



**Table 1: Comparison of Paid Family Leave Programs at the State Level<sup>7</sup>**

Features	Timeline	Parental	Family Caregiver	Medical	Job Protection	Size of Employers Covered	Funding Method	Wage Replacement
CA	Enacted 2002, effective 2004	6 weeks (8 weeks as of July 1, 2020)	6 weeks (8 weeks as of July 1, 2020)	52 weeks	No; workers may be entitled to job-protection under the FMLA or the California Family Rights Act (CFRA)	All private employers, self-employed workers may opt in, and some public employers	Parental, family caregiver, and medical leave funded by workers (1%) <sup>20</sup>	60-70%; weekly maximum benefit of \$1,252
NJ	Enacted 2008, effective 2009	6 weeks (12 weeks as of July 1, 2020)	6 weeks (12 weeks as of July 1, 2020)	26 weeks	No; workers may be entitled to job-protection under the FMLA or the New Jersey Family Leave Act (NJFLA)	All private and public employers	Parental and family caregiver leave funded by workers (0.08%); medical leave funded by workers (0.17%) and employers (0.10% - 0.75%)	66%; weekly maximum benefit of \$650 (85% as of July 1, 2020)
RI	Enacted 2013, effective 2014	4 weeks	4 weeks	30 weeks	Yes, while on parental or family caregiver leave; <sup>9</sup> workers may also be entitled to job-protection under the FMLA and the Rhode Island Parental and Family Medical Leave Act (RIPFMLA) <sup>10</sup>	All private and some public employers <sup>19</sup>	Parental, family caregiver, and medical leave funded by workers (1.1%)	60%; weekly maximum benefit of \$867 <sup>24</sup> (65% as of 2020; 70% as of 2021; 75% as of 22) <sup>25</sup>
NY	Enacted 2016, effective 2018	10 weeks (12 weeks as of 2021)	10 weeks (12 weeks as of 2021)	26 weeks	Yes, while on parental and family caregiver leave; <sup>11</sup> workers may also be entitled to job-protection under the FMLA	Most private employers; public employers may opt-in	Parental and family caregiver leave funded by workers (0.153%); medical leave (not to exceed 60 cents) funded by workers (0.5%) and employers (remaining balance) <sup>21</sup>	55%; weekly maximum benefit of \$746.41 (60% as of 2020; 67% as of 2021) <sup>26</sup>
DC	Enacted 2017, effective 2020	8 weeks	6 weeks	2 weeks	No; workers may be entitled to job-protection under the FMLA and the District of Columbia Family and Medical Leave Act (DCFMLA) <sup>12</sup>	All private employers, self-employed workers may opt in	Parental, family caregiver, and medical leave funded by employer (0.62%)	90%; weekly maximum benefit of \$1,000
WA	Enacted 2017, effective 2019 (premiums) and 2020 (benefits)	12 weeks	12 weeks	12 weeks	Yes, but workers must meet specific eligibility requirements similar to the FMLA; <sup>13</sup> workers may also be entitled to job-protection under the FMLA and the Washington Family Leave Act (FLA) <sup>14</sup>	All employers, self-employed workers may opt in; firms with <50 workers are exempt; firms with 50-150 workers may receive assistance	Parental, family caregiver, and medical leave premium (0.4%) funded by workers (63%) and employers (37%) <sup>22</sup>	90%; weekly maximum benefit of \$1,000
MA	Enacted 2018, effective 2019 (premiums) and 2021 (benefits)	12 weeks	12 weeks	20 weeks	Yes; workers may also be entitled to job-protection under the FMLA and the Massachusetts Parental Leave Act (MPLA) <sup>15</sup>	All employers, self-employed workers and local government may opt in; firms with <25 workers are exempt	Parental and family caregiver leave funded by workers (0.13%); medical leave premium (0.62%) funded by workers (40%) and employers (60%) <sup>23</sup>	80%; weekly maximum benefit of \$850
CT	Enacted 2019, effective 2021 (premiums) and 2022 (benefits)	12 weeks	12 weeks	12 weeks	Yes, after working for employer for 3 months; <sup>16</sup> workers may also be entitled to job-protection under the FMLA and the Connecticut Family and Medical Leave Act (CFMLA) <sup>17</sup>	All private sector employers; self-employed workers and local collective bargaining units may opt in	Parental, family caregiver, and medical leave funded by workers (0.5%)	95%; maximum weekly benefit of \$780 <sup>27</sup>
OR <sup>8</sup>	Enacted 2019, effective 2023	12 weeks	12 weeks	12 weeks	Yes; workers may also be entitled to job-protection under the FMLA and the Oregon Family Leave Act (OFLA) <sup>18</sup>	All employers; self-employed workers and tribal governments may opt in; firms with <25 workers are exempt, but may receive assistance	Parental, family caregiver, and medical leave premium (1%) funded by workers (60%) and employers (40%)	100%; maximum weekly benefit of \$1,215 <sup>28</sup>

# Endnotes

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