

# **PAID FAMILY AND MEDICAL LEAVE**

# **States with Paid Family and Medical Leave Laws**

- **California**
- **Colorado**
- **Connecticut**
- **District of Columbia**
- **Massachusetts**
- **New Jersey**
- **New York**
- **Oregon**
- **Rhode Island**
- **Washington**

# Key Features of State Laws

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- Acceptable reasons for leave: caring for newborn child; care for family member with serious health condition; care for own serious illness;
- Family members include: child; parent; spouse; domestic partner; grandparent; grandchild; some include siblings;
- Most provide 8 to 12 weeks of maximum paid leave per year;
- How funded: most funded jointly by employer and employee through payroll contributions (percentage of wages – generally between .4 to 1 percent). Small employers generally exempt from contributions;
- Benefit amount: ranges from 50 to 90 percent of wages (some states scale this based on overall income)

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