

	California	New Jersey	Rhode Island	New York	Connecticut	Washington	Massachusetts	Oregon			
Status	Temporary Disability (TDI): 1946	TDI: 1948	TDI: 1943	TDI: 1949	TDI & PFL: Created 2019, Effective January 2021 (premium collection) January 2022 (benefit payments)	TDI & PFL: Created 2017, Effective January 2019 (premium collection) January 2020 (benefit payments)	TDI & PFL: Created 2018, Effective July 2019 (premium collection) January 2021 (benefit payments)	TDI & PFL: Created 2019, Effective January 2022 (premium collection) January 2023 (benefit payments)			
	Paid Family Leave (PFL)	PFL:	PFL:	PFL:							
	Created 2002, Effective 2004;	Created 2008, Effective 2009;	Created 2013, Effective January 2014	Created 2016, Effective January 2018							
	Expanded 2016, effective 2018;	Expanded 2019, Effective 2019 and 2020									
	Expanded 2017, effective 2020)										
Covered life events	1. Self-care for own serious health condition	1. Self-care for own serious health condition	1. Self-care for own serious health condition	1. Self-care for own serious health condition	1. Self-care for own serious health condition	1. Self-care for own serious health condition	1. Self-care for own serious health condition	1. Self-care for own serious health condition			
	2. Caring for a new child (birth, adoption, foster)	2. Caring for a new child (birth, adoption, foster)	2. Caring for a new child (birth, adoption, foster)	2. Caring for a new child (birth, adoption, foster)					2. Caring for a new child (birth, adoption, foster)	2. Caring for a new child (birth, adoption, foster)	2. Caring for a new child (birth, adoption, foster)
	3. Caring for family member with serious health condition	3. Caring for family member with serious health condition	3. Caring for family member with serious health condition	3. Caring for family member with serious health condition					3. Caring for family member with serious health condition	3. Caring for family member with serious health condition	3. Caring for family member with serious health condition
		4. Engaging in certain activities related to individual or family member being victim of domestic or sexual violence		4. 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. Engaging in certain activities related to individual or family member being victim of domestic or sexual violence	4. 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. 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)
									5. Serving as an organ or bone marrow donor		5) Care for a family member who is a covered servicemember

					6. 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)			
Definition of covered family member for caregiving purposes	Child, parent, spouse, domestic partner, grandparent, grandchild, sibling, parent-in-law	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	Child, parent, spouse, domestic partner, grandparent	Child, parent, spouse, domestic partner, grandparent, grandchild	Child, parent, parent-in-law, spouse, grandparent, grandchild, sibling, individual related by blood or affinity whose close association the worker shows to be the equivalent of those family relationships	Child, parent, spouse, domestic partner, grandchild, grandparent, sibling	Child, parent or parent of a spouse or domestic partner, spouse, domestic partner, grandchild, grandparent, sibling	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
	TDI: 52 weeks	TDI: 26 weeks	TDI: 30 weeks	TDI: 26 weeks	TDI & PFL: 12 weeks total	TDI & PFL: 12 weeks total	TDI: 20 weeks	TDI & PFL: 12 weeks total
	PFL: 6 weeks	PFL: 6 weeks (increasing to 12 weeks on July 1, 2020)	PFL: 4 weeks	PFL: 8 weeks (2018)	PFL: 14 weeks if leave taker experiences	PFL: 14 if leave taker experiences incapacitating serious	PFL: 12 weeks for family leave	

Maximum duration of paid leave				10 weeks (2019)	incapacitating serious health condition that occurs during pregnancy); if two spouses work for same employer, they may only take 12 weeks combined	health condition that occurs during pregnancy); no more than 16 weeks total/year for combined own serious health condition and family leave (18 if leave taker experiences pregnancy-related serious health condition)	26 weeks for caring for a covered service member	14 weeks if employee experiences limitations related to pregnancy, childbirth or a related medical condition, including but not limited to lactation)
			No more than 30 weeks total per year for combined TDI and PFL leave	12 weeks (2012)			No more than 26 weeks total/year for combined family and medical leave	
				(increases subject to delay)				
	TDI & PFL:	TDI & PFL:	TDI & PFL:	TDI:	TDI & PFL:	TDI & PFL:	TDI & PFL:	TDI & PFL:
	70 percent of worker's average weekly wage for those earning <1/3 of state average weekly wage (AWW) 60% for all others, up to benefit cap.[1]	66 percent of worker's average weekly wage (Beginning on July 1, 2020, the weekly benefit rate is 85 percent of a worker's AWW, with a maximum benefit equivalent to 70 percent of the statewide AWW.)	4.62 percent of total wages paid during the highest quarter of worker's base period (approximately 60 percent of average weekly wages), with potential for dependent benefits (\$10 or 7 percent benefit rate per	50 percent of the average weekly wage, maximum weekly benefit of \$170	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 average weekly wage	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	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	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
				PFL:				

Wage replacement rate			dependent minor child, for up to five children)	2019, 55 percent of worker's average weekly wage (AWW), not to exceed 55 percent of the state AWW; 2020, set to increase to 60 percent of worker's weekly wage up to 60 percent of the state AWW; 2021, 67 percent of the worker's weekly wage up to 67 percent of the state AWW (increases subject to delay)		statewide AWW, plus 50 percent of the employee's AWW that is more than 50 percent of the statewide AWW.	statewide AWW, plus 50 percent of the employee's AWW that is more than 50 percent of the statewide AWW.	50 percent of the employee's wages above that amount.
	Maximum weekly benefit: \$1,252 in 2019	Maximum weekly benefit: \$1,252 in 2019	Maximum weekly benefit: \$650 in 2019		Maximum weekly benefit: 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 average weekly wage exceeds the Connecticut minimum wage multiplied by 40, up to a maximum of 60 times the Connecticut minimum wage	Maximum weekly benefit: \$1,000 in the program's first year, and will be adjusted annually to an amount equaling 90 percent of the state AWW.	Maximum weekly benefit: \$850 in the program's first year, and will be adjusted annually to an amount equaling 64 percent of the state AWW.	Maximum weekly benefit: 120 percent of the statewide AWW, and the minimum weekly benefit is 5 percent of the statewide AWW.
	TDI & PFL: Funded by employees only Current rate:	TDI: Funded by employers and employees PFL: Funded by employees only Current rate:	TDI & PFL: Funded by employees only Current rate:	TDI & PFL: Funded by employers and employees Current rate:	TDI & PFL: Funded by employees only Anticipated rate:	TDI: Funded by employers and employees PFL: Funded by employees only Anticipated rate:	TDI: Funded by employers and employees PFL: Funded by employees only Anticipated rate:	TDI & PFL: Funded by employers and employees Anticipated rate:

Funding mechanism	1.0 percent of first \$118,371 in wages (Social Security cap)	Employee TDI - 0.17 percent of the taxable wage base (the first \$34,400 in covered wages paid during the calendar year), up to \$58.48 per year PFL - 0.08 percent of the taxable wage base	1.1 percent of first \$71,000 in wages	Employee: 0.5 percent of wages, up to \$0.60 per week	Not to exceed 0.5 percent	Total 0.4 percent of the worker's first \$132,900 in wages; employers can deduct from the wages of each employee the full amount of the premium for family leave and 45 percent of the premium for medical leave	Total 0.63 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	Total contribution rate shall not exceed 1 percent of the worker's first \$132,900 in wages; employee pays 60 percent of this total rate and employer pays 40 percent	
		Employer: TDI - Varies from 0.10 to 0.75 percent. For 2019, employers contribute between \$34.40 and \$258.00 on the first \$34,400 paid to each employee during the calendar year		Employer: all additional costs					
Job protection	TDI & Family Caregiving: No more than under FMLA and state CFRA	TFI & PFL: No more than FMLA and NJ FLA	TDI: No more than under FMLA or RI PFMLA	TDI: No more than under FMLA or NY PFMLA	TDI & PFL: Yes, if employee has been employed for at least three months immediately preceding request for leave	TDI & PFL: No more than under FMLA or WA PFMLA	TDI & PFL: Yes	TDI & PFL: Yes	
	Pregnancy related TDI: Yes, for individuals with employers with five or		PFL: Yes	PFL: Yes					TDI leave for pregnancy is job protected for up to 6 weeks for employers with at least 8 employees
	Parental leave: Yes, for individuals with employers with 20 or								
	Structure: Social insurance with limited private options	Structure: Social insurance with limited private options	Structure: 	Structure: State fund, with highly-regulated private options	Anticipated Structure: Social insurance with limited private options	Anticipated Structure: 	Anticipated Structure: 	Anticipated Structure: 	

Program Structure and Administering Agency	(Employers may request approval to opt out of state plan to self-insure or provide insurance through private carrier)	(Employers may request approval to opt out of state plan to self-insure or provide insurance through private carrier)	Social insurance with exclusive state fund	(Employers must provide coverage either through private insurance or the state plan, or request approval to self-insure)	(Employers may request approval to opt out of state plan to self-insure or provide insurance through private carrier)	Social insurance with limited private options	Social insurance with limited private options	Social insurance with limited private options
	Administered by:	Administered by:	Administered by:	Administered by:	Administered by:	Administered by:	Administered by:	Administered by:
	California Employment Development Department	New Jersey Department of Labor and Workforce Development	Rhode Island Department of Labor and Workforce Development	New York State Workers' Compensation Board	Qausi-Public Agency Paid Family and Medical Leave Insurance Authority	Washington State Employment Security Department	Massachusetts Department of Family and Medical Leave	Oregon Employment Department
<p>*Sources: National Partnership for Women and Families, "State Paid Family and Medical Leave Insurance Laws, August 2019" (Washington DC: National Partnership for Women and Families, 2019), available at http://www.nationalpartnership.org/our-work/resources/workplace/paid-leave/state-paid-family-leave-laws.pdf; Sarah Jane Glynn, Alexandra L. Bradley, and Benjamin W. Veghte, "Paid Family and Medical Leave Programs: State Pathways and Design Options" (Washington DC: National Academy of Social Insurance, 2017), available at https://www.nasi.org/research/2017/paid-family-medical-leave-programs-state-pathways-design.</p>								