# HR COMPLIANCE OVERVIEW

## Paid Family and Medical Leave—State Law Overview

As a growing trend, states across the country are enacting laws addressing paid family and medical leave for employees. Currently this includes California, Colorado, Connecticut, Delaware, Maine, Maryland, Massachusetts, Minnesota, New Hampshire, New Jersey, New York, Oregon, Rhode Island, Vermont, Washington and the District of Columbia. In general, paid family and medical leave programs provide employees with partial wage replacement during time off to care for an ill family member or for their own medical conditions.

The features of the programs differ as to the amount of leave compensated, the compensation rate, and importantly, whether they provide employees with a right to job-protected leave. The laws also vary on whether leave is funded by employers, employees or both, and whether insurance programs are voluntary or mandatory.

### LINKS AND RESOURCES

- California Employment Development Department
- Colorado Department of Labor and Employment
- Connecticut Paid Leave Authority
- District of Columbia Office of Paid Family Leave
- Massachusetts Department of Family and Medical Leave
- New Hampshire Voluntary Paid Family and Medical Leave
- New Jersey Division of Temporary Disability and Family Leave Insurance
- New York Paid Family Leave
- Oregon Employment Department
- Rhode Island Department of Labor and Training
- Vermont Voluntary Paid Family and Medical Leave Insurance
- Washington Paid Family and Medical Leave

## Paid Leave Laws

**States with paid family and medical leave laws:**

- California
- Colorado
- Connecticut
- Delaware (contributions began Jan. 1, 2025)
- District of Columbia
- Maine (contributions began Jan. 1, 2025)
- Maryland (contributions begin Jan. 1, 2027)
- Massachusetts
- Minnesota (contributions and benefits begin Jan. 1, 2026)
- New Hampshire
- New Jersey
- New York
- Oregon
- Rhode Island
- Vermont (insurance available to different groups in 2023, 2024 and 2025)
- Washington

## State Paid Family Leave Laws and Programs

| STATE | KEY REQUIREMENTS |
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| **California**<br><br>Paid family leave insurance program | **Type of benefit:** Partial wage replacement program administered by a state agency. It does not guarantee employer-approved time off or job protection. However, an employee may have leave rights under the federal FMLA or the California Family Rights Act.<br><br>**Eligible employees:** Employees must have contributed to the state disability insurance program through mandatory payroll deductions during the prior 18 months. Employers may require employees to use up to two weeks of unused vacation leave or paid time off before receiving paid family leave benefits, although this provision is no longer effective as of Jan. 1, 2025.<br><br>**Paid leave duration:** An employee may receive up to eight weeks of paid family leave benefits during a 12-month period for:<br>• Bonding with a new child (either by birth, adoption or foster care placement);<br>• Caring for a seriously ill family member (child, parent, parent-in-law, grandparent, grandchild, sibling, spouse or registered domestic partner); or<br>• A qualifying exigency related to the covered active duty (or call to covered active duty) of the employee's spouse, domestic partner, child or parent in the U.S. Armed Forces.<br><br>**Paid leave benefits:** The weekly benefit amount in 2024 is approximately 60-70% (depending on income) of wages earned 5 to 18 months before an individual's claim start date, up to the maximum weekly benefit amount. In 2024, weekly benefits range from $50 to $1,620. In 2025, the weekly benefit range is increased to 70-90% of wages earned, and the weekly minimum remains the same, while the weekly maximum is increased to $1,681. All claims that start in 2024 will be calculated at 60-70% of wages, even if the claim continues into 2025.<br><br>**Program funding:** The paid leave program is funded by employees through state disability insurance deductions from their paychecks. In 2024, the withholding rate is 1.1%, which includes both disability insurance and paid family leave. In 2025, the withholding rate is 1.2%. No wage cap applies.<br><br>**Benefit administration:** California's paid family leave program is administered by the state's Employment Development Department (EDD). |
| **Colorado**<br><br>Paid family and medical leave law | **Type of benefit:** Paid family and medical leave with partial wage replacement funded through employer and employee payroll taxes and administered by a state agency. Leave is job-protected for workers with 180 days' employment with their current employer.<br><br>**Eligible employees:** Workers are eligible if they perform labor or services for the benefit of another, and if they have earned at least $2,500 during the first four of the last five completed calendar quarters before the benefit year. |

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| Contributions began Jan. 1, 2023.<br><br>Leave became available Jan. 1, 2024. | **Paid leave duration:** Workers may take up to 12 weeks of leave per year, or 16 weeks for a serious health condition related to pregnancy or childbirth complications.<br><br>**Paid leave benefits:** 90% of the worker's weekly wage that is 50% of the state average weekly wage (SAWW), plus 50% of any portion of the weekly wage higher than 50% of the SAWW. Benefits are capped at 90% of the SAWW and (for leave beginning before Jan. 1, 2025) at a weekly benefit amount of $1,100. The weekly benefit maximum for 2025 is $1,324.21.<br><br>**Program funding**: Funding is split evenly between employers and employees, although employers with fewer than 10 employees are exempt from contributing, and employers may pay part or all of the employee's share. All employers must remit premiums to the state, currently in the total amount of 0.9% of the employee's wages. The employee portion may be collected as a wage deduction. From 2025 on, the premium rate is set by the Division of Family and Medical Leave Insurance, at up to 1.2% of employee wages. The division has set the 2025 rate at the same level as the 2024 rate—0.9% of employee wages. The amount of wages subject to premium assessment is capped at the maximum subject to Social Security tax.<br><br>**Benefit administration**: The program is administered by the state Division of Family and Medical Leave Insurance. |
| **Connecticut**<br><br>Paid family and medical leave law<br><br>Benefits became available Jan. 1, 2022. | **Type of benefit:** Partial wage replacement program funded by an employee payroll tax and administered by a state agency. It does not guarantee employer-approved time off or job protection. However, an employee may have leave rights under the federal FMLA or the Connecticut Family and Medical Leave Act.<br><br>**Eligible employees:** Virtually all employees in Connecticut who have worked for their employer for at least three months before the request for leave and at least 1,000 hours during the 12 months before leave starts.<br><br>**Paid leave duration:** In any 12-month period, employees may take up to 12 weeks for family and medical leave, an additional two weeks for pregnancy disability leave and 26 weeks to care for a covered service member. If two spouses have the same employer, the spouses may be limited to 12 weeks combined for the birth or placement of a child or to care for a sick family member. In any case, spouses of the same employer may be limited to 26 weeks of leave combined.<br><br>**Paid leave benefits:** 95% of the employee's salary up to 40 times the minimum wage, plus 60% of their salary exceeding 40 times the minimum wage, up to a maximum of 60 times the minimum wage (in 2024 this amounts to a maximum of $941.40; in 2025, $981).<br><br>**Program funding:** Paid family and medical leave is funded by a mandatory payroll tax on employees of 0.5% of income, up to the Social Security wage base. There is no required employer contribution. The Connecticut Paid Leave Authority may revise the rate by Nov. 1 each year. For 2025, the rate remains at 0.5%.<br><br>**Benefit administration:** The paid family and medical leave program is administered by the Connecticut Paid Leave Authority. |

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| **Delaware**<br><br>Healthy Delaware Families Act<br><br>Contributions began Jan. 1, 2025.<br><br>Benefits become available Jan. 1, 2026. | **Type of benefit:** Job-protected, partially compensated family and medical leave funded through employer and employee payroll taxes and administered by a state agency.<br><br>**Covered employers:** The following employers are exempt from Delaware paid family and medical leave:<br>• Employers with nine or fewer employees;<br>• Federal government employers; and<br>• Seasonal operations that close to the public for a month or more.<br><br>Furthermore, employers with 10-25 employees are required to provide only parental leave under the program.<br><br>**Eligible employees:** Employees who have been employed for 12 months by their current employer, worked 1,250 hours during that time and primarily report for work at a worksite in Delaware.<br><br>**Paid leave duration:** Up to 12 weeks' parental leave per year for child bonding (half this amount for employers with fewer than 25 employees for the first five years of the program). Up to six weeks per any 24-month period for an employee's or family member's serious health condition, or for a qualifying military exigency. Total combined family and medical leave is capped at 12 weeks per year per employee.<br><br>**Paid leave benefits:** 80% of the employee's average weekly wage, up to a maximum of $900 per week in 2026 and 2027, with increases thereafter linked to the consumer price index.<br><br>**Program funding:** Shared equally between employers and employees via payroll contributions. The contribution rate for 2025 and 2026 is 0.4% of an employee's wages for medical leave, 0.08% for family caregiving leave and 0.32% for parental leave. Wages subject to assessment are capped at the Social Security wage base.<br><br>**Benefit administration:** Delaware Department of Labor. |
| **District of Columbia**<br><br>Universal Paid Leave Act | **Type of benefit:** Partial wage replacement program funded through employer payroll taxes and administered by a government agency. It does not guarantee employer-approved time off or job protection. However, an employee may have leave rights under the federal FMLA or the District of Columbia Family and Medical Leave Act.<br><br>**Eligible employees:** Employees who have spent more than 50% of their work time working in the District during some or all of the 52-week period before the leave event.<br><br>**Paid leave duration:**<br>• 12 weeks of parental leave (within one year following birth or placement of child);<br>• 12 weeks to care for a family member with a serious health condition;<br>• 12 weeks for an employee's own serious health condition; and<br>• Two weeks of prenatal leave. |

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| | Maximum yearly limits apply as follows: Individuals may receive the full amounts of both prenatal and parental leave available in the fiscal year benefit claims are filed. However, individuals may not receive prenatal and medical leave that exceeds the maximum amount of medical leave available for that fiscal year. Otherwise, in a 52-week period, an employee's covered combined leave is limited to the maximum duration of parental leave available in the fiscal year the claims are filed.<br><br>**Paid leave benefits:** 90% of the employee's average weekly wage for an employee who earns no more than 150% of the District's minimum wage.<br><br>An employee whose wage is more than 150% of the District's minimum wage is entitled to (i) 90% of 150% of the District minimum wage; plus (ii) 50% of the amount by which the employee's average weekly wage exceeds 150% of the District minimum wage.<br><br>The maximum weekly benefit is currently $1,153. This amount is adjusted for inflation annually on October 1.<br><br>**Program funding:** Covered employers are required to make quarterly employer payroll tax contributions to the Universal Paid Leave Implementation Fund. Employees do not contribute to the program's funding. The tax rate is variable, and any change in the rate is implemented on July 1. On July 1, 2024, the rate changed from 0.26% to 0.75% of employee wages. Employers submit contributions and quarterly wage reports through a Department of Employee Services online portal. Penalties apply for late payments.<br><br>**Benefit administration:** Paid family and medical leave benefits are administered by the District of Columbia Office of Paid Family Leave. |
| **Maine**<br><br>Paid family and medical leave program<br><br>Contributions began Jan. 1, 2025.<br><br>Claims processing begins May 1, 2026. | **Type of benefit:** Partially compensated family and medical leave funded through employer and employee payroll taxes and administered by a state agency or third-party contractor of the state's choosing. Leave is job-protected for employees who have been employed for at least 120 days.<br><br>**Eligible employees:** Employees who have earned at least six times the state average weekly wage during a base period. Individuals who are self-employed may opt in to the program.<br><br>**Paid leave duration:** 12 weeks of leave per year.<br><br>**Paid leave benefits:** 90% of the worker's average weekly wage up to 50% of the state average weekly wage, and 66% of the worker's average weekly wage that is more than 50% of the state average weekly wage. Benefits are capped at the state average weekly wage.<br><br>**Program funding:** Employees and employers with at least 15 employees contribute equally to the program, effective Jan. 1, 2025. The contribution rate is set by the Maine Department of Labor, but the total premium may not exceed 1% of employee wages up to the Social Security wage base, which is the rate for 2025.<br><br>**Benefit administration:** The program is administered by the Maine Department of Labor, which is authorized to contract with a third party to administer claims. |

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| **Maryland**<br><br>[Paid family and medical leave insurance program]<br><br>Contributions begin Jan. 1, 2027.<br><br>Benefits become available on a date to be determined between Jan 1, 2027, and Jan. 3, 2028. | **Type of benefit:** Job-protected, partially compensated family and medical leave funded through employer and employee payroll taxes and administered by a state agency.<br><br>**Eligible employees:** Employees who have worked at least 680 hours in Maryland during the four calendar quarters before leave begins.<br><br>**Paid leave duration:** 12 weeks of leave per year, plus an additional 12 weeks if an employee needs leave in a year for both their own serious health condition and for child bonding.<br><br>**Paid leave benefits:** 90% of the worker's wages up to 65% of the state average weekly wage, plus 50% of the employee's wages exceeding 65% of the state average weekly wage. Benefits are capped at $1,000 per week for the first year of the program. Employees will be able to submit claims on a date to be determined by the state's department of labor, between Jan. 1, 2027, and Jan. 3, 2028.<br><br>**Program funding:** Employees and employers with at least 15 employees must contribute equally to the fund, beginning Jan. 1, 2027. The state will set the contribution rate for the first year of the program by May 1, 2026. Thereafter, the state secretary of labor will set the rate annually by Nov. 1 of each year, to take effect for the 12-month period beginning the following January 1. The rate cannot be higher than 1.2% of worker wages up to the Social Security wage base.<br><br>Employers must deduct employees' contributions from their wages, but employers may pay part or all of the employee contribution.<br><br>**Benefit administration:** The Maryland Department of Labor is charged with administering the program. |
| **Massachusetts**<br><br>Paid family and medical leave law | **Type of benefit:** Job-protected, paid family and medical leave with benefits funded through employer and employee payroll taxes and administered by a state agency.<br><br>**Eligible employees:** Virtually all employees working in the state.<br><br>**Paid leave duration:** The paid family and medical leave program provides the following leave amounts for each benefit year:<br>• **Family leave**: Up to 12 weeks (26 weeks to care for a covered service member);<br>• **Medical leave**: Up to 20 weeks; and<br>• **Combined family/medical leave**: Up to 26 weeks.<br><br>**Paid leave benefits:** 80% of the employee's salary up to 50% of the average weekly wage, plus 50% of the employee's salary exceeding 50% of the average weekly wage, up to a maximum of $1,149.90 in 2024 and $1,170.64 in 2025. Weekly benefit payments begin after an initial seven-day waiting period.<br><br>**Program funding:** The paid family and medical leave program is funded by a mandatory payroll tax of 0.88% of employees' wages up to the Social Security wage base in 2024, adjusted annually. The tax rate remains the same for 2025. The tax is divided between the medical leave portion (0.7% of wages in 2024-2025) and the family leave portion (0.18% of wages in 2024-2025). The medical leave contribution is shared between employers and |

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| | employees, with employers paying 60% (0.42% of wages in 2024-2025). Employers with fewer than 25 employees are not required to make any contribution, and no employers are required to contribute to the family leave portion of the program.<br><br>**Benefit administration:** The state's paid family and medical leave program is administered by the Massachusetts Department of Family and Medical Leave. |
| **Minnesota**<br><br>Paid family and medical leave insurance<br><br>Premiums and benefits begin Jan. 1, 2026 | **Type of benefit:** Job-protected, paid family and medical leave funded through employer and employee payroll taxes and administered by a state agency.<br><br>**Eligible employees:** All employees are covered except seasonal employees and independent contractors. For eligibility, employees must have base period wages of at least 5.3% of the state's average annual wage, rounded down to the next lower $100. Self-employed workers may apply to participate in the program.<br><br>**Paid leave duration:** Up to 12 weeks per year for a serious health condition, and up to 12 weeks per year for new child bonding, safety leave, family care or qualifying military exigency, with a combined maximum of 20 weeks per year.<br><br>**Paid leave benefits:** The program provides partial wage compensation based on income, capped at the state's average weekly wage. Workers receive a percentage of their wages as follows:<br>• 90% of wages that do not exceed 50% of the state's average weekly wage; plus<br>• 66% of wages that exceed 50% of the state's average weekly wage but not 100%; plus<br>• 55% of wages that exceed 100% of the state's average weekly wage.<br><br>**Program funding:** Employers and employees fund the program equally, through quarterly payroll contributions remitted to the state by employers. These contributions begin Jan. 1, 2026. The contribution rate starts at 0.7% of wages in 2026 and is adjusted annually. Employers with fewer than 30 workers receive a discount on contributions according to a formula in the law, and they may be eligible for small business assistance grants.<br><br>**Benefit administration:** Minnesota's paid family and medical leave insurance program is administered by the Minnesota Department of Employment and Economic Development. |
| **New Hampshire**<br><br>Voluntary family leave insurance<br><br>Coverage became available for purchase Dec. 1, 2022. | **Type of benefit:** Partial wage replacement program provided by voluntary family leave insurance. It does not guarantee employer-approved time off. Job protection applies for employer-sponsored coverage where the employer has at least 50 employees.<br><br>**Eligible employees:** Permanent state employees must be covered at no cost. The program is optional for private employers. Employers with more than 50 employees that choose to sponsor coverage contract directly with the insurance carrier chosen by the state (currently MetLife). Workers whose employers do not offer coverage may opt into the plan.<br><br>**Paid leave duration:** Duration of benefits varies by plan type. State workers and workers who opt into the plan individually are limited to six weeks of wage replacement. Private |

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| | employers that sponsor coverage may choose between six-week and 12-week plans. Paid leave benefits are permitted for leave taken for the following reasons:<br>• Serious health condition of the employee (not a qualifying reason for state workers);<br>• Birth of a child of the employee within the past 12 months, or placement of a child with the employee for adoption or fostering within the past 12 months;<br>• Serious health condition of a family member; or<br>• Qualifying military exigency, or to care for a service member with a serious injury or illness.<br>Employers may require the leave to run concurrently with other leaves.<br>**Paid leave benefits:** Workers receive 60% of their average weekly wage.<br>**Program funding:** Private employers may voluntarily fund part or all of the cost of coverage. Premiums may not exceed $5 per week. The law allows a tax credit equal to 50% of premiums paid by the employer for six weeks of coverage. |
| **New Jersey**<br>Family leave insurance | **Type of benefit:** Partial wage replacement program funded by employee contributions and administered by a state agency. Employers are not required to contribute to the program. It does not guarantee employer-approved time off or job protection; however, an employee may have leave rights under the federal FMLA or the New Jersey Family Leave Act.<br>**Eligible employees:** To be eligible, an employee must have paid into the insurance program (either the state plan or an approved private plan) through their employer and meet minimum gross earnings requirements. These requirements may change year to year. For 2024, an employee must have worked at least 20 weeks earning $283 or more per week, or have earned at least $14,200 in the past 12 months to be eligible. In 2025, employees must work 20 weeks earning at least $303 weekly, or have earned a combined total of $15,200 in the base year.<br>**Paid leave duration:** An employee may receive up to 12 weeks of cash benefits in a 12-month period to bond with a newborn, newly adopted child or newly placed foster child or to provide care for a seriously ill or injured family member (spouse, domestic partner, civil union partner, parent, child, sibling, parent-in-law, grandparent, grandchild, other blood relative and any other individual who has a close association with the employee that is the equivalent of a family relationship). Leave benefits are also available to care for a victim of domestic violence or a sexually violent offence and to care for a quarantined family member whose presence in the community may jeopardize the health of others.<br>**Paid leave benefits:** The weekly benefit is 85% of the employee's average weekly wage, up to a maximum of 70% of the statewide average weekly wage for all workers. The maximum possible benefit is $1,055 for 2024 and $1,081 for 2025.<br>**Program funding:** The paid leave program is funded by employees through payroll deductions. For calendar year 2024, workers contribute 0.09% of the first $161,400 (taxable |

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| | wage base that changes every year) in covered wages. In 2025, workers contribute 0.33% on the first $165,400 in covered wages.<br><br>**Benefit administration:** New Jersey's family leave insurance program is administered by the state's [Department of Labor and Workforce Development.](#) |
| **New York**<br><br>[Paid family leave law](#) | **Type of benefit:** Job-protected paid family leave with benefits funded through employee payroll deductions and provided through an insurance policy (typically a rider to an existing disability insurance policy).<br><br>**Eligible employees:** Any employee who works at least 20 hours per week for a covered employer for at least 26 consecutive weeks. A part-time employee (an employee who works fewer than 20 hours per week) is eligible for paid family leave after they have worked for a covered employer for 175 days.<br><br>**Paid leave duration and benefits:** Eligible employees receive up to 12 weeks of paid family leave at 67% of their average weekly wage, up to a maximum of 67% of the statewide average weekly wage. The weekly maximum benefit is $1,151.16 for 2024 and $1,177.32 for 2025.<br><br>Employees may receive paid family leave benefits for the following:<br>• Leave to participate in providing care, including physical or psychological care, to a family member with a serious health condition;<br>• Leave to bond with the employee's child during the first 12 months after the child's birth, or after the placement of the child for adoption or foster care with the employee;<br>• Leave taken because of any qualifying exigency (as interpreted under the federal FMLA) arising out of the fact that the spouse, domestic partner, child or parent of the employee is on active duty (or has been notified of an impending call or order to active duty) in the U.S. Armed Forces;<br>• Leave to help a family member prepare for, and recover from, surgery related to organ or tissue donation; or<br>• Leave for [certain workers](#) under a COVID-19 quarantine or isolation order issued by an authorized government entity, or workers who have a minor child under such an order. This benefit is not available to workers who are able to work through remote access or other means.<br><br>**Program funding:** Paid family leave is funded entirely through employee payroll deductions. For 2024 the employee contribution rate is 0.373% of the employee's weekly wage, up to an annual cap of $333.25. In 2025, the contribution rate is 0.388% of wages, with an annual cap of $354.53. Employers are not required to contribute to or fund the paid family leave benefit, although they may choose to do so.<br><br>**Benefit administration:** Paid family leave coverage is usually a rider to the employer's disability insurance coverage. For more information, see New York's [Paid Family Leave Information for Employers](#) and [Weekly Payroll Deduction Calculator](#). |

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| **Oregon**<br><br>Paid family and medical leave law<br>Contributions began Jan. 1, 2023.<br><br>Benefits became available Sept. 3, 2023. | **Type of benefit:** Job-protected paid family and medical leave program, funded by a mandatory payroll tax on employees and employers with more than 25 workers. The program is administered by a state agency.<br><br>**Eligible employees:** Virtually all employees working in Oregon who have earned at least $1,000 in wages during four of the last five calendar quarters (alternatively, the last four completed calendar quarters) preceding the benefit year.<br><br>**Leave duration:** Workers may take up to 12 weeks of paid family and medical leave per year, plus an additional two weeks for pregnancy disability.<br><br>**Paid leave benefits:** Workers whose average weekly wage is 65% or less of the state average weekly wage receive 100% of their weekly wage. Workers whose average weekly wage is greater than 65% of the state average weekly wage receive 65% of the average weekly wage plus 50% of any part of their average weekly wage that exceeds 65% of the state average weekly wage. The state updates the average weekly wage in July. For July 7, 2024, through June 30, 2025, the minimum weekly benefit amount is $65.36, and the maximum weekly benefit amount is $1,568.60.<br><br>**Program funding:** 60% of program funding comes from a payroll tax on employees and 40% from a payroll tax on employers with 25 workers or more. Employers with fewer than 25 employees are exempt from payments, although those who elect to pay into the program are eligible for grant funding. The contribution rate for 2024 and 2025 is 1% of the employee's wages, up to the Social Security wage base for the respective year.<br><br>**Benefit administration:** the Oregon Employment Department. |
| **Rhode Island**<br><br>Temporary caregiver insurance | **Type of benefit:** Partial wage replacement program administered by a state agency. Employers must hold an employee's position, or offer a comparable position, upon the employee's return.<br><br>**Eligible employees:** To be eligible for temporary caregiver insurance (TCI) benefits, employees must have earned wages in Rhode Island and paid into the state's TCI/disability fund. Employees must also have earned $16,800 in base period wages, **or** alternatively, earned:<br>• $2,800 in one of the base period quarters;<br>• Total base period wages of at least 1.5 times their highest quarter earnings; and<br>• Total base period earnings of at least $5,600.<br><br>**Paid leave duration:** An employee may receive up to six weeks (seven weeks, effective Jan. 1, 2025, and eight weeks, effective Jan. 1, 2026) of paid family leave benefits during a benefit year to:<br>• Care for a seriously ill child, spouse, domestic partner, parent, parent-in-law or grandparent; or<br>• Bond with a newborn child, newly adopted child or new foster-care child. |

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| | **Paid leave benefits:** An insured's weekly benefit rate is equal to 4.62% of the worker's wages in the highest quarter of their base period. Effective July 1, 2024, $1,070 is the maximum benefit rate and $130 is the minimum benefit rate (not including any dependency allowance for children under 18).<br>**Program funding:** The TCI program is funded by employees through state disability insurance deductions from their paychecks. The withholding rate as of Jan. 1, 2024, is 1.2% of the first $87,000 earned, which includes both disability insurance and TCI coverage.<br>**Benefit administration:** Rhode Island's TCI program is administered by the state's [Department of Labor and Training](). |
| **Vermont**<br>[Voluntary paid family and medical leave insurance]()<br>Phased-in rollout of program in 2023, 2024 and 2025. | **Type of benefit:** Partial wage replacement program provided by voluntary family and medical leave insurance. The program was designed to provide coverage to state government employees in July 2023, allow the purchase of coverage by private and nonstate public employers in July 2024, and allow purchase by individual workers and employers with only one employee in 2025.<br>**Paid leave duration:** At a minimum, covered workers receive six weeks of leave for:<br>• The birth of a child and their care (within one year of birth);<br>• The adoption or foster placement of a child (within one year of placement);<br>• The employee's or a family member's serious health condition; and<br>• A qualifying military exigency or to care for a covered service-member family member with a serious injury or illness.<br>**Paid leave benefits:** Plans provide at least 60% of workers' wages for six weeks of leave for qualifying events.<br>**Program funding:** Private employers and other nonstate public employers may offer family and medical leave insurance to their employees and pay for all or part of the premium. Employees can also purchase benefits either from their employer or from the state-selected insurer if coverage is not available through their employer.<br>**Benefit administration:** The state selected investment and insurance company [The Hartford]() to create and administer the plan. |
| **Washington**<br>[Paid family and medical leave law]() | **Type of benefit:** Paid family and medical leave program funded through employer and employee payroll taxes and administered by a state agency. The program provides some employees with job protection.<br>**Eligible employees:** Any employee who works at least 820 hours during the qualifying period is eligible for paid family and medical leave benefits. The qualifying period consists of the first four of the last five completed calendar quarters or, if eligibility is not established, the last four completed calendar quarters immediately before the employee's application for leave. |

Employees returning from leave must have their jobs restored if they:

- Work for an employer with 50 or more employees;
- Have been employed by the employer for at least 12 months; and
- Worked for the employer at least 1,250 hours during the twelve months immediately before the leave.

Certain highly paid salaried employees may be denied job restoration.

**Paid leave duration:** The paid family and medical leave program provides 12-18 total weeks of leave during a consecutive 52-week period, as detailed below:

- **Family leave**: Up to 12 weeks;
- **Medical leave:** Up to 12 weeks (14 weeks if the employee experiences a serious health condition with a pregnancy that results in incapacity); and
- **Combined family/medical leave:** Up to 16 weeks (18 weeks if the employee experiences a serious health condition with a pregnancy that results in incapacity).

**Paid leave benefits:** An eligible employee may receive up to 90% of his or her average weekly wage (AWW), based on the employee's AWW in comparison to the state AWW, up to the maximum weekly benefit, as follows:

- An employee whose AWW is 50% or less than the state AWW receives 90% of his or her AWW.
- An employee whose AWW is greater than 50% of the state AWW receives a weekly benefit that is the sum of 90% of the employee's AWW up to 50% of the state AWW and 50% of the employee's AWW that is greater than 50% of the state average weekly wage.

The maximum weekly benefit for paid family and medical leave is $1,456 in 2024 and $1,542 in 2025.

**Program funding:** The paid family and medical leave program is funded with contributions from employees and employers with 50 or more employees. In 2024, the total premium is 0.74% of an employee's wages up to the Social Security cap. Employers pay 28.57% and employees pay 71.43% of the premium. In 2025 the total premium is 0.92% of employee wages up to the Social Security cap. For 2025, employers may deduct $71.52% of the premium from employee paychecks and must contribute the remaining 28.48% themselves.

Employers with fewer than 50 employees employed in the state are not required to pay the employer portion of premiums for family and medical leave. However, employers with fewer than 50 employees that choose to pay the premiums are eligible for grant assistance.

**Benefit administration:** The state's paid family and medical leave program is administered by the [Washington Employment Security Department](Washington Employment Security Department).