

Table: Comparison of Paid Family Leave Plans in Seven States

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

		Ongoing Programs		Enacted, Not Yet Effective	Proposed	Proposed	Proposed
		Rhode Island	New York	Massachusetts	Vermont (H.107 as passed House General)	H.396 (Governor's Plan)	New Hampshire SB.1 (proposed)
Status	Enacted	2013	2016	2018	----	----	----
	Effective	2014	2018	Jan. 2021	July 1, 2019	July 1, 2019	1-Jan-20
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 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