

Features of State Paid Family and Medical Leave Programs

Updated as of March 2026

State	Enacted*	Effective	Voluntary or Mandatory	Program Design	Parental Leave	Family Caregiving	Personal Medical	Military Exigency Leave	Safety Leave ²	Total Paid Leave (1 Year)
California	2002	2004	Mandatory	Social Insurance	8 weeks	8 weeks	52 weeks ¹	8 weeks	None	52 weeks
New Jersey	2008	2009	Mandatory	Social Insurance	12 weeks	12 weeks	26 weeks ¹	None	None	26 weeks
Rhode Island	2013	2014	Mandatory	Social Insurance	8 weeks	8 weeks	30 weeks ¹	None	1 week ³	30 weeks
New York	2016	2018	Mandatory	Private Insurance	12 weeks	12 weeks	26 weeks ¹	12 weeks	None	26 weeks
District of Columbia	2017	2020	Mandatory	Social Insurance	12 weeks	12 weeks	12 weeks	None	None	12 weeks
Washington	2017	2019/2020	Mandatory	Social Insurance	12 weeks	12 weeks	12 weeks	12 weeks	None	16–18 weeks ⁴
Massachusetts	2018	2019/2021	Mandatory	Social Insurance	12 weeks	12 weeks	20 weeks	12 weeks	None	26 weeks
Connecticut	2019	2021/2022	Mandatory	Social Insurance	12 weeks	12 weeks	12 weeks	12 weeks	12 days	12 weeks
Oregon	2019	2023	Mandatory	Social Insurance	12 weeks	12 weeks	12 weeks	None	12 weeks	12–14 weeks ⁴

*Table is organized by date of policy enactment.

State	Enacted*	Effective	Voluntary or Mandatory	Program Design	Parental Leave	Family Caregiving	Personal Medical	Military Exigency Leave	Safety Leave ²	Total Paid Leave (1 Year)
Colorado	2020	2023/2024	Mandatory	Social Insurance	12 weeks	12 weeks	12 weeks	12 weeks	12 weeks	12–16 weeks ⁴
New Hampshire	2021	2023/2024	Voluntary ⁵	Private Insurance	At least 6 weeks	At least 6 weeks	At least 6 weeks ⁶	N/A	None	At least 6 weeks
Maryland	2022	2027/2028	Mandatory	Social Insurance	12 weeks	12 weeks	12 weeks	12 weeks	None	12–24 weeks ⁴
Virginia (Voluntary)	2022	2022	Voluntary	Private Insurance	Set by insurer	Set by insurer	N/A ⁷	N/A	None	Set by insurer
Vermont	2022	2023/2024/2025	Voluntary	Private Insurance	At least 6 weeks	At least 6 weeks	At least 6 weeks	N/A	None	At least 6 weeks
Delaware	2022	2025/2026	Mandatory	Social Insurance	12 weeks	Up to 6 weeks per 24-month period	Up to 6 weeks per 24-month period	Up to 6 weeks per 24-month period	None	12 weeks
Arkansas	2023	2023	Voluntary	Private Insurance	Set by insurer	Set by insurer	N/A ⁷	N/A	None	Set by insurer
Tennessee	2023	2024/2026	Voluntary	Private Insurance	Set by insurer	Set by insurer	N/A ⁷	N/A	None	Set by insurer

State	Enacted*	Effective	Voluntary or Mandatory	Program Design	Parental Leave	Family Caregiving	Personal Medical	Military Exigency Leave	Safety Leave ²	Total Paid Leave (1 Year)
Alabama	2023	2024/2026	Voluntary	Private Insurance	Set by insurer	Set by insurer	N/A ⁷	N/A	None	Set by insurer
Minnesota	2023	2026	Mandatory	Social Insurance	12 weeks	12 weeks	12 weeks	12 weeks	12 weeks	20 weeks
Texas	2023	2023	Voluntary	Private Insurance	At least 2 weeks	At least 2 weeks	N/A ⁷	N/A	None	At least 2 weeks
Florida	2023	2023	Voluntary	Private Insurance	At least 2 weeks	At least 2 weeks	N/A ⁷	N/A	None	At least 2 weeks
South Carolina	2023	2023	Voluntary	Private Insurance	At least 2 weeks	At least 2 weeks	N/A ⁷	N/A	None	Set by insurer
Maine	2023	2025/2026	Mandatory	Social Insurance	12 weeks	12 weeks	12 weeks	12 weeks	12 weeks	12 weeks
Kentucky	2024	2024/2026	Voluntary	Private Insurance	At least 2 weeks	At least 2 weeks	N/A ⁷	N/A	None	At least 2 weeks
Virginia (Mandatory)	2026	2028/2029	Mandatory	Social Insurance	12 weeks	12 weeks	12 weeks	12 weeks	12 weeks	12 weeks

- 1) Medical coverage is provided through the state's disability insurance program.
- 2) Safety leave policies differ across states; however, all provide employees with time to address a wide range of medical or non-medical needs arising from situations such as domestic violence, sexual abuse, sexual assault, harassment, and/or stalking.
- 3) Employers of 18+ employees must provide 1 hour of sick/safe leave for every 35 hours worked. They must offer up to 40 hours if accrued but can choose to offer more.
- 4) Additional weeks specifically available under certain circumstances for prenatal leave or pregnancy complications.
- 5) New Hampshire's Granite State Family Leave Plan provides the option for employer-based plans or an individual plan, if an employer does not opt-in.
- 6) Personal medical leave is only provided if the employer does not provide an equivalent short-term disability plan.
- 7) State has pre-existing disability insurance market.

State	Eligibility Requirement	Premium Deduction Rate	Cap on Income Subject to Payroll Deduction	Who Pays the Premium?	Wage Replacement Rate	Max Weekly Benefit	Job Protection	Small Business Carveout
California	\$300	1.3% (combined PFL and disability)	None	Employee	90% of AWW if HQE \$723–\$16,280; 70% of AWW if HQE >\$20,931	\$1,765	No	No
New Jersey	20 weeks earning ≥\$310/week or \$15,500 combined over base year	0.42% (combined PFL and TDI)	\$171,100	Employee	85% of AWW	\$1,119	No	No
Rhode Island	\$19,200 OR total wages ≥\$6,400 AND \$3,200 in one base quarter AND total wages ≥1.5x highest quarter	1.10%	\$100,000	Employee	4.62% of wages in highest-paid base quarter	\$1,103	Yes	No
New York	26 consecutive weeks full-time or 175 part-time working days	0.432% of gross wages up to \$412/pay period	\$95,139	Employee	67% of AWW	\$1,228.53	Yes	No
District of Columbia	Any income in one base period quarter	0.75% per quarter	None	Employer	90% of AWW up to 1.5x DC min wage + 50% of AWW over 1.5x DC min wage	\$1,190	No	Yes, <5 employees exempt
Washington	820 hours over 12-month period	1.13%	\$184,500	<u>Employee:</u> 71.43% <u>Employer:</u> 28.57%	90% of AWW up to 0.5x SAWW + 50% over 0.5x SAWW	\$1,647	Yes	Yes, <50 employees employer exempt; grants for <150 employees
Massachusetts	\$6,300 AND 30x benefit amount	0.88% (0.70% medical + 0.18% family)	\$184,500	<u>Employee:</u> 100% family 40% medical <u>Employer:</u> 0% family 60% medical	80% of AWW up to 0.5x SAWW + 50% over 0.5x SAWW	\$1,230.39	Yes	Yes, <25 employees employer exempt from premium tax

State	Eligibility Requirement	Premium Deduction Rate	Cap on Income Subject to Payroll Deduction	Who Pays the Premium?	Wage Replacement Rate	Max Weekly Benefit	Job Protection	Small Business Carveout
Connecticut	\$2,325 in highest-earning quarter in first four of five most recently completed quarters AND employed within last 12 weeks	0.50%	\$184,500	Employee	95% of AWW up to 40x CT min wage + 60% over 40x CT min wage	\$1,016	No	No
Oregon	\$1,000	1.00%	\$184,500	<u>Employee</u> : 60% <u>Employer</u> : 40%	100% of AWW up to 0.65x SAWW + 50% over 0.65x SAWW	\$1,636.56	Yes, if employed 90+ days	Yes, <25 employees exempt; grant assistance available
Colorado	\$2,500	0.88%	\$184,500	<u>Employee</u> : 50% <u>Employer</u> : 50%	90% of AWW up to 0.5x SAWW + 50% over 0.5x SAWW	\$1,381.45	Yes, if employed 180+ days	Yes, <9 employees employer exempt from premium tax
New Hampshire	Employer plan: None; Individual plan: TBD	N/A	\$184,500	Set by employer	60% of AWW	\$2,128	No	Yes, <50 employees exempt from payroll deduction collection
Maryland	680 hours over 12-month period prior to leave	0.90%	\$184,500	<u>Employee</u> : 50% <u>Employer</u> : 50%	90% of AWW up to 0.65x SAWW + 50% over 0.65x SAWW	\$1,000 (indexed to inflation after 2025)	Yes	Yes, <15 employees employer exempt from premium tax
Virginia (Voluntary)	Set by employer	N/A	N/A	Set by employer	Set by insurer	N/A	No	N/A

State	Eligibility Requirement	Premium Deduction Rate	Cap on Income Subject to Payroll Deduction	Who Pays the Premium?	Wage Replacement Rate	Max Weekly Benefit	Job Protection	Small Business Carveout
Vermont	Employer plan: None; Individual plan: TBD	N/A	\$184,500	Set by employer	60–70% of AWW	\$2,128 or set by employer	No	N/A
Delaware	≥12 months tenure AND ≥1,250 hours in last 12 months	0.8% (0.40% medical + 0.08% family + 0.32% parental)	\$184,500	<u>Employee</u> : 50% <u>Employer</u> : 50%	80% of AWW	\$900 (indexed to inflation after 2026)	Yes	Yes, <10 employees not required to participate ⁸
Arkansas	Set by employer	N/A	N/A	Set by employer	Set by insurer	N/A	No	N/A
Tennessee	Set by employer	N/A	N/A	Set by employer	Set by insurer	N/A	No	N/A
Alabama	Set by employer	N/A	N/A	Set by employer	Set by insurer	N/A	No	N/A
Minnesota	Earned ~\$3,900 (5.3% SAWW) over 12-month base period	0.88% (0.61% medical + 0.27% family)	\$184,500	<u>Employee</u> : 50% <u>Employer</u> : 50%	90% of AWW up to 0.5x SAWW + 66% over 0.5x–1.0x SAWW + 55% over 1.0x SAWW	\$1,423	Yes, if employed 90+ days	Yes, <30 employees; premium rate 0.66%; small employer grants available
Texas	Set by employer	N/A	N/A	Set by employer	Set by insurer	N/A	No	N/A
Florida	Set by employer	N/A	N/A	Set by employer	Set by insurer	N/A	No	N/A
South Carolina	Set by employer	N/A	N/A	Set by employer	Set by insurer	N/A	No	N/A
Maine	Earned 6x SAWW over 12-month base period	1.00%	\$184,500	<u>Employee</u> : 50% <u>Employer</u> : 50%	90% of AWW ≤0.5x SAWW + 66% over 0.5x SAWW	\$1,199	Yes, if employed 120+ days	Yes, <15 employees employer exempt from premium tax
Kentucky	Set by employer	N/A	N/A	Set by employer	Set by insurer	N/A	No	N/A
Virginia (Mandatory)	\$3,000 over two highest-earning	TBD (set by 10/01/2027)	\$184,500	<u>Employee</u> : 50% <u>Employer</u> : 50%	80% of AWW	\$1,507 (SAWW)	Yes	Yes, <10 employees

State	Eligibility Requirement	Premium Deduction Rate	Cap on Income Subject to Payroll Deduction	Who Pays the Premium?	Wage Replacement Rate	Max Weekly Benefit	Job Protection	Small Business Carveout
	quarters in base period							employer exempt from premium tax

8) Employers of fewer than 10 employees and businesses closed for ≥ 30 consecutive days per year are entirely exempt from Delaware's PFL law. Employers with 10 to 24 employees are only subject to the parental leave provisions of the PFL law.