

Summary of Job Protections Under State Paid Family Leave Laws

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Jurisdiction	Job protection while on leave?	Statutory Language
California	Not more than FMLA and CFRA	
D.C.	Not more than FMLA and D.C. FMLA	
Massachusetts	Yes	"An employee who has taken family or medical leave shall be restored to the employee's 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." 175M M.G.L.A. § 2(e).
New Jersey	Not more than FMLA and NJ FLA	
New York	Leave for family care is job-protected. Leave for own disability is no more protected than under FMLA or NY PFMLA	"Any eligible employee of a covered employer who takes leave under this article shall be entitled, on return from such leave, to be restored by the employer to the position of employment held by the employee when the leave commenced, or to be restored to a comparable position with comparable employment benefits, pay and other terms and conditions of employment." N.Y. Workers' Comp. Law § 203-b.
Rhode Island	Leave for family care is job-protected. Leave for own disability is no more protected than under FMLA or RI PFMLA	"Any employee who exercises his or her right to leave covered by temporary caregiver insurance under this chapter shall, upon the expiration of that leave, be entitled to be restored by the employer to the position held by the employee when the leave commenced, or to a position with equivalent seniority, status, employment benefits, pay, and other terms and conditions of employment including fringe benefits and service credits that the employee had been entitled to at the commencement of leave." RI Gen. Laws § 28-41-35(f).
Washington	Not more than FMLA and WA FMLA	
Vermont (H.107, proposed)	Not more than FMLA and PFLA. But provides reinstatement rights for employees not covered by FMLA and PFLA.	"The employee shall be reinstated in the first available suitable position given the position he or she held at the time his or her leave began." § 575(a).