

Table: Comparison of Paid Family Leave Plans in Seven States

JFO/jm, LC/djl; March 8, 2019

| | | Ongoing Programs | | Enacted, Not Yet Effective | Proposed | Proposed | Proposed |
|-----------------------------|--|--|---|--|---|--|--|
| Status | Enacted | Rhode Island | New York | Massachusetts | Vermont (H.107 as passed House General) | H.396 (Governor's Plan) | New Hampshire SB.1 (proposed) |
| | Effective | 2013 | 2016 | 2018 | ---- | ---- | ---- |
| | | 2014 | 2018 | Jan. 2021 | July 1, 2019 | July 1, 2019 | 1-Jan-20 |
| | | | | | Tax begins July 1, 2020; Ben's begin Oct. 1, 2021 | Coverage begins July 1, 2020 | |
| Reasons and Duration (wks) | Family care | 4 | 10 in 2019, | 12 | 12 | 6 | 12 |
| | Birth, adoption, foster | 4 | and 12 in 2021 | 12 | 12 | 6 | 12 |
| | Own disability (year established TDI*) | 30 (1942) | 26 (1949) | 20 | 12 | 6 | 12 |
| | Military Exigencies and Care | | | 26 | | 6 | 12 |
| | Bereavement Leave | | | | 2 | | |
| | Maximum, if any | Max combined=30 | | Max Combined=26 | Max 12 wks in 12 mos | Max 6 wks in 12 months | Max 12 wks in 12 months |
| Definition of Family Member | Child | X | X | X | X | X | X |
| | Parent | X | X | X | X | X | X |
| | Spouse | X | X | X | X | X | X |
| | Domestic partner | X | X | X | X | | X |
| | Grandparent | X | X | X | X | | X |
| | Grandchild | | X | X | X | | |
| | Sibling | | | X | X | | |
| | Parent-in-law | | | X | X | | |
| Eligibility | | Covered employment in RI of at least \$11,520 in base year | Family care: With current employer at least 26 consecutive weeks | Earned at least \$4,700 during last 4 calendar quarters | Earned at least (minimum wage) x 1,040hrs in past 12 mos. | 12 mos. of work while enrolled in Plan | 6 mos. of work while making contributions |
| | | OR earned at least \$1,920 in a quarter and \$3,840 or more in base year | Own care: With current employer at least 4 consecutive weeks | AND at least 30 times wkly UI benefit for which individual is eligible | | | AND earned at least (minimum wage) x 1,040hrs in base period |
| Funding | Employer pays | | Pays remainder of disability insurance, rates determined by insurer | 0.315%† | 0.465% on first \$150,000 of ee's wages | optional†† | optional |
| | Employee pays | 1.1% on 1st \$69,300 | 0.5% up to \$0.60/wk + family care (0.153% up to \$107.97/yr) | 0.315%† | 0.465% on first \$150,000 of ee's wages | Unknown | 0.500% |

| | | | | | | | |
|-----------------------|---------------|---|--|--|---------------------------|--|--|
| Benefit amount | Per week | 4.62% of qtrly wages (about 60% of avg wkly wages) | Fam care: 55% avg wkly wage, not to exceed 55% of state AWW; Own disability: 50% own weekly wage, max \$170/wk** | 80% of employee's wgs up to 50% of MA AWW + 50% of employee's wgs above MA AWW | 100% | 60% of employee's AWW | 60% of employee's AWW |
| | Maximum | \$852/wk | \$746.41 | \$850/wk | \$1,067.20/wk | \$1,533.46/wk | \$896.75/wk |
| Table, continued | | Rhode Island | New York | Massachusetts | Vermont (proposed) | Vermont (proposed) | New Hampshire SB.1 (proposed) |
| Employer type | Private | All | Most | All | All | Opt in | All |
| | Public | Some | Some | State + local govt. may opt in | All | All State, Opt in for other public employers | All State, Opt in for other public employers |
| | Self-employed | | Opt in | Opt in | Opt in | Opt in | |
| Waiting period | | None; must be out of work for 7 days | Family care: none; Out of work 7 consec. days | 1 week | None | None | None |

*TDI is Temporary Disability Insurance for short-term disability

New York benefit rate rises to **55% of the worker's weekly wage up to 55% of the state AWW; in 2020, **60%**; and in 2021, **67%** (increases subject to delay);

for disability benefit, if employee earns < \$20 per week, the benefit is their full average weekly wage

† From 7/1/19-12/31/21 the aggregate contribution rate will be 0.63% of wages. Employees are responsible for up to 100% of the family leave premium and up to 40% of the medical leave premium. Because medical leave is used more than family leave and is available for a longer period, it is estimated that the costs will be equally split between employers and employees.

The supplemental budget (H.4758) includes language that would direct the Department of Family and Medical Leave to set annual premiums for family leave and medical leave based on anticipated costs.

†† Estimated premiums are presently unknown pending responses to the State's RFI. Premium rates will depend on an employers' size and the percentage of their workforce that is covered.

For more detail, see <http://www.nationalpartnership.org/research-library/work-family/paid-leave/state-paid-family-leave-laws.pdf>

jfo/JM; March 14, 2018

lc/DJL; March 8, 2019