

STATE PAID FAMILY AND MEDICAL LEAVE & STATE DISABILITY INSURANCE BENEFITS (EFFECTIVE JAN. 1, 2022)

UPDATED: DEC. 23, 2021

Note: This chart is an overview and guide. It is not intended as a substitute for review of the applicable law in the entirety. Employers should consider whether other federal or state laws apply and afford protection to employees in a particular situation.

State	Employer threshold	Employee qualifications	Qualifying reasons	Covered family members	Contributions	Private plan option	Weekly benefit amount	Waiting period	Maximum leave	Intermittent leave	Other accrued leave	Job protected leave	Resources
California — state disability insurance	\$100 paid in wages within last quarter	\$300 in earnings from which SDI deductions were withheld during base period	<ul style="list-style-type: none"> To care for self, due to non-work-related injury 	N/A	<p>Employee: 1.10% of the first \$145,600 in wages. The maximum contribution amount for 2022 is \$1,601.60.</p> <p>Employer: None required.</p>	Yes (SDI & PFL together) Voluntary Plan Info	<p>60% of the average weekly earnings shown in the highest quarter of the employee’s base period (70% for low-income employees).</p> <p>Maximum weekly benefit amount (2022) = \$1,540</p> <p>Employer may supplement SDI up to 100% of normal wages.</p>	Seven days	52 weeks	Yes. Part-time or intermittent. See here.	Employees can, but are not required, to use vacation, PTO or sick leave when receiving disability insurance benefits to receive 100% of normal weekly salary. Other benefits can be used during the seven-day waiting period.	Leave may be protected under the FMLA or the California Family Rights Act	<p>EDD 2021 CA Employer’s Guide</p> <p>EDD Notice to Employees</p>
California — paid family leave	\$100 paid in wages within last quarter	\$300 in earnings from which SDI deductions were withheld during base period	<ul style="list-style-type: none"> To care for a seriously ill family member To bond with a new child For a military-related qualifying exigency 	<ul style="list-style-type: none"> Child Parent Parent-in-law Spouse Registered domestic partner Grandparent Grandchild Sibling 	<p>Employee: 1.10% of the first \$145,600 in wages. The maximum contribution amount for 2022 is \$1,601.60.</p> <p>Employer: None required.</p>	Yes (SDI & PFL together) Voluntary Plan Info	<p>60% of the average weekly earnings shown in the highest quarter of the employee’s base period (70% for low-income employees).</p> <p>Maximum weekly benefit amount (2022) = \$1,540 [must earn at least \$29,380.01 in a calendar quarter during base period for max benefit]</p>	None	Eight weeks	Yes. Part-time or intermittent. See here.	<p>Employer may require the use of up to two weeks of unused vacation or PTO before receiving PFL.</p> <p>Employer cannot require the use of sick leave before PFL.</p> <p>Employee may be able to take unused sick leave and receive PFL, but combined benefits cannot exceed 100% of regular earnings or PFL will be reduced by the amount of sick leave received.</p>	Leave may be protected under the FMLA or the California Family Rights Act	<p>FAQs</p> <p>EDD Notice to Employees</p> <p>See the Paid Parental Leave Ordinance for San Francisco employees (SF PPLO) requiring 8 weeks of supplemental compensation.</p>
Connecticut – paid family and medical leave	One or more employees	\$2,325 in wages in the first four of the last five quarters. Currently employed (or within the past 12 weeks).	<ul style="list-style-type: none"> Employee’s own serious health condition (SHC) To care for a family member with a SHC Bond with a new child Donate an organ or bone marrow Military-related exigency Care for a family member who is a service member injured in the line of duty Reasons related to family violence 	<ul style="list-style-type: none"> Child (regardless of age) Parent Spouse Parent-in-law Grandparent Grandchild Sibling Individual related by blood or affinity whose close association is equivalent to a covered family relationship 	<p>Employee: Not more than 0.5% of earnings up to the annual Social Security taxable wage base in effect.</p> <p>Employer: None required.</p>	Yes	<p>95% of base weekly earnings, up to 60 times the state minimum wage.</p> <p>Maximum weekly benefit amount 01/01/22 = \$780, (increasing to \$840 on 07/01/22)</p> <p>Benefits may be accessed beginning Jan. 1, 2022.</p>	None	<p>12 weeks in 12 months; additional two weeks if incapacitated during pregnancy</p> <p>12 days for family violence</p>	Yes except for birth or adoption of a child (permitted only with consent of employer)	STD and employer paid parental bonding leave or medical leave payments will be offset by CT PFML. PTO or other paid leave can be used; employer can require use of all but two weeks accrued leave; employee may choose to use all accrued leave. Total wages received cannot exceed the employee’s average weekly wage.	Leave may be protected under the FMLA, CT FMLA, or other state or federal law.	<p>ctpaidleave.org</p> <p>CT PFML FAQs</p>

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District of Columbia — paid family and medical leave	Payment of unemployment insurance	Employees who spend more than 50% of work time in the District for some or all of the 52 weeks preceding the need for leave	<ul style="list-style-type: none"> Employee's own SHC Family member's SHC To care for a new child during the first year after their birth, adoption or foster care placement 	<ul style="list-style-type: none"> Biological, adopted, foster or stepchild (including the child of a domestic partner; a legal ward or someone that the employee acts as parent to) Biological, adopted, or foster parent, parent-in-law, stepparent, legal guardian or other person who acted as a parent to the employee when the employee was a child Spouse or domestic partner Grandparent Sibling 	<p>Employee: None</p> <p>Employer: 0.62% of employee's wages</p>	No	<ul style="list-style-type: none"> If the employee's average weekly wage is equal to or less than 150% of DC's minimum wage multiplied by 40, the weekly benefit is 90% of the employee's average weekly wage If the employee's average weekly wage is greater than 150% of DC's minimum wage multiplied by 40, the weekly benefit is the sum of 90% of 150% of the District's minimum wage multiplied by 40; and 50% of the amount by which the employee's average weekly wage exceeds 150% of the District's minimum wage multiplied by 40 <p>Maximum weekly benefit amount (after 09/26/21) = \$1,009</p>	Seven days (temporarily waived during COVID-19 pandemic)	<p>Six weeks: Employee's own SHC (through 09/30/22)</p> <p>Two weeks: Prenatal leave</p> <p>Six weeks: Family leave</p> <p>Eight weeks: Parental leave</p> <p>Total annual maximum: eight weeks (unless prenatal leave is taken; then 10 week max)</p>	Yes. Full day increments. See here .	<ul style="list-style-type: none"> Subject to an employer's rules, employees may also receive the following benefits while receiving DC PFL: STD, maternity leave, paternity leave, sick leave, vacation or PTO. For non-STD benefits, employer will need to amend policy to avoid employee receiving more than 100% of wages. Employees may be permitted to use employer paid leave benefits during the waiting period (which is currently waived). Eff. 07/10/21, STD benefits cannot be reduced by PFML through approx. March 2022 	<p>Leave may be protected under the FMLA or the DC Family and Medical Leave Act</p>	<p>DC PFL Handbook</p> <p>DC PFL Notice</p> <p>New poster to be released Feb. 2022.</p>
Hawaii — temporary disability insurance	One or more employees in Hawaii	Worked 14 weeks and 20 hours/week; earned \$400 in last year	Employee's non-work-related illness or injury (includes pregnancy and organ donation)	N/A	<p>Employer: May pay full cost of TDI or share equally with employee so long as employee's contribution does not exceed 0.5% of weekly wages</p> <p>Employee: 0.5% weekly wages, up to \$5.51/week maximum withholding</p>	Yes	<p>58% of average weekly earnings</p> <p>Minimum weekly benefit amount = \$14</p> <p>Maximum weekly benefit amount = \$640</p> <p>Maximum annual benefit = \$16,000</p>	Seven days	26 weeks	No	N/A	Leave may be protected under the FMLA	HI TDI FAQs
Massachusetts – paid family and medical leave	Employers subject to unemployment insurance.	Earned \$5,400 in the last four completed calendar quarters	<ul style="list-style-type: none"> Employee's own SHC Family member's SHC Bond with a new child Military-related exigency Care for a family member who is a service member injured in the line of duty. 	<ul style="list-style-type: none"> Child Parent Parent-in-law Spouse Domestic partner Grandparent Grandchildren Sibling 	<p>Employee: 0.68% of employee's wages (up to social security cap — \$147,000 in 2022)</p> <p>An employer with 25 or more employees may withhold up to 40% of medical leave contributions and up to 100% of family leave contributions from employee's wages.</p> <p>An employer with fewer than 25 employees must remit an effective contribution rate of 0.344% of eligible wages and is not required to pay the employer portions of family (0.12%) and medical (0.224%) leave contributions.</p>	Yes	<p>80% of the portion of the employee's average weekly wage that is equal to or less than 50% of the state average weekly wage, plus 50% of the portion of the employee's average weekly wage that is greater than 50% of the state average weekly wage.</p> <p>Maximum weekly benefit amount (2022) = \$1,084.31</p>	Seven days (except bonding leave immediately following the maternity medical leave has no waiting period)	<p>20 weeks: employee's own medical leave</p> <p>12 weeks: baby bonding, care of a family member, military exigency leave</p> <p>26 weeks: military caregiver leave</p>	Yes. Varies. See here .	<p>Employees can receive payments from some kinds of disability and PFML policies through their employer while receiving PFML benefits. PFML benefits will only be reduced if the total amount received from both payments is greater than the average weekly wage.</p> <p>Employees cannot receive PFML benefits and use paid sick time or paid earned time from the employer at the same time.</p>	<p>Yes</p> <p>MA PFML Benefits Guide</p> <p>See here for reimbursements for qualifying paid leave plans.</p>	

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New Jersey — temporary disability insurance	Employers subject to unemployment compensation law.	Employee must have worked 20 weeks earning at least \$220/week or earned \$11,000 in four quarters.	Employee's physical or mental health condition or other disability unrelated to work.	N/A	<p>Employee: 0.14% on the first \$151,900 (max contribution for 2022 is \$212.66.)</p> <p>Employer: 0.10 to 0.75</p> <p>For 2022, employers contribute between \$39.20 and \$298.50 on the first \$39,800 earned by each employee during this calendar year.</p>	Yes	85% of an employee's average weekly wage. The maximum weekly benefit amount is \$903.	Seven days (on Day 1 if the disability lasts longer than 21 days)	26 weeks		Employers are not prohibited from requiring employees to use accrued PTO before claiming TDI but cannot require employees to use NJ earned sick leave. An employer must notify the Division if it intends to supplement NJ TDI benefits to equal the employee's usual rate of pay.	Leave may be protected under the FMLA	NJ TDI
New Jersey — paid family leave	Employers subject to unemployment compensation law.	Earned \$220 or more in 20 calendar weeks or \$11,000 or more in the base year the week preceding the family leave	<ul style="list-style-type: none"> • Family member's SHC • To bond with a new child • For reasons related to domestic or sexual violence • To care for a family member for reasons related to a communicable disease. 	<ul style="list-style-type: none"> • Child • Parent • Spouse • Domestic partner • Civil union partner • Parent-in-law • Sibling • Grandparent • Grandchild • Any other blood relative • Any individual with a close association equivalent to a family relationship. 	<p>Employee: 0.14% of the first \$151,900 of wages earned. The maximum contribution amount for 2022 is \$212.66.</p> <p>Employer: None required.</p>		85% of an employee's average weekly wage. The maximum weekly benefit amount is \$903.	None	12 weeks	Yes. Full day increments. See here .	Employees may choose to use accrued paid time off before receiving benefits, but it cannot be required. If accrued sick or vacation time is used, this does not reduce the PFL benefit; those days can be used in addition to claiming the maximum allowed PFL benefits.	Leave may be protected under the FMLA	NJ Family Leave FAQs
New York — temporary disability insurance	One or more employees in NY state on each of 30 days in a calendar year.	Worked four consecutive weeks	Employee's off-the-job injury or illness	N/A	<p>Employee: 0.5% of taxable wages up to a maximum of \$0.60/week. The maximum employee contribution for 2022 is \$649.54.</p> <p>Employer: Pays balance of plan costs not covered by employee contributions</p>	Yes	50% of weekly wages with a maximum benefit of \$170/week	Seven days	26 weeks	No	Employee may receive PTO or vacation pay without a reduction in benefits.	Leave may be protected under the FMLA	NY Disability Benefits Statement of Rights

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New York — paid family leave	One or more employees in NY state on each of 30 days in a calendar year.	Worked at least 26 consecutive workweeks or 175 workdays if working less than 20 hours/week	<ul style="list-style-type: none"> Family member's SHC Bond with a new child Military-related qualifying exigency 	<ul style="list-style-type: none"> Child Parent Parent-in-law Spouse Domestic partner Grandparent Grandchild Siblings (Eff. 01/01/23). 	<p>Employee: 0.511% of the first \$82,914.64 of an employee's wages. The maximum contribution amount for 2022 is \$423.71.</p> <p>Employer: None required</p>	Yes	<p>67% of an employee's average weekly wage.</p> <p>Max weekly benefit in 2022 = \$1,068.36</p>	None	12 weeks during any consecutive 52-week period	Yes. Full day increments.	Employee can use PTO during PFL if employer allows it; employer cannot require it. Cannot receive more than 100% of full wages.	Yes	NY PFL FAQs NY PFL Fact Sheet
Rhode Island — temporary disability insurance	One or more employees in RI.	Earns at least \$13,800 in base period wages or \$2,300 in one base period quarter total base period wages of at least 50% of the highest quarter of earnings with a minimum total base period earnings of at least \$4,600.	Non-job-related illness or injury including elective surgery, pregnancy, childbirth or related medical conditions.	N/A	<p>Employee: 1.3% of the first \$74,000 of wages. The maximum contribution amount for 2021 is \$962.00.</p> <p>Employer: None required</p>	No	<p>4.62% of the wages paid in the highest quarter of the base period.</p> <p>Max weekly benefit in 2021 = \$887</p>	None	30 weeks	Yes. Partial TDI may be applicable with part-time work.	Employee may receive wages, sick or vacation pay, or employer provided disability benefits while receiving TDI if fully disabled. If working reduced hours and receiving partial TDI, all earnings in are considered.	Yes	RI TDI/TCI FAQs RI Employer Guide
Rhode Island — temporary caregiver insurance program	Employs one employee	Earns at least \$13,800 in base period wages or \$2,300 in one base period quarter total base period wages of at least 50% of the highest quarter of earnings with a minimum total base period earnings of at least \$4,600.	<ul style="list-style-type: none"> Family member's SHC Bond with a new child 	<ul style="list-style-type: none"> Child Parent Parent-in-law Spouse Domestic partner Grandparent 	<p>Employee: 1.3% of the first \$74,000 of wages.</p> <p>Employer: None required</p>	No	<p>4.62% of the wages paid in the highest quarter of the base period.</p> <p>Max weekly benefit in 2021 = \$887</p>	None	Five weeks	No		Yes	RI TDI/TCI FAQs RI Employer Guide

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Washington — paid family and medical leave	All employers	Worked 820 hours in WA during the first four of the last five completed calendar quarters.	<ul style="list-style-type: none"> Employee's own SHC Family member's SHC Bond with a new child Military-related qualifying exigency 	<ul style="list-style-type: none"> Child (and child's spouse) Parent Parent-in-law Spouse Registered domestic partner Grandparent Grandchild Sibling 	<p>Employees, and employers with 50 or more employees, must contribute. The total premium is 0.6% of an employee's wage up to the social security cap (\$147,000) in 2022, shared by employers with 50+ employees:</p> <p>Employee: 73.22%</p> <p>Employer: 26.78%</p> <p>Maximum employee contribution is \$645.80</p>	Yes	<p>Benefits vary depending on whether an employee's average weekly wage equals, exceeds or is less than one-half of the state's average weekly wage.</p> <p>The maximum weekly benefit amount is \$1,206.</p>	Seven days (but no waiting period for bonding or a military exigency)	<p>During a 52-consecutive-calendar-week period:</p> <p>12 weeks of family or medical leave;</p> <p>14 weeks if the employee develops an incapacitating pregnancy-SHC;</p> <p>16 weeks of combined family and medical leave; or</p> <p>18 weeks of combined family and medical leave, if the employee develops an incapacitating pregnancy-related SHC.</p>	Yes, as long as the employee is on leave for a min. of eight consecutive hours each week.	Employees can receive STD at the same time. May use PTO but it is optional for both employers and employees.	WA PFML poster WA PFML Guide	

THE BELOW STATE LAWS ARE NOT YET IN EFFECT. MORE DETAILS WILL BE ADDED AS MADE AVAILABLE BY EACH STATE.

New Hampshire — paid family leave (Eff. 01/01/23)	<p>All state employers.</p> <p>Private employers may opt in.</p>	<p>All state employees. Private employees whose employer opts into the program.</p> <p>Employees who choose to individually opt into the program; and who are employed by private employers with more than 50 employees.</p>	<ul style="list-style-type: none"> Employee's SHC if it is unrelated to employment and employer does not offer STD Family member's SHC Bond with a new child Donate an organ or bone marrow Military-related exigency Care for a family member who is a servicemember Reasons related to family violence 	<ul style="list-style-type: none"> Parent Child Legal guardian of employee or employee's spouse or domestic partner Spouse or domestic partner Grandparent 	<p>Employee wage deductions.</p> <p>[Private employers that choose to opt into the program will receive a tax credit of 50% of the premium paid]</p>		60% of average weekly wage.					Yes	
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Oregon — Paid family and medical leave (Eff. 01/01/23)	Employs one or more employees in Oregon	Earned at least \$1,000 in wages during the base year or alternate base year	<ul style="list-style-type: none"> Employee's or a family member's SHC Family leave to care for and bond with a new child Safe leave: reasons related to domestic violence 	<ul style="list-style-type: none"> Spouse or domestic partner Child and stepchild (including the child's spouse or domestic partner) Parent (including the parent's spouse or domestic partners) <ul style="list-style-type: none"> Parent-in-law Sibling or stepsibling (including the sibling's or stepsibling's spouse or domestic partner) Grandparent (including the grandparent's spouse/partner) Grandchild (including the grandchild's spouse/partner) Any individual related by blood or affinity with a close association to the employee equivalent to a family relationship 	<p>Expected to begin 01/01/23</p> <p>Employees, and employers with 25 or more employees, must contribute. The total rate may not exceed 1% of employee wages, up to Social Security Taxable Wage Base.</p> <p>Employee: 60%</p> <p>Employer: 40%</p> <p>Employers with fewer than 25 employees are not required to pay the 40% employer contribution but can receive an assistance grant if they choose to contribute.</p>	Yes	<p>Employees earning 65% or less than the state average weekly wage (SAWW) receive 100% of their average weekly wage.</p> <p>Employees earning more than 65% of the SAWW receive the sum of (1) 65% of the SAWW; and (2) 50% of the employee's average weekly wage that is greater than 65% of the SAWW.</p> <p>Max. weekly benefit is 120% of the SAWW.</p> <p>Benefits are expected to be accessed beginning September 3, 2023.</p>	None	<ul style="list-style-type: none"> 12 weeks in a benefit year. Two additional weeks for pregnancy, childbirth or a related medical condition (14-week paid max). Leave can be combined with four weeks of unpaid leave under the Oregon Family Leave Act. Leave may not exceed 18 weeks. 	Yes	Employers may allow concurrent use of other paid leave for benefits to equal 100% of an employee's normal wages.	Yes, if employee has worked for the employer for 90 days. Employers with fewer than two employees have more flexibility with reinstatement.	OR PFML FAQs Check here for updates.
Colorado (Eff. 01/01/24)	One or more employees	Worked at least 180 days \$2,500 in wages subject to PMFL premiums	<ul style="list-style-type: none"> Employee's or a family member's SHC To care for a new child during the first year after their birth, adoption or foster care placement For a qualifying exigency leave For safe leave 	<ul style="list-style-type: none"> A child A parent A spouse or domestic partner A grandparent A grandchild A sibling A parent, grandparent, grandchild or sibling of a spouse or domestic partner Any other individual with whom the employee has a significant personal bond that is or is like a family relationship, regardless of biological or legal relationship 	<p>Beginning 01/01/23:</p> <p>Employees, and employers with 10 or more employees, must contribute. Beginning Jan. 1, 2023, through Dec. 31, 2024, the total premium is 0.9% of an employee's wages up to the Social Security taxable wage base in effect, shared equally by the employer and employee. Employers may choose to pay part of the employee share.</p>	Yes	<p>The portion of the employee's average weekly wage that is equal to or less than 50% of the state average weekly wage is replaced at a rate of 90%; and</p> <p>The portion of the employee's average weekly wage that is more than 50% of the state average weekly wage is replaced at a rate of 50%.</p> <p>The maximum weekly benefit is 90% of the state average weekly wage.</p> <p>Maximum weekly benefit amount (2024) = \$1,100</p>	12 weeks; four additional if employee has a SHC related to pregnancy or childbirth complications.	Employers may not require employees to use or exhaust any accrued vacation, sick leave or other PTO prior to using family and medical leave.	Yes	Prop. 118		