### Summary of paid family leave laws in the states

<table>
<thead>
<tr>
<th>Jurisdiction</th>
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<tbody>
<tr>
<td>CA (State)</td>
<td>1 or more and pay $100 or more in wages in a quarter.</td>
<td>Employee required 1.0% tax, with a maximum taxable wage limit of $118,371.</td>
<td>Percent of Wages: 60 - 70% wage replacement (depending on income), with weekly benefit of $50 - $1,300 (2020).</td>
<td>Bonding – Birth or Placement, Care of Family Member with Serious Health Condition, Employer may require to use to two weeks of earned but unused vacation time or paid time.</td>
<td>Six weeks (eight weeks max. as of 7/1/2020) in a 12-month period.</td>
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<td>CA (San Francisco)</td>
<td>20 or more employees (including indirectly controlled).</td>
<td>Employer (paid direct to employee). *California government</td>
<td>Percent of Wages: Supplemental compensation plus CA PFL equals 100% of employee’s gross weekly wage with max. weekly benefit of $2,087 (2019).</td>
<td>Eligible for CA PFL for bonding with a new child, With employer min. 180 days, Work min. 8 hrs. and 40% of time per week within city, Employer may apply up to 2 weeks of unused, accrued vacation time, *For COVID-19, to care for a child whose school has closed due to outbreak thru Dec.</td>
<td>Six weeks (Eight weeks max. as of 7/1/2020) in a 12-month period.</td>
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| CT (State)   | 1 or more.          | Employee required. | Percent of Wages: Based on amount of employee’s base weekly earnings. 95% of employee weekly earnings, but no more than 60 times the state minimum wage ($13 when law takes effect) Max weekly benefit: Approx. $780 - $840. As of 6/1/2023: $900. | ▪ Bonding – Birth or Placement  
▪ Care of Family Member with Serious Health Condition  
▪ Own Serious Health Condition  
▪ Qualifying Military Exigency  
▪ Bone Marrow and Organ Donation  
▪ Military Caregiver Leave MA  
▪ Safe Time | Twelve weeks. Fourteen weeks in certain situations (as of 1/1/2022). |
| DC           | Employers that pay UI under the DC Unemployment Compensation Act in any quarter of a calendar year assumed to be covered by PFL for that quarter, unless rebutted. | Employer. | Percent of Wages: Based on employee’s pay relative to 40x the D.C. min. wage. Max. Weekly Benefit (before 10/1/2021): $1,000. | ▪ Bonding – Birth or Placement  
▪ Care of Family Member with Serious Health Condition  
▪ Own Serious Health Condition | Two weeks for medical leave, Six weeks for family leave, Eight weeks for parental leave or combined family leave, parental leave, and medical leave. As of July 2020. |
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| MA (State)   | 1 or more.         | Employer & employee. | Percent of Wages: Percentages based on portion of employee’s avg. weekly wage (“AWW”), that is (a) equal to or less than, or (b) greater than 50% of the state AWW. Max. Weekly Benefit: $850. | ▪ Bonding – Birth or Placement  
▪ Care of Family Member with Serious Health Condition  
▪ Own Serious Health Condition  
▪ Qualifying Military Exigency  
▪ Military Caregiver Leave | Twelve weeks for family leave, Twenty weeks for medical leave, and Twenty-six weeks for combined family and medical leave as of 2021. |
| NJ (State)   | 1 or more and has paid the affected individual at least $1,000 in the current or preceding calendar year. | Employee required. | Percent of Wages: (a) Pre-7/1/2020: 66.6% of AWW up to max. weekly benefit; (b) Post-7/1/2020: 85% of AWW, up to max. of 70% state AWW Max. Weekly Benefit: (a) 2019: $650; (b) Post-July 1, 2020: Approx. $860 | ▪ Bonding – Birth or Placement  
▪ Care of Family Member with Serious Health Condition  
▪ Safe Time | Six weeks. Twelve weeks as of 7/1/2020. |
| NY (State)   | 1 or more employees paid on each of at least 30 days in any calendar year. | Employee optional. | Percent of Wages: (a) 2019: 55% of employee or state AWW, whichever is greater; (b) 2020: 60%; (c) 2021 (and on): 67%. Max. Weekly Benefit: (a) 2019: $746.41; (b) 2020: $840.70. | ▪ Bonding – Birth or Placement  
▪ Care of Family Member with Serious Health Condition  
▪ Qualifying Military Exigency | Ten weeks. Twelve weeks as of 2021. |
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| OR (State) 2023 | 1 or more. | Employer & employee. | Percent of Wages: Percentages determined by whether employee’s AWW is (a) equal to or less than, or (b) greater than 65% of the state AWW. Weekly Amount (based on 2019 state AWW): Approx. $55 - $1,253. | ▪ Bonding – Birth or Placement  
▪ Care of Family Member with Serious Health Condition  
▪ Own Serious Health Condition  
▪ Safe Time | Twelve weeks as of 2023. |
| RI (State) | 1 or more. | Employee required. | Percent of Wages: 4.62% of wages paid to the employee in the highest quarter of his or her base period. Weekly Amount: $98 - $967. | ▪ Bonding – Birth or Placement  
▪ Care of Family Member with Serious Health Condition | Four weeks. |
| WA (State) | 1 or more. | Employer & employee. | Percent of Wages: Percentages determined by whether employee’s AWW is (a) equal to or less than, or (b) greater than 50% of the state AWW. Weekly Amount: $100 - $1,000. | ▪ Bonding – Birth or Placement  
▪ Care of Family Member with Serious Health Condition  
▪ Own Serious Health Condition  
▪ Qualifying Military Exigency | Twelve weeks (single family leave or medical leave event). Fourteen weeks in certain limited medical leave situations). Sixteen weeks if multiple covered events in one year. |