

Summary of Job Protections Related to Paid Family Leave Laws

State	Job Protection Provided by Paid Family Leave Law	Job Protection Provided by Unpaid Family Leave Law¹²
California	No	Yes, California Family Rights Act applies to private employers with 50+ employees and all public sector employers
New Jersey	No	Yes, employers with 50+ employees
New York	Yes, for family leave	Yes, employers with 50+ employees ³
Rhode Island	Yes, for family leave	Yes, Rhode Island family and medical leave law applies to private employers with 50+ employees, the state, or any municipality or municipal agency with 30+ employees
Washington, DC	No	Yes, employers with 20+ employees (if leave covered by DC FMLA) or employers with 50+ employees (if leave covered by federal FMLA)
Vermont (Proposed)	No	Yes, employers with 10+ employees who work an average of 30+ hours during a year.

¹ Includes both federal and state unpaid family leave laws, unless otherwise noted.

² May have different employee eligibility requirements than the corresponding paid family leave program.

³ No state unpaid family and medical leave law, so job protection is only available under federal Family and Medical Leave Act.