026 from Connecticut Paid Leave website: https://www.ctpaidleave.org/how-ct-paid-leave-works/ct-paid-leave-and-fmla?language=en_US

⁹¹ Or. Rev. Stat. § 657B.010(12); Or. Rev. Stat. Ann. § 659A.156.

⁹² Colo. Rev. Stat. § 8-13.3- 503(3)(a).

⁹³ MD. Code Ann., Lab. and Empl. § 8.3-101(d).

⁹⁴ Del. Code Ann. tit. 19 § 3701(3).

⁹⁵ Minn. Stat. § 268B.04(2).

Maine	Must have earned at least six times the state average weekly wage during the 12-month period preceding the date on which leave begins. ⁹⁶
Virginia	Must have earned \$3,000, in total over two highest-earning quarters within a base period. ⁹⁷

Discrimination Prohibited

Location	Discrimination Prohibited
California	No. Federal Family and Medical Leave Act (FMLA) and California Family Rights Act (CFRA) protections may apply.
New Jersey	No. Federal FMLA and New Jersey Family Leave Act (NJ FLA) protections may apply.
Rhode Island	No. Federal FMLA and RI Parental and Family Medical Leave Act (PFMLA) protections may apply.
New York	Yes ⁹⁸
District of Columbia	Yes ⁹⁹
Washington	Yes ¹⁰⁰
Massachusetts	Yes ¹⁰¹
Connecticut	Yes ¹⁰²
Oregon	Yes ¹⁰³
Colorado	Yes ¹⁰⁴
Maryland	Yes ¹⁰⁵
Delaware	Yes ¹⁰⁶
Minnesota	Yes ¹⁰⁷
Maine	Yes ¹⁰⁸

⁹⁶ Me. Stat. tit. 26, § 850-A(9)(A).

⁹⁷ VA Code Ann. § 60.2-612; H.D. 1207, 2026 Leg., Reg. Sess. (Va. 2026); S. 2, 2026 Leg., Reg. Sess. (Va. 2026).

⁹⁸ N.Y. Workers' Comp. Law § 120 (as amended by S. 6406C).

⁹⁹ D.C. Law 21-264 §§ 101(18), 110.

¹⁰⁰ WA Wash. Rev. Code § 50A.40.010.

¹⁰¹ Mass. Gen. Laws ch. 175m, § 9.

¹⁰² Conn. Gen. Stat. § 31-51(pp).

¹⁰³ Or. Rev. Stat. § 657B.060.

¹⁰⁴ Colo. Rev. Stat. § 8-13.3-509(4).

¹⁰⁵ MD. Code Ann., Lab. and Empl. § 8.3-904.

¹⁰⁶ Del. Code Ann. tit. 19 § 3708(b).

¹⁰⁷ Minn. Stat. Rev. § 268B.09(1).

¹⁰⁸ Me. Stat. tit. 26, § 850-J(2).

Virginia	Yes ¹⁰⁹
----------	--------------------

Method to Fund Insurance System

Location	Method to Fund Insurance System
California	Own disability and family care are funded by the employee only (currently at 1.3 percent of wages). ¹¹⁰
New Jersey	State's temporary disability insurance program is financed jointly by employee and employer payroll contributions. The contribution rate for employers varies from 0.10 to 0.75 percent of the employee's wages on the first \$44,800 they make in 2026. ¹¹¹ Family care is funded entirely by the employee. For 2026, workers contribute 0.19% on the first \$171,100 in covered wages earned during the calendar year. ¹¹²
Rhode Island	Own disability and family care are funded by the employee only. The current withholding rate is 1.1 percent of worker's first \$100,000 in wages. ¹¹³
New York	Own disability can be funded jointly by employee and employer payroll contributions. Each worker contributes one half of 1 percent of the worker's wages, up to 60 cents per week. ¹¹⁴ Family care is funded by the employee only. The current rate is 0.388 percent of the worker's wages, up to \$354.53 per year. ¹¹⁵
District of Columbia	Funded by employer only. The current rate is 0.75 percent of wages or of annual self-employment income. ¹¹⁶
Washington	Funded jointly by employee and employer payroll contributions. The total premium rate is 1.13 percent of the worker's wages up to the Social Security cap (\$184,500 in

¹⁰⁹ H.D. 1207, 2026 Leg., Reg. Sess. (Va. 2026); S. 2, 2026 Leg., Reg. Sess. (Va. 2026).

¹¹⁰ Cal. Unemp. Ins. Code §§ 2901, 3300(g); Employment Development Department, State of California. (n.d.). *Contribution Rates, Withholding Schedules, and Meals and Lodging Values*. Retrieved 9 March 2026, from https://edd.ca.gov/en/Payroll_Taxes/Rates_and_Withholding

¹¹¹ Department of Labor and Workforce Development, State of New Jersey. (n.d.). *Information for Employers*. Retrieved 13 March 2026, from <https://nj.gov/labor/myleavebenefits/employer/>; Department of Labor and Workforce Development, State of New Jersey. (n.d.). *Information for Workers: Family Leave Insurance*. Retrieved 13 March 2026, from <https://nj.gov/labor/myleavebenefits/worker/fli/index.shtml>; Department of Labor and Workforce Development, State of New Jersey. (n.d.). *Information for Workers: Temporary Disability Insurance*. Retrieved 13 March 2026, from <https://nj.gov/labor/myleavebenefits/worker/tdi/index.shtml>

¹¹² N.J. Stat. Ann. § 43:21-46(a)-(b); Department of Labor and Workforce Development, State of New Jersey. (n.d.). *Information for Workers: Family Leave Insurance*. Retrieved 13 March 2026, from <https://nj.gov/labor/myleavebenefits/worker/fli/index.shtml>

¹¹³ 28 R.I. Gen. Laws § 28-40-1; Department of Labor and Training, State of Rhode Island. (n.d.) *TDI / TCI For Employers*. Retrieved 13 March 2026, from <https://dlt.ri.gov/individuals/temporary-disability-caregiver-insurance/tdi-tci-employers>

¹¹⁴ N.Y. Workers' Comp. Law § 209(3); Workers Compensation Board, New York State. (n.d.). *Disability Benefits*. Retrieved 13 March 2026, from <http://www.wcb.ny.gov/content/main/DisabilityBenefits/employee-disability-benefits.jsp>

¹¹⁵ N.Y. Workers' Comp. Law § 209(3); Paid Family Leave, New York State. (n.d.). *Paid Family Leave Information for Employers*. Retrieved 13 March 2026, from <https://paidfamilyleave.ny.gov/cost>

¹¹⁶ D.C. Law 21-264 § 103(a); D.C. Office of the Chief Financial Officer. (2025, October 3). *2026 UL0 Universal Paid Leave*. Retrieved 13 March 2026, from <https://cfo.dc.gov/publication/2026-ul0-universal-paid-leave>

2026); employers with fifty or more employees can deduct from the wages of each employee 71.43% of the full amount of the premium for family leave and 45 percent of the premium for medical leave. The employer must pay 28.57%. For each year following implementation, the premium rate is adjusted annually based on the solvency of the fund while limiting premium rates.¹¹⁷

Employers with fewer than 50 employees are not required to pay their portion; if they do pay, they are eligible for state assistance. Employers with 150 or fewer employees are also eligible for state assistance with premiums.¹¹⁸

Massachusetts Funded jointly by employee and employer payroll contributions. The total premium rate is 0.88 percent of an employee's wages; employers can deduct from the employee's wages the full amount of the premium for family leave and 40 percent of the premium for medical leave.

Employers with fewer than 25 employees are not required to pay their portion and must remit 0.46% of eligible wages.¹¹⁹

Connecticut Funded by employee payroll contributions only. The total premium rate is 0.5 percent of the worker's wages up to the FICA Old-Age, Survivors, and Disability Insurance cap (\$184,500 in 2026).¹²⁰ The contribution rate shall be set by the Paid Family and Medical Leave Insurance Authority but shall not exceed 0.5 percent.¹²¹

Oregon Funded jointly by employee and employer payroll contributions. Total contribution rate shall not exceed 1 percent of the worker's wages up to the FICA Old-Age, Survivors, and Disability Insurance cap (\$184,500 in 2026); employee pays 60 percent of this total rate and employer pays 40 percent. The premium rate for 2026 is 1 percent, and is adjusted annually based on the fund's expenditures. Employers with fewer than 25 employees are not required to pay their portion; if they do pay, they are eligible for state assistance.¹²²

Colorado Funded jointly by employee and employer payroll contributions. For the program's first two years, the total premium rate is 0.9 percent of an employee's wages. Employers can deduct 50 percent of the premium from the employee's wages. For

¹¹⁷ WA Wash. Rev. Code § 50A.10.030; Washington Paid Family & Medical Leave. (n.d.) *Premiums Estimator*. Retrieved 13 March 2026, from <https://paidleave.wa.gov/estimate-your-paid-leave-payments/>; Social Security Administration. (n.d.). *Contribution and Benefit Base*. Retrieved 13 March 2026, from the Social Security Administration website: <https://www.ssa.gov/oact/cola/cbb.html>

¹¹⁸ Washington: Paid Family & Medical Leave. (n.d.). *Employers: Learn about your role in Paid Family and Medical Leave*. Retrieved 3 March 2026, from <https://paidleave.wa.gov/employers/>

¹¹⁹ Massachusetts Department of Family and Medical Leave. (2025, October 1). *Paid Family and Medical Leave employer contribution rates and calculator: 2024*. Retrieved 13 March 2026, from <https://www.mass.gov/info-details/paid-family-and-medical-leave-employer-contribution-rates-and-calculator>;

¹²⁰ Connecticut Paid Leave Authority. (n.d.) *Contributions*. Retrieved 13 March 2026, from <https://www.ctpaidleave.org/how-ct-paid-leave-works/contributions>; Social Security Administration. (n.d.). *Contribution and Benefit Base*. Retrieved 11 March 2026, from the Social Security Administration website: <https://www.ssa.gov/oact/cola/cbb.html>

¹²¹ Conn. Gen. Stat. § 31-49g(b)(1).

¹²² Or. Rev. Stat. § 657B.150; Paid Leave Oregon. (n.d.) *All common questions: General questions*. Retrieved 13 March 2026, from <https://paidleave.oregon.gov/resources/common-questions.html>; *Contribution and Benefit Base*. Retrieved 13 March 2026, from the Social Security Administration website: <https://www.ssa.gov/oact/cola/cbb.html>

	each following year, the premium rate is adjusted based on the fund's expenditures, not to exceed 1.2 percent. Employers with fewer than 10 employees are not required to pay their portion. ¹²³
Maryland	Funded jointly by employees, employers with 15 or more employees, and self-employed individuals participating in the program. Once a year, beginning in 2026, the Secretary of Labor will conduct an analysis to determine the cost-sharing formula between employers and employees.¹²⁴
Delaware	Funded jointly by employee and employer payroll contributions. For the program's first two years, the total premium rate is 0.8 percent of an employee's wages. Employers can deduct 50 percent of the premium from the employee's wages. For each following year, the premium rate is adjusted based on the fund's expenditures, not to exceed 1 percent.¹²⁵
Minnesota	Funded jointly by employee and employer payroll contributions; employers can deduct up to 50 percent of the premium from the employee's wages. For the first year, the total premium rate for is 0.7 percent (0.4 percent for an employer with an approved private plan for the family benefit and 0.3 percent for an employer with an approved private plan for the medical benefit) up to the FICA Old-Age, Survivors, and Disability Insurance cap (\$184,500 in 2026). For each following year, the premium rate is adjusted based on the fund's expenditures, not to exceed 1.1 percent.¹²⁶
Maine	Funded jointly by employee and employer payroll contributions; employer can deduct up to 50 percent of the premium from the employee's wages. The premium may not be more than 1.0 percent up to the FICA Old-Age, Survivors, and Disability Insurance cap (\$184,500 in 2026). Starting in 2028, the premium rate is adjusted to maintain fund solvency.¹²⁷ Self-employed individuals who elect coverage pay up to 50 percent of the premium otherwise required.¹²⁸ Employers with fewer than 15 employees pay 50 percent of the premium otherwise required but may still deduct up to 50 percent of the total premium from the employees' wages.¹²⁹
Virginia	Employers with more than 10 employees: Funded jointly by employee and employer payroll contributions; employer can deduct up to 50 percent of the premium from the employee's wages.

¹²³ Colo. Rev. Stat. § 8-13.3-507.

¹²⁴ MD. Code Ann., Lab. and Empl. § 8.3-601.

¹²⁵ Del. Code Ann. tit. 19 § 3705.

¹²⁶ Minn. Stat. § 268B.14.

¹²⁷ Me. Stat. tit. 26, § 850-F.

¹²⁸ Me. Stat. tit. 26, § 850-F(10).

¹²⁹ Me. Stat. tit. 26, § 850-F(5)(B).

Employers with 10 or fewer employees: Funded by employee; employers must deduct 50 percent of the required contribution from each employee's wages; employers do not have to pay the employer share of contributions.¹³⁰

Size of Employer Covered

Location	Size of Employer Covered
California	All private sector employers are covered; self-employed individuals can opt in; only some public employees are covered. ¹³¹
New Jersey	Private and public sector employers covered by the New Jersey Unemployment Compensation Law must provide paid leave for family care and temporary disability, with some exceptions for government employers. ¹³²
Rhode Island	All private sector employers are covered. Only some public employees are covered. ¹³³
New York	Most private sector employers are covered. Self-employed individuals can opt in. Certain public employers (other than the state government) can opt in to family care or own disability; the state government, certain public employers, and public employees represented by an employee organization can only opt in to family care. ¹³⁴
District of Columbia	Private sector employers covered by the D.C. Unemployment Compensation Act are covered. Self-employed individuals can opt in. Employees of the D.C. city government and the United States government, or of any employer the District is not authorized to tax under federal law or treaty, are not covered. ¹³⁵
Washington	All employers are covered. ¹³⁶ Self-employed individuals and independent contractors can opt in. ¹³⁷
Massachusetts	Private sector employers and the state government are covered. Self-employed individuals and local governments can opt in (though some self-employed individuals may be automatically covered). ¹³⁸
Connecticut	All private sector employers are covered. Self-employed individuals and state or local collective bargaining units can opt in. ¹³⁹

¹³⁰ H.D. 1207, 2026 Leg., Reg. Sess. (Va. 2026); S. 2, 2026 Leg., Reg. Sess. (Va. 2026).

¹³¹ Cal. Unemp. Ins. Code §§ 135, 675, 2606, 3302.

¹³² N.J. Stat. Ann. § 43:21-27(a)(1)-(2).

¹³³ 28 R.I. Gen. Laws §§ 28-39-2(11)-3.3.

¹³⁴ N.Y. Workers' Comp. Law §§ 201(4), 212(2), (4)(B), 212-A, 212-B (as amended by S. 6406C).

¹³⁵ D.C. Law 21- 264 § 101(4).

¹³⁶ Wash. Rev. Code § 50A.15.010.

¹³⁷ Wash. Rev. Code § 50A.10.010(1).

¹³⁸ Mass. Gen. Laws ch. 175m, § 1; Mass. Gen. Laws ch. 175m, § 6.

¹³⁹ Conn. Gen. Stat. § 31-49e(4).

Oregon	All employers are covered. Self-employed individuals and independent contractors can opt in. ¹⁴⁰
Colorado	Private sector employers and the state government are covered. Local government employers can opt out. Self-employed individuals and independent contractors can opt in. ¹⁴¹
Maryland	All employers are covered. Self-employed individuals can opt in. ¹⁴²
Delaware	Employers with 10 to 24 employees during previous 12 months covered only for parental leave. Employers with 25 or more employees during previous 12 months covered for all forms of leave. Any business closed in its entirety for 30 consecutive days or more per year is not covered. ¹⁴³
Minnesota	All employers are covered. Self-employed individuals can opt in. ¹⁴⁴
Maine	All employers are covered. Self-employed individuals can opt in. ¹⁴⁵
Virginia	Nearly all private sector and local government employers are covered. Employees of the Commonwealth are not covered but will be covered by modifications to leave policies for Commonwealth employees. Self-employed individuals can opt-in. ¹⁴⁶

Benefit Amount

Location	Benefit Amount
California	As of January 1, 2025, for workers whose quarterly earnings are at least \$722.50 but 70 percent or less of the state average quarterly wage, the weekly benefit will be 90 percent of the workers' weekly wage; for workers whose quarterly earnings are more than 70 percent of the state weekly wage, the weekly benefit rate will be 63 percent of the state average weekly wage or 70 percent of the worker's weekly wage, whichever is greater. Workers with quarterly earnings less than \$722.50 will receive a weekly benefit of \$50.¹⁴⁷ The maximum weekly benefit is \$1,765 in 2025 (maximum adjusted annually based on statewide average weekly wage). As of 2025, the average weekly benefit in the state for family care was \$1,151 and the average for own disability was \$1,054.¹⁴⁸

¹⁴⁰ Or. Rev. Stat. § 657B.010(9).

¹⁴¹ Colo. Rev. Stat. §§ 8-13.3-503(8); 8-13.3-507(4).

¹⁴² MD. Code Ann., Lab. and Empl. § 8.3-101.

¹⁴³ Del. Code Ann. tit. 19 § 3701(7).

¹⁴⁴ Minn. Stat. § 268B.01(15).

¹⁴⁵ Me. Stat. tit. 26, § 850-A(9).

¹⁴⁶ H.D. 1207, 2026 Leg., Reg. Sess. (Va. 2026); S. 2, 2026 Leg., Reg. Sess. (Va. 2026).

¹⁴⁷ Cal. Unemp. Ins. Code § 3301.5.

¹⁴⁸ Employment Development Department, State of California. (n.d.). *Quick Statistics*. Retrieved 16 March 2026, from https://edd.ca.gov/en/about_edd/Quick_Statistics.

	Note: The San Francisco Board of Supervisors passed an ordinance requiring covered employers to provide supplemental compensation to covered employees taking leave to care for a new child for up to six weeks such that the combined weekly benefit equals 100 percent of the employee's weekly wage. This requirement applies to employers with 20 or more. ¹⁴⁹
New Jersey	The weekly benefit rate is 85 percent of a worker's AWW, with a maximum benefit equivalent to 70 percent of the statewide AWW. ¹⁵⁰ The average weekly benefit in 2024 was \$911 for family care and \$820 for own disability. ¹⁵¹
Rhode Island	The average weekly benefit rate is 4.62 percent of wages paid during the highest quarter of worker's base period, up to \$1,103 per week for claims effective January 1, 2026 or later (maximum adjusted annually based on statewide average weekly wage). ¹⁵² In 2024, the average weekly benefit was \$719 for family care and the average for all claims was \$666. ¹⁵³
New York	For family care, in 2019, the weekly benefit rate is 55 percent of a worker's average weekly wage (AWW), not to exceed 55 percent of the state AWW; benefit amounts increase in 2020 to 60 percent of the worker's weekly wage up to 60 percent of the state AWW; and in 2021 and beyond, to 67 percent of the worker's weekly wage up to 67 percent of the state AWW (increases subject to delay) For own disability, the weekly benefit rate is 50 percent of the employee's weekly wage, with a maximum benefit of \$170; however, if the employee earns less than \$20 per week, the benefit will be their full AWW. ¹⁵⁴
District of Columbia	For workers paid wages less than or equal to 150 percent of the D.C. minimum wage multiplied by 40, the weekly benefit rate is 90 percent of the worker's average weekly wage (AWW) rate. For workers paid more than 150 percent of the D.C. minimum wage multiplied by 40, the weekly benefit rate is 90 percent of 150 percent of the D.C. minimum wage multiplied by 40 plus 50 percent of the amount by which the worker's AWW exceeds 150 percent of the D.C. minimum wage multiplied by 40, up to a maximum of \$1,153 per week (maximum is increased annually to account for inflation). ¹⁵⁵

¹⁴⁹ San Francisco, Cal. Ordinance 160065.

¹⁵⁰ N.J. Stat. Ann. § 43:21-40.

¹⁵¹ Division of Temporary Disability and Family Leave Insurance, State of New Jersey. (n.d.). *Annual Report for 2024: Family Leave Insurance and Temporary Disability Insurance Programs*. Retrieved 16 March 2026, from <https://nj.gov/labor/myleavebenefits/assets/pdfs/Annual%20FLI%20TDI%20Report%20for%202024.pdf>

¹⁵² Department of Labor and Training, State of Rhode Island. (n.d.). *2026 UI AND TDI Quick Reference*. Retrieved 17 March 2026, from <https://share.google/MgiwKD9or9BIUL1jM>

¹⁵³ Department of Labor and Training, State of Rhode Island. (n.d.). *Monthly TDI/TCI Summary (Annual 2025)*. Retrieved 16 March 2026, from <https://dlt.ri.gov/labor-market-information/data-center/unemployment-insurance-ui-temporary-disability-insurance-tdi>

¹⁵⁴ N.Y. Workers' Comp. Law §§ 204(2)(A), (B) (as amended by S. 6406C).

¹⁵⁵ D.C. Law 21- 264 § 104(g); D.C. Paid Family Leave. (n.d.) *Paid Family Leave: Information for Workers*. Retrieved 16 March 2026, from <https://dcpaidfamilyleave.dc.gov/workers/>

Washington	For workers paid 50 percent or less of the statewide average weekly wage (AWW), the weekly benefit rate is 90 percent of the worker's AWW. For workers paid more than 50 percent of the statewide AWW, the weekly benefit rate is 90 percent of the employee's AWW up to 50 percent of the statewide AWW, plus 50 percent of the employee's AWW that is more than 50 percent of the statewide AWW. The maximum weekly benefit is adjusted annually to an amount equaling 90 percent of the state AWW. ¹⁵⁶ In 2025, the average weekly benefit was \$1,073. ¹⁵⁷
Massachusetts	For workers paid 50 percent or less of the statewide average weekly wage (AWW), the weekly benefit rate is 80 percent of the worker's AWW. For workers paid more than 50 percent of the statewide AWW, the weekly benefit rate is 80 percent of the employee's AWW up to 50 percent of the statewide AWW, plus 50 percent of the employee's AWW that is more than 50 percent of the statewide AWW. In 2026, the maximum weekly benefit is \$1,230.39, and is adjusted annually to an amount equaling 64 percent of the state AWW. ¹⁵⁸
Connecticut	For workers paid wages less than or equal to the Connecticut minimum wage multiplied by 40, the weekly benefit rate is 95 percent of the worker's average weekly wage (AWW) rate. For workers paid more than the Connecticut minimum wage multiplied by 40, the weekly benefit rate is 95 percent of the Connecticut minimum wage multiplied by 40 plus 60 percent of the amount by which the worker's AWW exceeds the Connecticut minimum wage multiplied by 40, up to a maximum of 60 times the Connecticut minimum wage. ¹⁵⁹
Oregon	For workers paid 65 percent or less of the statewide average weekly wage (AWW), the weekly benefit rate is 100 percent of the worker's AWW. For workers paid more than 65 percent of the statewide AWW, the weekly benefit rate is 65 percent of the statewide AWW plus 50 percent of the employee's wages above that amount. The maximum weekly benefit is 120 percent of the statewide AWW, and the minimum weekly benefit is 5 percent of the statewide AWW. In 2025, the maximum weekly benefit is \$1,636.56. ¹⁶⁰
Colorado	The weekly benefit rate is 90 percent of the individual's average weekly wages (AWW) that are at or below 50 percent of the statewide AWW, plus 50 percent of the individual's AWW that are above 50 percent of the statewide AWW. The maximum

¹⁵⁶ Wash. Rev. Code § 50A.15.020(2); Washington Paid Family & Medical Leave. (n.d.) *Find out how Paid Leave works*. Retrieved 16 March 2026, from <https://paidleave.wa.gov/find-out-how-paid-leave-works/>

¹⁵⁷ Washington Employment Security Department. (n.d.). *Paid Family and Medical Leave claims data*. Retrieved 16 March 2026, from <https://esd.wa.gov/labormarketinfo/paidleave/claims-data>

¹⁵⁸ Mass. Gen. Laws ch. 175m, §3; Massachusetts Department of Family and Medical Leave. (n.d.) *Paid Family and Medical Leave (PFML) overview and benefits*. Retrieved 16 March 2026, from <https://www.mass.gov/info-details/paid-family-and-medical-leave-pfml-overview-and-benefits#how-much-will-i-get-paid?>

¹⁵⁹ Conn. Gen. Stat. § 31-49g(2).

¹⁶⁰ Or. Rev. Stat. § 657B.050; The Oregon Employment Department. (3 June 2025). *Minimum and Maximum Weekly Benefit Amounts to Increase for New Unemployment Insurance and Paid Leave Oregon Claims*. Retrieved 17 March 2026, from <https://www.oregon.gov/employ/NewsAndMedia/Documents/2025-06-03-Minimum-Maximum-Weekly-Benefit-Amounts.pdf>

	weekly benefit is \$1,100 in the program's first year and will be adjusted annually to an amount equaling 90 percent of the state AWW. As of March 2026, the maximum weekly benefit was \$1,381.45 ¹⁶¹
Maryland	For workers paid 65 percent or less of the state's average weekly wage (AWW), the weekly benefit rate is 90 percent of the worker's AWW. If the worker's AWW is greater than 65 percent of the state AWW, then the weekly benefit rate is 90 percent of the worker's AWW up to 65 percent of the state AWW plus 50 percent of the worker's AWW that is greater than 65 percent of the state AWW.¹⁶² The maximum weekly benefit will be \$1,000 for the 12-month period beginning January 1, 2028 and will be adjusted annually based on the product of the maximum weekly benefit amount in the immediately preceding 12-month period and the annual percentage growth in the Consumer Price Index for the D.C. area in the immediately preceding 12-month period.¹⁶³
Delaware	The weekly benefit is 80 percent of the worker's average weekly wages (AWW), rounded up to the nearest even \$1 increment, during preceding 12 months. Maximum weekly benefit is \$900 in 2026 and 2027. For each year after 2027, the maximum weekly benefit will increase in proportion to the Consumer Price Index for the Philadelphia area. The maximum amount, as determined using the Consumer Price Index, must be rounded to the nearest even \$5 increment. ¹⁶⁴
Minnesota	For workers paid 50 percent or less than the state average weekly wage (AWW), the weekly benefit is 90 percent of the worker's AWW. For workers paid more, the weekly benefit is the sum of 90 percent of the worker's AWW up to 50 percent of the state AWW, plus 66 percent of wages that exceed 50 percent but not 100 percent of the state's AWW, plus 55 percent of wages that exceed the state's AWW, with a maximum benefit of the state's AWW. In 2026, the maximum weekly benefit is \$1,423. ¹⁶⁵
Maine	For workers paid 50 percent or less than the state average weekly wage (AWW), the weekly benefit is 90 percent of the worker's AWW. For workers paid more, the weekly benefit is the sum of 90 percent of the worker's AWW up to 50 percent of the state AWW, plus 66 percent of wages up to the maximum weekly benefit, with a maximum benefit of the state's AWW. The maximum weekly benefit will be adjusted annually in

¹⁶¹ Colo. Rev. Stat. § 8-13.3.506; Colorado Family and Medical Leave Insurance Program. (n.d.). *Premium and Benefits Calculator*. Retrieved 16 March 2026 from Colorado Family and Medical Leave Insurance Program website: <https://famli.colorado.gov/individuals-and-families/how-famli-works/premium-and-benefits-calculator>

¹⁶² MD. Code Ann., Lab. and Empl. § 8.3-703.

¹⁶³ MD. Code Ann., Lab. and Empl. § 8.3-703(b)(3)-(4).

¹⁶⁴ Del. Code Ann. tit. 19 § 3704(a).

¹⁶⁵ Minn. Stat. § 268B.04(3); Minnesota Paid Leave. (n.d.). *Estimate your payments*. Retrieved 16 March 2026 from the Minnesota Department of Employment and Economic Development website: <https://pl.mn.gov/resources/calculators/estimate-your-payments>

	order to maintain the solvency of the fund. In 2026, the maximum weekly benefit is \$1,199. ¹⁶⁶
Virginia	For workers with an average weekly wage (AWW) of less than \$100 per week, workers will receive 100 percent of their wages. For other workers, a covered worker's weekly benefit amount is 80 percent of the AWW, up to a cap. For a self-employed worker electing coverage, the weekly benefit amount is 80 percent of the AWW, up to a cap. As of 2026, the Virginia average weekly wage is \$1,507.01.¹⁶⁷

Job Protection While on Leave

Location	Job Protection While on Leave
California	California's Paid Family Leave does not provide job protection. However, the California Family Rights Act (CFRA) requires employers, upon granting leave request, to guarantee eligible employees' employment in the same or a comparable position after leave.¹⁶⁸
New Jersey	Employees who use temporary disability benefits or family temporary disability leave benefits have the right to be restored, upon return from leave, to their previous position or to a position of like seniority, status, employment benefits, pay, and other terms and conditions of employment.¹⁶⁹
Rhode Island	Employees who take family care leave have the right to be restored, upon return from leave, to their previous position or to a position with equivalent seniority, status, employment benefits, pay.¹⁷⁰ The law does not provide job protection for employees taking leave for their own health condition. However, the Rhode Island Parental and Family Medical Leave Act provides eligible employees with the right their previous position or to a position with equivalent

¹⁶⁶ Me. Stat. tit. 26, § 850-C; Maine Department of Labor. (n.d.) *Estimated PFML Premium and Benefit Amounts Based on Earnings Base Period*. Retrieved 11 March 2026 from the Maine Department of Labor website:

<https://www.maine.gov/paidleave/docs/2025/employeeresources/pfmlpremiumandbenefitchart.pdf>

¹⁶⁷ VA Code Ann. § 65.2-500(B); H.D. 1207, 2026 Leg., Reg. Sess. (Va. 2026); S. 2, 2026 Leg., Reg. Sess. (Va. 2026); Virginia Department of Workforce Development & Advancement. (n.d.). *Quarterly Census of Employment & Wages*. Retrieved 23 April 2026 from <https://doli.virginia.gov/wp-content/uploads/2026/01/QCEW-FY2025.pdf>

¹⁶⁸ Cal. Civ. Rights Code § 12945.2; Cal. Code of Regs., tit. 2 § 11035.

¹⁶⁹ N.J. Stat. Ann. § 43:21-55.2; Act of January 16, 2026, P.L.2025, c.279; The New Jersey Family Leave Act, which provides eligible employees with unpaid, job protected leave, was amended to lower the employer threshold. The law applies beginning July 17, 2026, until July 16, 2027, to employers with 15 or more employees; beginning July 17, 2027, until July 16, 2028, to employers with 10 or more employees; after July 17, 2028, to employers with five or more employees.

¹⁷⁰ 28 R.I. Gen. Laws § 28-41-35(f).

	seniority, status, employment benefits, pay, and other terms and conditions of employment. ¹⁷¹
New York	Employees who take leave for family care have the right to be restored, upon return from leave, to their previous position or to a position with comparable employment benefits, pay and other terms and conditions of employment.¹⁷² The state's Disability Benefits Law does not include job protection for employees taking leave for their own medical conditions. Employees may be covered under the federal FMLA.
District of Columbia	DC Paid Family Leave does not provide job protection. However, eligible employees under DC Family and Medical Leave Act have the right to be restored, upon return from leave, to their previous position or to an equivalent position with equivalent employment benefits, pay, seniority, and other terms and conditions of employment. ¹⁷³
Washington	Employees who have worked for an employer at least 180 days before taking leave have the right to be restored, upon return from leave, to their previous position or to an equivalent position with equivalent employment benefits, pay, and other terms and conditions of employment. This applies only to employees who work for employers with 25 or more employees beginning January 1, 2026, until December 31, 2026; 15 or more employees beginning January 1, 2027, until December 31, 2027; and eight or more employees after January 1, 2028. ¹⁷⁴
Massachusetts	Employees have the right to be restored, upon return from leave, to their previous position or to an equivalent position with the same status, pay, employment benefits, length-of-service credit and seniority as of the date of leave. However, employers are not required to restore an employee who has taken leave where employees with equal length of service credit and status in the same or equivalent positions have been laid off due to economic conditions or other changes in operating conditions affecting employment during the period of leave. ¹⁷⁵
Connecticut	Employees have the right to be restored, upon return from leave, to their previous position. If the position no longer exists, they have a right to be restored to an equivalent position with equivalent employment benefits, pay and other terms and conditions of employment. If the employee is medically unable to perform the employee's original job after leave, they have a right to be transferred to work suitable to their physical condition if such work is available. ¹⁷⁶

¹⁷¹ 28 R.I. Gen. Laws § 28-48-3(a).

¹⁷² N.Y. Workers' Comp. Law § 203-b (as amended by S. 6406C).

¹⁷³ D.C. Law § 32-505(d).

¹⁷⁴ Wash. Rev. Code § 50A.35.010.

¹⁷⁵ Mass. Gen. Laws ch. 175m, § 2(e).

¹⁷⁶ Conn. Gen. Stat. § 31-51nn(a).

Oregon	Employees who work for an employer with 25 or more employees have the right to be restored, upon return from leave, to their previous position. If that position no longer exists, employees have the right to be restored to any available equivalent position with equivalent employment benefits, pay and other terms and conditions of employment.¹⁷⁷ For employees who work for an employer fewer than 25 employees, if the position no longer exists, an employer may, at the employer's discretion based on business necessity, restore the employee to a different position with similar job duties and with the same employment benefits and pay.¹⁷⁸
Colorado	Employees who have worked for their employer for at least 180 days prior to the taking leave have the right to be restored, upon return from leave, to their position or a position with equivalent employment benefits, pay and other terms and conditions of employment.¹⁷⁹
Maryland	Employers must restore employees to an equivalent position of employment. However, an employer may refuse job restoration if it is necessary to prevent substantial and grievous economic injury to the operations of employer, the employer notifies the employee of this, and, if already on leave, the employee elects not to return to employment after receiving this notice.¹⁸⁰
Delaware	Employees have the right to be restored, upon return from leave, to their previous position or a position with equivalent seniority, status, employment benefits, pay, and other terms and conditions of employment.¹⁸¹
Minnesota	Employees who have been employed for 90 days have the right to be restored, upon return from leave, to their previous position or a position with equivalent benefits, pay, and other terms and conditions of employment.¹⁸²
Maine	Employees who have been employed for at least 120 days before leave was taken have the right to be restored, upon return from leave, to their position or a position with equivalent employment benefits, pay and other terms and conditions of employment.¹⁸³
Virginia	Employees who have been employed for at least 120 days have the right to be restored upon return from leave to the position they held when leave commenced, or to a position with equivalent seniority, status, employment benefits, pay, and

¹⁷⁷ Or. Rev. Stat. § 657B.060(1)(a).

¹⁷⁸ Or. Rev. Stat. § 657B.060(b).

¹⁷⁹ Colo. Rev. Stat. § 8-13.3-509.

¹⁸⁰ MD. Code Ann., Lab. and Empl. § 8.3-706(c)(2)(i)-(iii).

¹⁸¹ Del. Code Ann. Tit. 19 § 3707(a).

¹⁸² Minn. Stat. § 268B.09(6)(a),(h).

¹⁸³ Me. Stat. tit. 26, § 850-J(1).

other terms and conditions of employment, including fringe benefits and service credits.¹⁸⁴

Waiting Period

Location	Waiting Period
California	None for family care (effective 2018); seven days for own disability. ¹⁸⁵
New Jersey	None (effective July 1, 2019); seven days for own disability. ¹⁸⁶
Rhode Island	None (effective July 1, 2012); seven days for own disability. ¹⁸⁷
New York	None for family care; seven days for own disability. ¹⁸⁸
District of Columbia	None (effective 2022) ¹⁸⁹
Washington	Seven days for family care and own serious health condition ¹⁹⁰
Massachusetts	Seven calendar days; waiting period is not required for family leave taken immediately after a period of medical leave for pregnancy or childbirth recovery. ¹⁹¹
Connecticut	None
Oregon	None
Colorado	None. Benefits are not payable until an employee has taken at least eight hours of leave. ¹⁹²
Maryland	None
Delaware	None
Minnesota	None
Maine	Seven days for medical leave ¹⁹³
Virginia	None for most workers; a self-employed worker who elects coverage within 26 weeks of becoming self-employed will be eligible to receive benefits without a waiting period. A self-employed person who elects coverage after 26 weeks of

¹⁸⁴ H.D. 1207, 2026 Leg., Reg. Sess. (Va. 2026); S. 2, 2026 Leg., Reg. Sess. (Va. 2026).

¹⁸⁵ Cal. Unemp. Ins. Code §§ 2627(b), 3303(b)-1 (as amended by A.B. 908).

¹⁸⁶ N.J. Stat. Ann. § 43:21-38(b).

¹⁸⁷ 11-000-002 R.I. Code R. §§ 16(G), 37(D); Rhode Island Department of Labor & Training. (n.d.). *Temporary Disability Insurance (TDI) & Temporary Caregiver Insurance (TCI) FAQs*. Retrieved 16 March 2026, from <https://dlt.ri.gov/individuals/temporary-disability-caregiver-insurance/claimants/tditci-frequently-asked-questions>

¹⁸⁸ N.Y. Workers' Comp. Law § 204(1) (as amended by S. 6406C).

¹⁸⁹ D.C. Law 21- 264 § 104(b).

¹⁹⁰ Wash. Rev. Code § 50A.15.020(a).

¹⁹¹ Mass. Gen. Laws ch. 175m, § 2(2)(c)(1).

¹⁹² Colo. Rev. Stat. § 8-13.3-505(3).

¹⁹³ Me. Stat. tit. 26, § 850-C(1).

becoming self-employed will be eligible for benefits after a waiting period of 52 weeks.¹⁹⁴

¹⁹⁴ H.D. 1207, 2026 Leg., Reg. Sess. (Va. 2026); S. 2, 2026 Leg., Reg. Sess. (Va. 2026).