



Family and Medical Leave Laws by State

Review applicability, terms of leave, and use purposes for state family and medical leave laws.

This chart provides an overview of job-protected family and medical leave laws by state. It's intended to provide an overview of employers' compliance obligations with respect to each law, but you should review each jurisdiction's family and medical leave page for full details. The state leave entitlements addressed in this chart may run concurrently with other leaves, including leave under the federal Family and Medical Leave Act (FMLA).

Paid leave benefits administered by the state or a third party that don't provide a job-protected leave entitlement are not covered in this chart. It also doesn't cover kin care leave laws, small necessities leave laws, school involvement leave laws, or standalone bereavement, pregnancy, adoption, or organ donation leave laws, laws that apply to public employees only, or temporary COVID-19 leave entitlements.

State	Applicability	Terms of Leave	Purposes
<p>Alabama Adoption Promotional Act (AAPA) (unpaid)</p>	<p>Covered Employers: Employers with 50 or more employees in 20 or more workweeks in the current or previous calendar year.</p> <p>Eligible Employees: Alabama employees who have worked for the covered employer for at least 12 months, have worked at least 1,250 hours for the employer during the 12-month period before taking leave, and work at a location where the employer has at least 50 employees within 75 miles.</p>	<p>Employees can take:</p> <ul style="list-style-type: none"> Up to 12 weeks of job-protected leave to bond with a new child during the first year after their birth or adoption (same as federal FMLA). Additional leave if the employee's adopted child is ill or disabled on the same basis as for complications with the birth of a biological child. <p>Leave can generally be unpaid. If an employer provides paid leave to employees for birth and bonding with a biological child, they must provide adoptive parents with at least two weeks of paid leave (or the same amount of paid leave if it's less than two weeks).</p>	<p>Employees may take AAPA leave intermittently only if the employer agrees.</p> <p>This leave runs concurrently with federal FMLA if the leave qualifies for both. Employees who have exhausted their federal FMLA leave entitlement aren't entitled to leave under the AAPA.</p> <p>Eligible employees may take leave to care for their new child following birth or adoption (aka baby bonding).</p>

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<p>California Family Rights Act (CFRA) (unpaid)</p> <p>Resources on CFRA and related leave entitlements are available here.</p>	<p>Covered Employers: Employers with five or more employees.</p> <p>Eligible Employees: California employees who have worked for the covered employer for more than 12 months and have worked at least 1,250 hours for the employer in the 12 months before the leave.</p>	<p>Employees can take up to 12 workweeks of unpaid, job-protected leave in a 12-month period.</p> <p>During unpaid CFRA leave, an employer may require, or an employee may elect, to use:</p> <ul style="list-style-type: none"> Any accrued sick leave if the leave is for the employee's own serious health condition or for any other reason <i>if mutually agreed upon between the employer and the employee</i>. Any accrued vacation time or other accrued paid time off other than sick leave. <p>Employers must continue the employee's group health coverage during the leave on the same terms as if they hadn't taken leave.</p> <p>Employees can take CFRA intermittently—it doesn't need to be taken in one continuous block. However, for baby bonding leave, the minimum length of each intermittent leave segment is two weeks, except that an employee can take leave in shorter increments on any two occasions.</p>	<p>Eligible employees may take leave for any of the following reasons:</p> <ul style="list-style-type: none"> To bond with a child following birth, adoption, or foster placement (aka baby bonding) To care for the employee's family member or designated person who has a serious health condition The employee's own serious health condition (but not for an employee's own disability caused by pregnancy, childbirth, and related medical conditions, which is covered by California's Pregnancy Disability Leave) A qualifying exigency related to the covered active duty or call to covered active duty of an employee's spouse, domestic partner, child, or parent in the U.S. Armed Forces <p>Family member means the employee's child of any age, spouse, registered domestic partner, parent, parent-in-law, grandparent, grandchild, or sibling.</p> <p>Designated person means any individual related by blood or whose association with the employee is the equivalent of a family relationship.</p>

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<p>Colorado Family Care Act (unpaid)</p>	<p>Covered Employers: Employers with 50 or more employees in 20 or more workweeks in the current or previous calendar year.</p> <p>Eligible Employees: Colorado employees who have worked for the covered employer for at least 12 months, have worked at least 1,250 hours for the employer during the 12-month period before taking leave, and work at a location where the employer has at least 50 employees within 75 miles.</p>	<p>Employees can take up to 12 workweeks of unpaid, job-protected leave in a 12-month period.</p> <p>This leave does not run concurrently with leave under the federal FMLA because the definition of spouse under the FMLA is limited to marriages and therefore doesn't include domestic or civil union partners. However, employers can offset any leave an employee has already taken under the federal FMLA in the same year against their entitlement under the Colorado Family Care Act.</p> <p>Leave can be taken intermittently under the same rules as the federal FMLA.</p> <p>Employers must continue the employee's group health coverage during the leave on the same terms as if they hadn't taken leave.</p>	<p>Eligible employees may take leave to care for a person who has a serious health condition if the person is either:</p> <ul style="list-style-type: none"> • The employee's partner in a civil union; or • The employee's domestic partner or a person recognized by the employer as the employee's domestic partner.

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<p>Colorado Paid Family and Medical Leave Insurance Act (FAMLI) (paid)</p> <p>Resources for FAMLI are available here.</p> <p>FAMLI is funded by premiums paid by employers and employees through a payroll tax (though employers with nine or fewer employees don't have to pay the <i>employer's</i> share of contributions).</p>	<p>Covered Employers: All employers with at least one employee for 20 or more calendar workweeks in the current or preceding calendar year, or that paid wages of \$1,500 or more during any calendar quarter in the previous calendar year.</p> <p>Eligible Employees: Colorado employees who have earned at least \$2,500 in wages during their base period and have been employed by the covered employer for at least 180 days prior to the leave.</p>	<p>Eligible employees can take up to 12 weeks of paid leave per year, plus an additional four weeks if they have a serious health condition related to pregnancy or childbirth complications, up to 16 weeks total.</p> <p>Employers can't require employees to use accrued vacation, sick leave, or other paid time off while on paid family and medical leave. However, the employer and employee can mutually agree in writing to use paid time off to top off their FAMLI benefits.</p> <p>Employers must continue the employee's group health coverage during the leave on the same terms as if they hadn't taken leave.</p> <p>Leave can be taken intermittently.</p>	<p>Eligible employees may take leave for any of the following reasons:</p> <ul style="list-style-type: none"> • To care for an employee's own, or a family member's, serious health condition • To care for an employee's new child during the first year after the birth, adoption, or foster care placement • For needs arising from a family member's military service (qualifying exigency leave) • For certain reasons when an employee, or their family member, is a victim of domestic violence, stalking, sexual assault, or abuse (safe leave) <p>Family member means the employee's child (including a foster child, stepchild, and legal ward, regardless of age), parent (including foster parent, stepparent, and parent-in-law), in loco parentis relations, spouse or domestic partner, grandparent, grandchild, sibling, or any other person that the employee has a significant personal bond with that is like a family relationship.</p>

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<p>Connecticut Family and Medical Leave Act (CTFMLA) (unpaid)</p> <p>Resources for the CTFMLA are available here.</p>	<p>Covered Employers: Employers with one or more employees in Connecticut.</p> <p>Eligible Employees: Connecticut employees who have been employed by the covered employer for at least three months before taking leave.</p>	<p>Eligible employees can take up to 12 workweeks of unpaid, job-protected leave in a 12-month period, plus up to two additional weeks of leave during the 12-month period for incapacity during pregnancy. Eligible employees can take up to 26 weeks of leave per year to care for a covered service member with a serious illness or injury.</p> <p>Eligible employees may elect, or an employer may require, the employee to substitute accrued paid leave for unpaid CTFMLA. Sick leave can only be applied for leave for an employee's own, or their family member's, serious health condition, organ donation leave, or military caregiver leave. However, employees may choose to preserve up to two weeks of their accrued, paid leave time.</p> <p>CTFMLA doesn't require employers to maintain an employee's group health benefits during leave. However, if the employer terminates health benefits during the leave, they must be restored when the employee returns from leave, with no restrictions or delay.</p> <p>Leave can be taken intermittently. However, leave for the birth or placement of a child may not be taken intermittently or on a reduced schedule unless the employee and employer agree.</p>	<p>Eligible employees may take leave for any of the following reasons:</p> <ul style="list-style-type: none"> • The birth of the employee's child • The placement of a child with the employee for adoption or foster care • To care for the employee's family member who has a serious health condition • The employee's own serious health condition • To serve as an organ or bone marrow donor • Because of any qualifying exigency when the employee's spouse, child, or parent is on active duty, or has been notified of an impending call or order to active duty, in the U.S. Armed Forces • To care for the employee's spouse, child, parent, or next of kin who is a covered service member with a serious illness or injury (up to 26 weeks of leave) <p>A family member is the employee's spouse, child (of any age), parent, spouse's parent, grandparent, spouse's grandparent, grandchild, sibling, spouse's sibling, or anyone the employee has a relationship with that is equivalent to a family relationship.</p>

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<p>Healthy Delaware Families Act (paid)</p> <p>Note: Additional information may be released by the state before the effective dates below and may affect the details in this chart.</p> <p>The Healthy Delaware Families Act will be funded by premiums paid by employers and employees through a payroll tax and is currently scheduled to be implemented in the following phases:</p> <ul style="list-style-type: none"> • Contributions begin January 1, 2025 • Employee benefits are available beginning January 1, 2026 	<p>Covered Employers: Employers with 10 or more employees in Delaware during the previous 12 months, except for businesses that are closed entirely for 30 consecutive days or more per year. Employers with nine or fewer employees may opt into the program.</p> <p>Note: Covered employers that have 10-24 employees in the previous 12 months must only provide the parental leave entitlements under this law. Employers with 25 or more employees must provide all of the leave entitlements.</p> <p>Eligible Employees: Delaware employees who have been employed for at least 12 months by the covered employer and have worked at least 1,250 hours for the employer in the 12-month period before taking leave.</p>	<p>Eligible employees can take paid, job-protected leave as follows:</p> <ul style="list-style-type: none"> • Up to 12 weeks of paid, job-protected parental leave in a 12-month period • Up to a total of six weeks of leave for any other covered purpose per 24-month period <p>The maximum total leave time is 12 weeks per 12-month period.</p> <p>Note: Employers with 24 or fewer employees may limit the duration of parental leave to no less than six weeks until 2031.</p> <p>Employers may require employees to use their accrued vacation or sick leave before accessing family and medical leave benefits. If an employee chooses—but the employer doesn't require them—to use their accrued vacation or sick leave, it can count toward the total length of leave the employee is entitled to.</p> <p>Employers must continue the employee's group health coverage on the same terms as if the employee hadn't taken leave.</p> <p>Leave can be taken intermittently only when medically necessary and supported by certain documentation.</p>	<p>Eligible employees may take leave for any of the following reasons:</p> <ul style="list-style-type: none"> • To care for a new child within 12 months of the child's birth, adoption, or foster care placement (parental leave) • To care for a family member with a serious health condition • The employee's own serious health condition • A qualifying exigency related to the employee's spouse, son, daughter, or parent being on covered active duty or being called to covered active duty <p>A family member is the employee's parent, child, or spouse.</p>

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<p>District of Columbia Family and Medical Leave Act (DCFMLA) (unpaid)</p> <p>See FAQs on DCFMLA from the District here.</p> <p>Note: Employees may be entitled to wage replacement benefits during DCFMLA leave under a separate law known as DC Paid Family Leave (PFL). PFL regulations conflict as to whether it provides employees with leave and job protection. We recommend speaking with an attorney if you plan to deny leave or reinstatement when an employee uses PFL benefits.</p>	<p>Covered Employers: Employers with 20 or more employees in the District of Columbia during 20 or more workweeks in the current or preceding calendar year.</p> <p>Eligible Employees: District of Columbia employees who have worked for the covered employer for 12 months and have worked at least 1,000 hours for the employer during the preceding 12-month period.</p>	<p>Eligible employees may take up to 16 weeks of unpaid, job-protected family leave plus 16 weeks of unpaid, job-protected medical leave in any 24-month period.</p> <p>Employees may choose to use their accrued paid time off for family or medical leave. In that case, the time off will still count against their 16 weeks of family or medical leave.</p> <p>Employers must continue the employee's group health coverage on the same terms as if the employee hadn't taken leave.</p> <p>Leave can be taken intermittently when it's medically necessary for an employee's own health condition or when caring for a family member with a serious health condition.</p>	<p>Eligible employees may take leave for any of the following reasons:</p> <ul style="list-style-type: none"> • The birth of the employee's child or the placement of a child with the employee for adoption or foster care (family leave) • The placement of a child with the employee for whom the employee permanently assumes parental responsibility (family leave) • To care for a family member who has a serious health condition (family leave) • To care for the employee's own serious health condition (medical leave) <p>A family member is any of the following:</p> <ul style="list-style-type: none"> • A person to whom the employee is related by blood, legal custody, or marriage • A child who lives with an employee and for whom the employee permanently assumes parental responsibility • A person with whom the employee shares or has shared, within the last year, a mutual residence and maintains a committed relationship • A foster child

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<p>Hawaii Family Leave Law (HFLL) (unpaid)</p> <p>See additional information about HFLL here.</p>	<p>Covered Employers: Employers with 100 or more employees in Hawaii for 20 or more calendar weeks in the current or preceding calendar year.</p> <p>Eligible Employees: Hawaii employees who have worked for six consecutive months for the covered employer.</p>	<p>Eligible employees may take up to four weeks of unpaid, job-protected leave in a 12-month period.</p> <p>Employees may elect, or an employer may require an employee (with advance notice), to substitute the employee's accrued paid leaves for any part of the four-week period of family leave. Employers that provide paid sick leave must generally allow an employee to substitute up to 10 days of the employee's accrued and available sick leave per year.</p> <p>The law doesn't directly address group health benefits continuation during leave. However, Hawaii's Department of Labor and Industrial Relations states that the HFLL doesn't provide a right to health coverage continuation.</p> <p>Leave can be taken intermittently.</p>	<p>Eligible employees may take leave for any of the following reasons:</p> <ul style="list-style-type: none"> • For the birth of the employee's child or the adoption of a child • To care for the employee's child, spouse, reciprocal beneficiary, sibling, grandchild, or parent (which includes a parent-in-law, grandparent, or grandparent-in-law) with a serious health condition <p>There is no leave entitlement for an employee's own serious health condition.</p>
<p>Maine Family and Medical Leave Act (unpaid)</p>	<p>Covered Employers: Employers with 15 or more workers at one location in Maine.</p> <p>Eligible Employees: Maine employees who have worked for the covered employer for 12 consecutive months and who work at a worksite with 15 or more employees.</p>	<p>Eligible employees may take up to 10 workweeks of unpaid, job-protected leave in any two-year period.</p> <p>Employers must continue the employee's group health coverage, but if the leave doesn't qualify under the federal FMLA, they can require the employee to cover the full premium.</p> <p>Leave can be taken intermittently. However, leave for the birth of the employee's child or for adoption placement may only be taken intermittently or on a reduced leave schedule if the employee and the employer agree.</p> <p>Leave for the serious health condition of the employee, a child, parent, or spouse, or organ donation, may only be taken intermittently or on a reduced leave schedule when medically necessary.</p>	<p>Eligible employees may take leave for any of the following reasons:</p> <ul style="list-style-type: none"> • The birth of the employee's or domestic partner's child or the adoption placement of a child aged 16 or younger with the employee or their domestic partner • To care for a child, domestic partner's child, grandchild, domestic partner's grandchild, parent, domestic partner, sibling, or spouse with a serious health condition • An employee's own serious health condition • The donation of the employee's organ • The death or serious health condition of the employee's spouse, domestic partner, parent, sibling, or child that occurs in active military duty

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<p>Maine Paid Family and Medical Leave (PFML) (paid)</p> <p>Note: Additional information will be released by the state before the effective dates below and may affect the details in this chart.</p> <p>PFML will be funded by premiums paid by employers and employees through a payroll tax (though employers with 14 or fewer employees don't have to pay the <i>employer's</i> share of contributions) and is scheduled to be implemented in the following phases:</p> <ul style="list-style-type: none"> • Premium contributions begin January 1, 2025 • Employee benefits become available on May 1, 2026 	<p>Covered Employers: All employers with at least one employee in Maine.</p> <p>Eligible Employees: Employees who earned at least six times the state average weekly wage in wages subject to premiums during their base period and who have been employed for at least 120 days.</p>	<p>Eligible employees may take up to 12 weeks of paid leave in any combination of medical leave and family leave in a 12-month period.</p> <p>Employers must continue the employee's group health coverage during the leave on the same terms as if they hadn't taken leave.</p> <p>Leave can be taken intermittently.</p>	<p>Eligible employees may take leave for any of the following reasons:</p> <ul style="list-style-type: none"> • For their own serious health condition (medical leave) • To care for their family member with a serious health condition (family leave) • To bond with their new child during the first 12 months after the birth, adoption, or foster care placement (family leave) • To attend to a qualifying exigency (family leave) • To care for an employee's family member who is a covered service member (family leave) • To donate an organ • For the death or serious health condition of certain family members of an employee during active military duty • For certain safe leave reasons when an employee, or their family member, is a victim of violence, stalking, sexual assault, or abuse (family leave) <p>Family member means the employee's child (including a foster child, stepchild, and legal ward, regardless of age), parent (including foster parent, stepparent, and legal guardian), in loco parentis relations, spouse or domestic partner, grandparent, grandchild, sibling, or any other person that the employee has a significant personal bond with that is like a family relationship.</p>

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<p>Maryland Family and Medical Leave Insurance (FAMLI) (paid)</p> <p>Note: Additional information will be released by the state before the effective dates below and may impact the details in this chart.</p> <p>FAMLI will be funded by premiums paid by employees and employers with 15 or more employees through a payroll tax and is currently scheduled to be implemented in the following phases:</p> <ul style="list-style-type: none"> • Contributions begin July 1, 2025 • Employee benefits are available beginning July 1, 2026 	<p>Covered Employers: Employers with one or more employees in Maryland.</p> <p>Eligible Employees: Maryland employees who have worked at least 680 hours in the 12 months preceding the leave.</p>	<p>Eligible employees may take up to 12 or 24 weeks of paid, job-protected leave per year. Generally, employees' leave entitlement is capped at 12 weeks per year, but employees can take up to 24 weeks per year if they take leave for both the birth or placement of a child and the employee's own serious health condition.</p> <p>Employers must continue the employee's group health coverage on the same terms as if the employee hadn't taken leave.</p> <p>Employers can't require employees to use paid vacation, sick leave, or other paid time off under an employer policy before or during FAMLI leave. However, the employer and employee may agree to use these benefits during FAMLI leave to supplement the employee's FAMLI benefits, up to 100% of their average weekly wage. Additionally, employers may require the coordination of FAMLI leave and certain employer-provided parental, family, military, or disability leave policies.</p> <p>Employees may take paid leave intermittently in increments of at least four hours.</p>	<p>Eligible employees may take leave for any of the following reasons:</p> <ul style="list-style-type: none"> • To care for, or bond with, their child during the first year after the child's birth • Because a child is being placed with the employee for adoption, foster care, or kinship care, and to care for, or bond with, the child during the first year after the placement • To care for a family member with a serious health condition • To attend to the employee's own serious health condition • To care for a service member who is the covered employee's next of kin with a serious health condition resulting from military service • Because the covered employee has a qualifying exigency related to the deployment of a service member who is their family member <p>A family member is the employee's child (including, but not limited to, a foster or stepchild), parent (including, but not limited to, a foster or stepparent), parent-in-law, legal guardian or ward of the employee or their spouse, in loco parentis relations to the employee or their spouse, spouse, domestic partner, grandparent (including an adopted, foster, or step-grandparent), grandchild (including an adopted, foster, or step-grandchild), or sibling (including an adopted, foster, or stepsibling).</p>

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<p>Massachusetts Paid Family and Medical Leave (PFML) (paid)</p> <p>See more information on PFML here.</p> <p>Employers in Massachusetts are required to participate in a state-run program to provide employees with paid family and medical leave or apply for an exemption if they offer a qualifying private plan. PFML is funded through a Massachusetts tax funded by employee and employer contributions.</p>	<p>Covered Employers: PFML applies to almost all employers in Massachusetts. Only employers that are excluded from unemployment insurance are exempt from PFML. Employers that are exempt from PFML may choose to opt in to PFML.</p> <p>Eligible Employees: Almost all employees in Massachusetts who meet certain financial eligibility requirements, including full-time, part-time, seasonal, and temporary employees. However, employees who are excluded from Massachusetts's unemployment insurance are excluded from PFML.</p>	<p>Eligible employees may take paid, job-protected leave up to the following amounts per year: 12 weeks of <i>family</i> leave (except that eligible employees may take up to 26 weeks of leave per year to care for a covered service member), 20 weeks of <i>medical</i> leave, or up to 26 weeks of some combination of family and medical leave.</p> <p>Employers must continue the employee's group health coverage on the same terms as if the employee hadn't taken leave.</p> <p>Leave can be taken intermittently or on a reduced leave schedule as follows:</p> <ul style="list-style-type: none"> • For family leave to bond with a child during the first 12 months after the child's birth, adoption, or foster care placement, leave may be taken on an intermittent or reduced leave schedule only if the employer and employee mutually agree • For family leave to care for a family member's serious health condition or to care for a family member who is a covered service member, leave may be taken on an intermittent or reduced leave schedule if the healthcare provider determines it is medically necessary • For family leave due to a qualifying exigency relating to a family member's active duty or impending call to active duty in the U.S. Armed Forces, leave may be taken on an intermittent or reduced leave schedule • For medical leave due to a covered individual's own serious health condition, intermittent leave may be taken if medically necessary <p>Employees may choose to supplement their PFML benefits with accrued paid time off, up to their average weekly wage.</p>	<p>Eligible employees may take leave for any of the reasons listed below.</p> <p>Paid <i>medical</i> leave may be taken to manage an employee's own serious health condition.</p> <p>Paid <i>family</i> leave may be taken for any of the following reasons:</p> <ul style="list-style-type: none"> • To care for a family member who has a serious health condition • To bond with a new child within 12 months of their birth, adoption, or foster care placement • Any qualifying exigency when a family member is on active duty or has been notified of an impending call or order to active duty in the U.S. Armed Forces • To care for a family member who is a covered service member (up to 26 weeks per year) <p>A family member is an employee's spouse, domestic partner, child, parent, parent of spouse or domestic partner, grandchild, grandparent, sibling, or a person who stood in loco parentis to the employee when they were a minor.</p>

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<p>Massachusetts Parental Leave Act (PLA) (unpaid)</p>	<p>Covered Employers: Employers with six or more employees.</p> <p>Eligible Employees: Massachusetts employees who have been employed full time for at least three consecutive months (or, if they are subject to an introductory period of less than three months, have completed their introductory period).</p>	<p>Eligible employees may take up to eight weeks of unpaid, job-protected leave per birth or placement of a child.</p> <p>If an employer provides more than eight weeks of parental leave, it must provide the same benefits and protections to the employee (such as job reinstatement) at the end of the extended leave unless it notifies the employee in writing before the start of the leave that the employee isn't entitled to such rights. (Note that employees may be entitled to PFML, outlined on the previous page.)</p> <p>Employees may choose to substitute any accrued paid leave for unpaid parental leave.</p> <p>Employers must continue the employee's group health coverage and other employment benefits on the same terms as if they hadn't taken leave.</p>	<p>Eligible employees may take leave for the following reasons:</p> <ul style="list-style-type: none"> • The birth of the employee's child • The placement of a child under 18 with the employee (or under 23 if the child is disabled) if the employee is adopting, or intends to adopt, the child

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<p>Minnesota Paid Family and Medical Leave (PFML) (paid)</p> <p>The Minnesota Department of Employment and Economic Development provides resources for PFML on its Paid Family and Medical Leave page.</p> <p>Note: Additional information may be released by the state before benefits become available and may affect the details in this chart.</p> <p>PFML will be funded by premiums paid by employers and employees through a payroll tax. Employee leave benefits and premium collections are both currently scheduled to begin on January 1, 2026.</p>	<p>Covered Employers: All employers, regardless of size.</p> <p>Eligible Employees: Almost all employees in Minnesota, including full-time, part-time, and temporary employees, except for certain seasonal hospitality employees.</p>	<p>Eligible employees may take up to the following amounts of paid leave, up to a combined maximum of 20 weeks of leave per benefit year:</p> <ul style="list-style-type: none"> • 12 weeks of leave for the employee's own serious health condition • 12 weeks of leave for child bonding, family care, safety, or a qualifying exigency <p>If the employer offers supplementary benefit payments (such as paid time off) employees may elect to receive such supplemental benefits in addition to receiving PFML insurance benefits, up to 100% of their regular wages or salary.</p> <p>Employers must continue the employee's group health coverage on the same terms as if they hadn't taken leave.</p> <p>Leave can be taken intermittently, subject to certain conditions.</p>	<p>Eligible employees may take leave for the following reasons:</p> <ul style="list-style-type: none"> • To bond with a child during the first year after birth, adoption, or foster care placement (bonding leave) • To care for a family member who has a serious health condition or for a family member who is a military member (family care leave) • For their own serious health condition • For certain reasons related to domestic abuse, sexual assault, or stalking (safety leave) • Any qualifying exigency arising from the employee's family member's active duty military service or impending call to order, including but not limited to caring for the family member's child, making financial or legal arrangements, or attending counseling <p>Family member includes an employee's spouse, domestic partner, child, child-in-law, parent, sibling, grandchild, grandparent, spouse's grandparent, or an individual who has a relationship with the employee that creates an expectation and reliance that the employee would care for them.</p>

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<p>New Hampshire Granite State Family Leave Insurance (FMLI) (paid)</p> <p>FMLI is an optional benefit program that employers can elect to sponsor (and that certain employees can opt in to individually). Employers that choose to opt in to the program will receive a tax credit. If an employer with 50 or more employees elects to sponsor family and medical leave under this law, eligible employees are entitled to job-protected leave and reinstatement upon return to work.</p>	<p>Covered Employers: Private employers that have 50 or more employees and that elect to sponsor FMLI insurance benefits.</p> <p>Eligible Employees: New Hampshire employees of covered employers.</p>	<p>Eligible employees may take paid, job-protected leave for up to six weeks per year.</p> <p>Employers must continue the employee's group health coverage on the same terms as if the employee hadn't taken leave.</p> <p>According to FAQs from the state of New Hampshire, leave can be taken intermittently in a minimum of four-hour increments.</p>	<p>Eligible employees may take leave for any of the following reasons:</p> <ul style="list-style-type: none"> • The birth of the employee's child or the adoption or foster care placement of a child with the employee • To care for a family member with a serious health condition • An employee's own serious health condition that isn't related to employment if the employer doesn't offer short-term disability insurance • Any qualifying exigency related to a family member being on foreign deployment with the U.S. Armed Forces, or to care for a family member who is a service member with a serious injury or illness <p>Family member means a child, parent, stepparent, or legal guardian of the employee or of the employee's spouse or domestic partner, grandparent or step-grandparent, or a spouse or domestic partner.</p>

State	Applicability	Terms of Leave	Purposes
<p>New Jersey Family Leave Act (NJFLA) (unpaid)</p> <p>More information is available here. Wage replacement benefits may be available under New Jersey's Temporary Disability and Family Leave insurance programs.</p>	<p>Covered Employers: Employers with 30 or more employees for 20 or more calendar workweeks in the current or previous calendar year.</p> <p>Eligible Employees: New Jersey employees who have been employed with the covered employer for at least 12 months and have worked for at least 1,000 hours in the 12 months before taking leave.</p>	<p>Eligible employees may take up to 12 weeks of unpaid, job-protected leave during a 24-month period.</p> <p>For purposes of using accrued paid leave during NJFLA leave, employers must treat family leave in the same manner as other leaves of absence. Employers can't require employees to exhaust their accrued paid leave during NJFLA leave unless they have an established policy or past practice of requiring employees to exhaust all accrued paid leave during a leave of absence.</p> <p>Employers must continue the employee's group health coverage on the same terms as if the employee continued to work.</p> <p>Leave can be taken intermittently or on a reduced schedule, subject to certain conditions.</p>	<p>Eligible employees may take leave for any of the following reasons:</p> <ul style="list-style-type: none"> • The birth of the employee's child or the adoption or foster placement of a child with the employee • The serious health condition of a family member • Certain absences related to a public health emergency or epidemic of a communicable disease <p>There is no provision for an employee's own illness.</p> <p>Family member means a child, parent, parent-in-law, sibling, grandparent, grandchild, spouse, domestic partner, or one partner in a civil union couple, or any other individual related by blood to the employee, and any other individual with whom the employee has the equivalent of a family relationship.</p>

State	Applicability	Terms of Leave	Purposes
<p>New York Paid Family Leave (PFL) (paid)</p> <p>New York’s PFL law provides partial income replacement and job protection while employees are on leave for covered reasons. Employers are required to purchase a PFL insurance policy or self-insure. PFL is funded by employees through payroll deductions. Employers are responsible for collecting PFL contributions from employees.</p> <p>See more information here.</p>	<p>Covered Employers: Employers that employ one or more employees in New York State for 30 or more days in a calendar year.</p> <p>Eligible Employees:</p> <ul style="list-style-type: none"> • New York employees with a regular work schedule of 20 or more hours per week are eligible after 26 weeks of employment; and • New York employees with a regular work schedule of less than 20 hours per week are eligible after 175 days worked. <p>PFL coverage is not required for workers that are excluded from the definition of “employee” under the state’s workers’ compensation law.</p>	<p>Eligible employees may take up to 12 weeks of paid, job-protected leave during a 12-month period.</p> <p>Employers must maintain their existing health insurance benefits for the duration of the leave, as if leave was not taken.</p> <p>Employers cannot require employees to use vacation or other paid time off to substitute for paid leave. However, if the employer allows it, employees may elect to use their paid leave during PFL.</p> <p>PFL may be taken intermittently, in full day increments only.</p>	<p>Eligible employees may take leave for the following reasons:</p> <ul style="list-style-type: none"> • To bond with a newborn, adopted, or foster child • To care for a family member with a serious health condition • Because of any qualifying exigency when the spouse, domestic partner, child, or parent of the employee is on active duty (or has been notified of an impending call or order to active duty) in the U.S. Armed Forces <p>Leave is not available for an employee’s own illness.</p> <p>PFL also covers paid quarantine leave if certain conditions are met.</p> <p>A family member is a child, parent, parent-in-law, grandparent, grandchild, spouse, domestic partner, or sibling (including a biological or adopted sibling, half-sibling, or stepsibling).</p>

State	Applicability	Terms of Leave	Purposes
<p>Oregon Family Leave Act (OFLA) (unpaid)</p>	<p>Covered Employers: Employers with 25 or more employees in Oregon for 20 or more calendar workweeks in the current or previous year.</p> <p>Eligible Employees: Oregon employees who have worked for the covered employer for 180 days before taking the leave and who have worked at least 25 hours a week on average during that time. However, for leave to care for a new child (aka parental leave), an employee is eligible after working for 180 days, regardless of how many hours they work. For bereavement leave for a family member who dies during leave to care for the family member's serious health condition, an employee doesn't need to meet the eligibility requirements for leave again.</p> <p>Additionally, certain special eligibility rules apply during a public health emergency, and to employees who were terminated or removed from the schedule and who return to work within 180 days.</p>	<p>Eligible employees may take up to 12 weeks of unpaid, job-protected family leave per year, except under the following circumstances:</p> <ul style="list-style-type: none"> • For bereavement leave, employees are entitled to up to two weeks of family leave per death (up to a maximum of 12 weeks per year) • An employee may take up to 12 weeks of pregnancy disability leave, plus up to 12 weeks for sick child leave, plus up to 12 weeks for other OFLA reasons (for a total of up to 36 weeks in the same year). The employee doesn't need to exhaust one type of leave to use another • Employees who take 12 weeks of OFLA leave to bond with a new child are entitled to an additional 12 weeks of sick child leave in the same year (for a total of 24 weeks) <p>Note: Leave taken under Oregon's Military Family Leave (a separate law that isn't covered in this chart) counts against an employee's OFLA leave entitlement.</p> <p>Employees may elect to use any paid accrued vacation, sick, or other accrued paid time off offered by the employer as a substitute for the unpaid leave.</p> <p>Employers must maintain employees' existing health insurance benefits for the duration of the leave on the same terms as if the employee had continued to work.</p>	<p>Eligible employees may take leave for the following reasons:</p> <ul style="list-style-type: none"> • To bond with a child following birth, adoption, or foster placement (including leave for legal matters related to placement) • The employee's own serious health condition • To care for a family member who has a serious health condition • To care for a child who requires home care because of an illness, injury, or condition that is not a serious health condition or when their school or place of care is closed because of a public health emergency (sick child leave) • Bereavement leave for the death of a family member <p>Family member includes an employee's spouse, domestic partner, child, child's spouse or domestic partner, parent, parent's spouse or domestic partner, sibling or stepsibling, sibling's or stepsibling's spouse or domestic partner, grandparent, grandparent's spouse or domestic partner, grandchild, grandchild's spouse or domestic partner, or any individual whose close association with the employee is the equivalent of a family relationship.</p>

State	Applicability	Terms of Leave	Purposes
<p>Oregon Paid Family and Medical Leave (Paid Leave) (paid)</p> <p>Paid Leave is funded by payroll contributions. Employers with 25 or more employees must participate and pay into the program. Employers with fewer than 25 employees are not required to pay contributions, but must still collect and submit employee contributions.</p> <p>Employers may elect to provide their own paid leave plan to employees that provides equal or greater benefits than the state's plan. The state must approve an employer's equivalent plans.</p>	<p>Covered Employers: Employers that employ one or more employees in Oregon. However, employers with fewer than 25 employees have more flexibility with reinstatement if the employee's position no longer exists.</p> <p>Eligible Employees: Oregon employees who have earned at least \$1,000 in a year and who have been employed by the employer for at least 90 days prior to the leave.</p>	<p>Eligible employees may take up to 12 weeks of paid, job-protected leave per year (for any combination of family, medical, and safe leave), except that:</p> <ul style="list-style-type: none"> • An eligible employee may take up to two additional weeks of paid, job-protected leave for pregnancy, childbirth, or a related medical condition (including lactation) • Employees may be entitled to additional unpaid, job-protected leave under OFLA, up to a total of 16 weeks of leave for any covered reason under Paid Leave or OFLA (or a total of 18 weeks of leave if the employee qualifies for the two additional weeks of Paid Leave for pregnancy or childbirth related reasons described above) <p>An employer may allow an employee to use paid sick time, vacation leave, or any other accrued paid leave in addition to receiving paid family and medical leave insurance benefits, up to 100% of their average weekly wages.</p> <p>Employers must maintain employees' existing health insurance benefits for the duration of the leave, as if leave was not taken.</p> <p>Leave may be taken intermittently.</p>	<p>Eligible employees may take leave for the following reasons:</p> <ul style="list-style-type: none"> • To bond with a child during the first year after birth, adoption, or foster care placement (family leave) • To care for a family member who has a serious health condition (family leave) • For their own serious health condition (medical leave) • For certain reasons related to domestic violence, harassment, sexual assault, bias crimes, and stalking (safe leave) <p>Family member includes an employee's spouse, domestic partner, child, child's spouse or domestic partner, parent, parent's spouse or domestic partner, sibling or stepsibling, sibling's or stepsibling's spouse or domestic partner, grandparent, grandparent's spouse or domestic partner, grandchild, grandchild's spouse or domestic partner, or any individual whose close association with the employee is the equivalent of a family relationship.</p>

State	Applicability	Terms of Leave	Purposes
<p>Rhode Island Parental and Family Medical Leave Act (unpaid)</p>	<p>Covered Employers: Employers with 50 or more employees.</p> <p>Eligible Employees: Rhode Island employees who work an average of 30 hours per week or more and have been employed by the covered employer for at least 12 consecutive months.</p>	<p>Eligible employees may take up to 13 consecutive workweeks of unpaid, job-protected parental leave or family leave in two calendar years.</p> <p>If an employer allows workers to use sick leave for the birth of a child, then workers adopting a child aged 16 years old or younger must also be permitted to use sick leave.</p> <p>Intermittent leave is not allowed under this law.</p> <p>Employers must continue the employee's group health coverage on the same terms as if they hadn't taken leave. Prior to taking parental leave or family leave, the employee can be required to pay the full premium that would be required to maintain the employee's health benefits during the leave. If the employer requires this, it must return the payment to the employee within 10 days after the employee returns to work.</p>	<p>Eligible employees may take parental leave for the birth of the employee's child or the adoption placement of a child 16 or younger with the employee.</p> <p>Eligible employees may take family leave for the following reasons:</p> <ul style="list-style-type: none"> • Their own serious health condition • To care for a family member with a serious health condition <p>A family member is a parent, parent-in-law, spouse, or child.</p>
<p>Rhode Island Temporary Caregiver Insurance (TCI) Program (paid)</p> <p>TCI is part of Rhode Island's Temporary Disability Insurance (TDI) program and is financed by employee payroll deductions.</p> <p>See more information here.</p>	<p>Covered Employers: All employers.</p> <p>Eligible Employees: Employees who work in Rhode Island and who have earned a minimum amount of wages in the base period.</p>	<p>Eligible employees may take up to six weeks of paid, job-protected leave per year.</p> <p>Employers must continue the employee's group health coverage on the same terms as if they hadn't taken leave.</p> <p>The law doesn't address the use of an employee's accrued paid time off during leave. However, the Rhode Island Department of Labor and Training states that employers can allow use of accrued paid leave at the same time an employee is receiving TCI benefits.</p>	<p>Eligible employees may take leave for the following reasons:</p> <ul style="list-style-type: none"> • To bond with the employee's, or their domestic partner's, newborn child, adopted child, or foster child within the first 12 months following the birth or placement • To care for a family member with a serious health condition <p>Family member means an employee's child, parent, parent-in-law, grandparent, spouse, or domestic partner.</p>

State	Applicability	Terms of Leave	Purposes
<p>Vermont Parental and Family Leave (unpaid)</p>	<p>Covered Employers:</p> <ul style="list-style-type: none"> For parental leave: Employers with 10 or more employees who work an average of at least 30 hours per week in a year For family leave: Employers with 15 or more employees who work an average of at least 30 hours per week in a year <p>Eligible Employees: Vermont employees who have been employed for at least one year for an average of at least 30 hours per week.</p>	<p>Eligible employees may take up to 12 weeks of unpaid, job-protected family or parental leave during any 12-month period.</p> <p>For family leave and parental leave, employees may elect to use up to six weeks of accrued sick, vacation, or other paid leave for parental or family related reasons.</p> <p>Employers must continue the employee's group health coverage (and other employment benefits) on the same terms as if they hadn't taken leave.</p>	<p>Eligible employees may take <i>parental</i> leave for the employee's pregnancy, or the birth of the employee's child or within a year of the adoption placement of a child 16 or younger with the employee.</p> <p>Eligible employees may take <i>family</i> leave for the following reasons:</p> <ul style="list-style-type: none"> The employee's own serious illness The serious illness of an employee's child (including a stepchild, ward who lives with the employee, or a foster child), spouse, parent, or parent-in-law

State	Applicability	Terms of Leave	Purposes
<p>Washington Paid Family and Medical Leave Act (PFMLA) (paid)</p> <p>Paid family and medical leave (PFML) is funded by premiums paid by employees and employers. When an employee has a qualifying event, they will apply for leave directly with the state. The state will notify the employer of the employee's application, including leave start and end dates. Employers have certain obligations to notify employees that they may qualify for PFML when they become aware of the employee having a qualifying event.</p>	<p>Covered Employers: Employers with 50 or more employees during 20 or more weeks in the current or previous calendar year must provide job-protected leave to eligible employees.</p> <p>Note: All employers are covered by the PFMLA, but only those with 50 or more employees must provide job-protected leave.</p> <p>Eligible Employees: Washington employees who have worked for the employer for at least 12 months and have worked for at least 1,250 hours in the 12 months immediately before taking leave are entitled to job-protected leave.</p>	<p>Eligible employees may take up to 12 weeks of paid, job-protected medical or family leave, with the following exceptions:</p> <ul style="list-style-type: none"> • Eligible employees can take up to 16 weeks of combined <i>family and medical leave</i> per year if they have more than one qualifying event in the same year • Eligible employees can also take up to two additional weeks of leave if they have a condition in pregnancy that results in incapacity, up to a maximum of 18 weeks of combined family and medical leave <p>Employers must continue the employee's group health coverage if one or more of their PFML days overlaps with leave taken under the federal FMLA.</p> <p>PFML may be taken intermittently. The minimum claim duration period is eight consecutive hours.</p>	<p>Eligible employees may take <i>family leave</i> for the following reasons:</p> <ul style="list-style-type: none"> • To care for their family member with a serious health condition • To bond with the employee's child during the first 12 months after the child's birth, or the first 12 months after the placement of a child under the age of 18 with the employee • Any qualifying exigency as permitted under the federal FMLA, for a family member (as defined below) • Child bereavement, for the death of an employee's minor child if the death occurs within 12 months of the child's birth, adoption, or foster care placement <p>Eligible employees may take <i>medical leave</i> for their own serious health condition.</p> <p>Family member means an employee's child, grandchild, grandparent, parent, sibling, or spouse of an employee, and also includes any individual who regularly resides in the employee's home or where the relationship creates an expectation that the employee care for the person, and that individual depends on the employee for care.</p>

State	Applicability	Terms of Leave	Purposes
<p>Wisconsin Family and Medical Leave Act (unpaid)</p>	<p>Covered Employers: Employers with at least 50 employees employed on a permanent basis during at least six of the preceding 12 calendar months.</p> <p>Eligible Employees: Wisconsin employees who have worked for the employer for at least 52 consecutive weeks and have worked at least 1,000 hours in the preceding 52 weeks.</p>	<p>Eligible employees may take unpaid, job-protected leave up to the following maximum durations:</p> <ul style="list-style-type: none"> • Up to six weeks of <i>family leave</i> per calendar year for a birth or adoption • Up to two weeks of <i>family leave</i> per calendar year for an employee's family member's serious health condition • Up to two weeks of <i>medical leave</i> per calendar year for an employee's own serious health condition <p>Employees may not take more than eight weeks of <i>family leave</i> in a year for any combination of family leave reasons.</p> <p>Employees may elect to substitute any accrued paid or unpaid leave.</p> <p>Employers must continue the employee's group health coverage and other employment benefits on the same terms as if they hadn't taken leave.</p>	<p>Eligible employees may take <i>family leave</i> for the following reasons:</p> <ul style="list-style-type: none"> • The birth of the employee's child (the leave must begin within 16 weeks of the child's birth) • The adoption placement of the employee's child or as a precondition to adoption (the leave must begin within 16 weeks of the child's placement) • To care for the employee's family member with a serious health condition <p>Eligible employees may take <i>medical leave</i> for the employee's own serious health condition.</p> <p>Family member means the employee's child, spouse, domestic partner, parent, parent-in-law, or parent of the employee's domestic partner.</p>