



STATE OF THE STATES:

PAID FAMILY AND MEDICAL LEAVE (PFML) OVERVIEW

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STATE OF THE STATES

State-Mandated Disability Insurance and Paid Family and Medical Leave (PFML) Overview

Over one-quarter of U.S. states have enacted statutory disability or PFML programs. Many of these programs are already in place while others will be rolled out over the next few years.

In general, state-mandated short-term disability programs provide partial pay replacement to workers who are ill, injured, or otherwise, become disabled. Though similar, the rules on eligibility, the amount of wage-replacement benefits, and how the statutory disability plans operate vary significantly between states.

Paid Family Leave (PFL) and its broader PFML counterpart continues to grow in popularity as more states propose, enact, and launch their own programs. PFL/PFML is intended to ease employees' financial burden when they require time off work to care for an ill family member or bond with a new child. These state PFL/PFML programs vary significantly, often with different eligibility requirements, funding mechanisms, length of available leave, percentage of wage replacement, job protection, and more.

The current State of the States is complex and evolving. This publication is intended to keep you informed about these ever-changing leave and benefit requirements.





CALIFORNIA

State Disability Insurance (SDI) and PFL

Covered Employer: Employers of one or more employees with a quarterly payroll of \$100 or more. Employers of domestic employees with a quarterly payroll of \$750.

Employee Eligibility Requirements: Employee must have been paid \$300 in wages during the base period.

Reasons for Leave:

- SDI: Eligible employees who are unable to do their regular or customary work for at least eight consecutive days.
- PFL: Eligible employees who take time off for a family member’s qualifying military exigency or to care for a seriously ill child, spouse, parent, parent-in-law, grandparent, grandchild, sibling, or domestic partner. Benefits are also available to bond with a new child entering an employee’s life by birth, adoption, or foster care placement.

Benefit Duration:

- SDI: Up to 52 weeks.
- PFL: 8 weeks in a 12-month period.

Benefit Amount: The weekly benefit amount for both SDI and PFL is 60 to 70 percent (depending on income) of wages earned, up to the maximum weekly benefit amount. Weekly benefits range from \$50 to \$1,540 (2022). For 2023, the maximum weekly benefit will go up to \$1,640.

Funding Mechanism: The state-administered plan is funded by employee contributions taken as deductions from each employee’s paycheck. The 2022 tax rate is 1.10%, up to the annual taxable wage base (\$145,600) per employee. The maximum annual employee contribution for 2022 is \$1,601.60. For 2023, the withholding rate will be reduced to 0.9%, up to a taxable wage limit of \$153,164 per employee, with a maximum annual employee contribution for 2023 of \$1,378.48.

Private Plan Option: An employer can opt-out of the state plan by providing a private plan that offers all the benefits of the state plan and exceeds the state plan benefit in at least one provision. To be approved for a voluntary plan, the employer needs the written approval from the majority of eligible employees and must post a security deposit. the state plan benefit in at least one provision. To be approved for a voluntary plan, the employer needs the written approval from the majority of eligible employees and must post a security deposit.



IMPORTANT DATES

January 1, 2023: Withholding rate reduces from 1.10% to 0.9% of each employee’s wages, up to a taxable wage limit of \$153,164.

Note about San Francisco: For bonding leave, the San Francisco Paid Parental Leave Ordinance (SF PPO) requires employers to pay “supplemental compensation” to employees in San Francisco so that the total of CA PFL and SF PPO equals 100% of an employee’s gross weekly wage, subject to a cap.



COLORADO

Family and Medical Leave Insurance Program (FAMLI)

Covered Employer: A covered employer includes any person engaged in commerce or an industry or activity affecting commerce that employs one or more person each working day during each of 20 or more calendar workweeks in the current or prior calendar year, or that has paid wages of \$1,500 or more during any calendar quarters in the preceding calendar year.

Employee Eligibility Requirements: Any employee is eligible if they have worked for a covered employer and earned at least \$2,500 in wages subject to premium during the person's base period or alternative base period. Self-employed persons can elect coverage. An employee of a local government can also elect coverage where the local government has declined participation in the program.

Reasons for Leave: Leave reasons include:

- Bonding with the employee's newborn or newly placed child within a year of the birth, adoption, or foster care placement;
- Caring for a family member with a serious health condition;
- Employee's own serious health condition;
- Qualifying military exigency, and
- Need for safe leave

Benefit Duration: The maximum available leave that can be taken for any leave reason is 12 weeks. However, an additional 4 weeks of leave is available due to a serious health condition related to pregnancy or childbirth complications. Therefore, the maximum available leave is 12 or 16 weeks. The leave maximums are available per "application year" which is measured as the 12-month period beginning on the 1st day of the calendar week in which an employee files an application for family and medical leave insurance benefits..

Benefit Amount: Benefits are paid at 90% of the employee's average weekly wages up to 50% of the state's average weekly wage. Earnings greater than 50% of the state's average weekly wage will be paid at 50%. The maximum benefit will be set to 90% of the state average weekly wage except that for the year 2024, the maximum will be \$1,100 per week.

Funding Mechanism: Funding for the program will begin on January 1, 2023 and will be funded 50/50 by both employees and employers. The premium from 1/1/23 through 12/31/24 will be 0.9% of each employee's wages, up to the Social Security annual taxable wage cap (which is \$160,200 for 2023), with 0.45% paid by the employee and 0.45% paid by the employer. Employers with fewer than ten employees, however, do not need to pay the employer portion of the premium.

Private Plan Option: Employers can apply for a private plan exemption if they have a plan that confers the same rights, protections and benefits provided to the employees under the state program and does not cost employees more than the premium charged through the state program. Employers with self-insured plans must post a bond with the state. If the employer's private plan is fully insured, the policy must be issued by an insurer approved by the State's Insurance Commissioner. The state expects to open the private plan application process sometime between Q1 and Q3 next year. Employers are expected to begin paying premiums to the state for 2023 and if they secure an approved private plan before January 1, 2024, the state will refund paid 2023 premiums to the employer.



IMPORTANT DATES

Q4 2022 through Q1 2023: All employers regardless of size must register with the FAMLI Division.

January 1, 2023: Employers must begin collecting premium deductions from employee payroll at 0.9% of the employee's wages, subject to an annual cap of \$160,200 in wages, with 0.45% paid by the employer and 0.45% paid from employee wages. Employers must post the [CO FAMLI poster](#).

April 30, 2023: Due date for employers to submit CO PFML premium payments and wage reports to the state.

Between Q1 and Q3 2023: The state expects to open up the private plan application process.

October 31, 2023: Deadline to submit a private plan application to receive a refund of 2023 PFML premiums.

January 1, 2024: Paid family and medical leave benefits begin.

CONNECTICUT

PFML

Covered Employer: All employers employing one or more employees in the state of Connecticut, with a few exceptions.

Employee Eligibility Requirements: Eligible employees must have earned at least \$2,325 from one or more employers during the highest-earning quarter of the base period and are either currently employed in CT or have been employed in the previous 12 weeks. Employees need not reside in CT to be eligible.

Reasons for Leave: Paid leave is available:

- for employee's own serious health condition, including pregnancy;
- for employee's organ or bone marrow donation;
- to care for a family member who has a serious health condition;
- to bond with a new child following birth, adoption, or foster placement;
- to care for a family member injured in military duty;
- for qualifying military exigencies; and
- to address family violence situations.

Benefit Duration: Eligible employees will be entitled to up to 12 weeks of paid family and/or medical leave in any twelve-month period. An additional two weeks of paid leave is available if medical leave is needed for pregnancy-related disability for a combined maximum of 14 weeks. Pay for family violence leave is limited to 12 days in a 12-month period and is included as part of the 12-week total of PFML benefits

Benefit Amount: Eligible employees can receive up to 95% of their average weekly earnings, up to a weekly maximum of 60 times the state minimum wage. Employees who earn more than 40 times the CT minimum wage will receive 60% of their wages that exceed that amount (subject to the cap). For July 1, 2022 through May 31, 2023, the maximum weekly benefit is \$840. Beginning June 1, 2023, the maximum weekly benefit will be \$900.

Funding Mechanism: The leave program will be funded by employees through payroll deductions of 0.5% of taxable wages, up to the Social Security maximum (\$147,000 in 2022; \$160,200 in 2023). There is no employer contribution.

Private Plan Option: Employers can apply for a private plan exemption if they have a plan that confers the same rights, protections, and benefits as provided under the state program and does not cost employees more than the premium charged through the state program. Employers with self-insured plans must post a bond with the state. If the employer's private plan is fully insured, the policy must be approved by the CT Insurance Department. A majority of the employees working in CT for the employer must vote in favor of a private plan.

IMPORTANT DATES



April 30, 2023: Deadline to submit Q1 contributions without penalty.



DISTRICT OF COLUMBIA

PFL

Covered Employer: All employers with one or more employees in Washington, D.C. that also pay unemployment insurance taxes for their employees.

Employee Eligibility Requirements: Employees are eligible if they work for a covered employer and spend more than 50% of their work time for that employer in D.C.; or whose employment for the covered employer is based in the District and who regularly spends a substantial amount of their work time for that covered employer in the District and not more than 50% of his or her work in another jurisdiction.

Reasons for Leave: Eligible employees will be entitled to paid leave for the birth or placement of a child into the household, to care for a family member with a serious health condition, for an employee's own serious health condition, and for prenatal care.

Benefit Duration: Eligible employees are entitled to be paid for up to the following:

- Bonding/parental leave: 12 weeks;
- Family leave to care for a family member with a serious health condition: 12 weeks;
- Medical leave for employee's own serious health condition: 12 weeks; and
- Prenatal leave: 2 weeks

Combined Leave Benefits: An employee may not take more than 12 weeks total of PFL in a 52-week period, unless the individual takes both prenatal leave (up to 2 weeks) and parental bonding leave (up to 12 weeks) for a total of 14 weeks of combined leave.

Benefit Amount: Weekly benefit amounts are determined on a sliding scale based on the employee's income, up to 90% of weekly pay with a cap of \$1,049 per week (as of October 1, 2022).

Funding Mechanism: The program is funded entirely by employers. As of July 1, 2022, the contribution rate decreased from 0.62% to 0.26% of worker wages. No employee contribution is allowed.

Private Plan Option: There is no private option for the program. The PFML program is administered by the Office of Paid Family Leave (OPFL) within the Department of Employment Services (DOES). Eligible employees apply for PFML benefits, receive their eligibility determinations, and benefit awards from OPFL. NOTE: D.C. does not permit short-term disability policies to take an offset for DC PFL benefits.



IMPORTANT DATES

October 2022: All D.C. employers must post the updated [Notice to Employees](#).



HAWAII

Temporary Disability Insurance (TDI)

Covered Employer: Employers who have one or more employees and employers of domestic employees with a quarterly payroll of \$225 or more.

Employee Eligibility Requirements: An employee must have 14 weeks of covered employment during which time the employee was paid for 20 hours or more and earned at least \$400 in the first 52 weeks prior to the day of disability. The 14 weeks need not be consecutive nor with only one employer, but the employee must be currently employed.

Reasons for Leave: Employees who are ill and/or injured (non-work related) and unable to work for at least eight consecutive days.

Benefit Duration: The maximum benefit available is 26 weeks per benefit year.

Benefit Amount: Weekly benefits are 58% of the employee's average weekly wages, up to a maximum set annually by the state (\$765/week for 2023).

Funding Mechanism: An employer may withhold TDI contributions of 50% of the premium cost but not more than 0.5% of an employee's weekly wage, subject to an annual wage cap, which cannot exceed \$6.59 per week during 2023.

Private Plan Option: Hawaii does not administer a state plan but requires that employers provide a minimum Temporary Disability Insurance (TDI) Plan, which may be insured, self-insured, or an approved collective bargaining agreement that provides sick leave & disability benefits.



IMPORTANT DATES

April 1, 2023: Deadline for filing the Annual Report for Temporary Disability Insurance (Form TDI-21).



Covered Employer: All employers who employ at least one employee in Maryland.

Employee Eligibility Requirements: Employees are eligible if they work at least 680 hours over the 12-months prior to the start of leave.

Reasons for Leave: Eligible employees are entitled to paid leave for:

- Employee's own serious health condition;
- To care for a family member with a serious health condition;
- To bond with a newly born or newly adopted/ placed child or kinship care;
- To care for a covered service member with a serious health condition resulting from military service who is the employee's next of kin; and
- For qualifying military exigencies arising out of the deployment of a service member who is a covered family member of the employee.

Benefit Duration: Eligible employee may take up to:

- 12 weeks of PFML in an Application Year; and
- May be entitled to an additional 12 weeks of PFML if the employee uses bonding leave and medical leave for the employee's own serious health condition (clarity needed from the state).

Benefit Amount: Benefit amounts vary depending on the employee's average weekly wage, up to 90% and subject to a maximum cap (\$1,000/week beginning January 1, 2025).

Funding Mechanism: Beginning October 1, 2023, contributions to the MD PFML program begin at a rate to be determined by the state, with the proportion of rate contributions split between employers and employees. Employers with fewer than 15 employees will not be required to pay an employer contribution.

Private Plan Option: Maryland will permit the use of a private employer plan consisting of employer-provided benefits, insurance, or a combination of both. The private plan must be offered to all eligible employees and meet or exceed the rights and benefits offered under the state's PFML program. A private plan also must be approved by the Maryland Department of Labor.



IMPORTANT DATES

October 1, 2023: Contributions to the state PFML program begin.

January 1, 2025: Benefits begin.



MASSACHUSETTS

PFML

Covered Employer: All Massachusetts private sector employers with one or more employees in the Commonwealth of Massachusetts.

Employee Eligibility Requirements: Eligible employees must meet a financial eligibility requirement, which for 2023 includes earnings of at least \$6,000 during the last four completed calendar quarters, and at least 30 times more than weekly PFML benefits.

Reasons for Leave: Eligible employees are entitled to paid leave for their own serious medical condition, to care for a family member with a serious health condition, to bond with a newly born or newly adopted/placed child, to care for a covered service member, or for qualifying military exigency.

Benefit Duration: Eligible employees may take up to:

- 20 weeks of paid medical leave for employee's own serious health condition;
- 12 weeks of paid family, bonding, and military exigency leave; and
- 26 weeks of paid leave to care for a covered service member.

An employee may not take more than 26 weeks of combined leave in a benefit year. The "benefit year" is the 12 months preceding the Sunday immediately before leave begins.

Benefit Amount: Benefit amounts vary depending on the employee's average weekly wage, up to 80% and subject to the maximum cap of \$1,084.31/week in 2022.

Funding Mechanism: The program will be funded by premiums paid by employees and employers. For 2023, the Massachusetts PFML contribution rate goes down from 0.68% to 0.63% of an employee's wages (employees pay 40% of the medical leave premium and 100% of the family leave premium) up to the Social Security taxable wage base (\$160,200 in 2023). Employers with fewer than 25 employees need not make an employer contribution.

Private Plan Option: Employers are able to apply for a private plan exemption if their plan provides benefits that are greater than or equal to the benefits provided by the state PFML program and does not cost covered employees more than they would be required to contribute to the state plan. Private plan applications are accepted on a rolling basis, but applications must be approved in the quarter prior to the quarter in which they go into effect. Employers with an approved self-insured plan are also required to post a surety bond.

IMPORTANT DATES



January 31, 2022: Deadline to submit quarterly PFML contributions for fourth quarter of 2022 (October, November, December).



NEW HAMPSHIRE

PFML

Covered Employer: Mandatory for state employees (i.e., the State of New Hampshire as employer) but voluntary for private employers with more than 50 employees and all public non-state employers. A tax credit of 50% of premiums is provided to employers who opt-in to the program and purchase a NH PFML plan from MetLife.

Employee Eligibility Requirements: No employee eligibility requirements are established.

Reasons for Leave: Paid leave may be used for:

- Employee's own serious health condition (when disability coverage does not apply);
- the birth or placement of a child into the household;
- to care for a family member with a serious health condition;
- for a qualifying military exigency; or
- to care for a service member with a serious injury or illness.

Benefit Duration: Private employers may choose a plan that provides up to six (6) weeks per year, or twelve (12) weeks per year.

Benefit Amount: Eligible employees receive 60% of their average weekly wage, with the wages capped at the amount of the Social Security taxable wage maximum, which is \$160,200 for 2023.

Funding Mechanism: NH PFML is provided through MetLife. Employers who opt-in to the state program may get a quote from MetLife and either may pay for the full premiums for their employees or use payroll deduction for contributory payments from employees. Procedures for employers to remit premiums to the state fund must be determined.

Private Plan Option: Private employers who opt-in to the state program may contract directly with MetLife and get a tax credit equal to 50% of the NH PFML insurance premium. Employers also may choose to provide other PFML insurance approved by the New Hampshire Department of Insurance, or provide PFML benefits through an equivalent self-insured benefit plan.

IMPORTANT DATES



December 1, 2022 (and ongoing): Employers may begin enrolling/opting in to provide a NH PFML plan.

January 1, 2023: Coverage begins.

January 1, 2023 - March 2, 2023: Open enrollment for individual employees.



NEW JERSEY

Temporary Disability Insurance (TDI) and Family Leave Insurance (FLI)

Covered Employer: All private sector employers subject to the New Jersey Unemployment Compensation law.

Employee Eligibility Requirements: Employees must work 20 calendar weeks and for 2023, have earned a minimum of \$260 weekly, or have earned a combined total of \$13,000 in the period consisting of the first four of the last five completed quarters preceding the first day of disability.

Reasons for Leave:

- TDI: Eligible employees are entitled to paid leave when they are unable to work due to a non-work-related illness, injury, or other disability, including pregnancy.
- FLI: Eligible employees are entitled to family leave to care for a newly born or newly placed child and to care for family member with a serious health condition. Family care leave can also be used to care for eligible family members who are victims of domestic and sexual violence.

Benefit Duration:

- TDI: 26 weeks or the period necessary for benefits to equal 1/3 of total wages in base year, whichever is the lesser.
- FLI: 12 consecutive weeks or 56 intermittent days during a 12-month period beginning with the first date of the claim.

Benefit Amount:

- TDI and FLI: Up to 85% of employee's average weekly wage. The maximum weekly benefit amount for 2023 is \$1,025.

Funding Mechanism: The TDI program is funded by premiums paid by both employees and employers while the FLI program is funded 100% by employee payroll deduction.

- TDI: For 2023, there will be no NJ TDI worker contribution deductions for the calendar year. Employers contribute between \$41.10 and \$308.25 on the first \$41,000 earned by each employee during the 2023 calendar year.

- FLI: For 2023, the maximum employee contribution rate decreased to 0.06% of the annual taxable wage base of \$156,800 with the maximum annual contribution rate of \$94.08.

Private Plan Option: Employers can choose the state plan or an insured or self-insured plan, which must at least equal the provisions of the state plan.



IMPORTANT DATES

January 1, 2023: New contribution rates and maximum weekly benefits go into effect.



NEW YORK

Disability Benefits Law (DBL) and PFL

Covered Employer: Employers who have one or more employees in New York for at least 30 days in any calendar year.

Employee Eligibility Requirements:

- DBL: Employees who work 4 consecutive weeks of covered employment are eligible for benefits.
- PFL: employee must have been employed by a covered employer for 26 or more consecutive weeks (or 175 days of employment for part-time employees).

Reasons for Leave:

- DBL: employee who cannot work due to an illness that was not caused by their job or a disability from a non-occupational injury.
- PFL: Paid family leave to bond with a newly born or newly placed child, to care for family member with serious health condition, or for a qualifying exigency arising out of spouse, domestic partner, child or parent being on active duty (or having been notified of an impending call or order to active duty).

Benefit Duration:

Eligible employees are entitled to:

- DBL: 26 weeks within 52-week period.
- PFL: 12 weeks.
- The maximum length for DBL & PFL benefits combined cannot exceed 26 weeks in a consecutive 52-week period.

Benefit Amount:

- DBL: 50% of an employee's average weekly wage based on the previous 8 weeks of earnings. Eligible employees will receive at least \$20 per week and no more than \$170 per week.
- PFL: 67% of a worker's average weekly wage not to exceed 67% of the state average weekly wage of \$1,688.19. The maximum weekly benefit for 2023 is \$1,131.08..

Funding Mechanism: DBL and PFL are funded through employee wage deductions.

- DBL: Employee contribution is 0.5% of weekly taxable wage base of \$120.00, not to exceed \$0.60 per week. Employers pay the balance of plan cost.
- PFL: The maximum employee contribution rate for 2023 has gone down to 0.455% of the employee's gross annualized wages capped at the New York State Average Weekly Wage (\$1,688.19 for 2023). The 2023 maximum annual contribution per employee for PFL is \$399.43.

Private Plan Option:

- DBL: An employer can self-insure, insure the benefits through the NY State Insurance Fund (NYSIF), or insure the benefits through a private insurance carrier.
- PFL: An employer can purchase PFL coverage from a private insurer or through NYSIF. An employer can self-insure PFL if they are currently self-insured for DBL.



IMPORTANT DATES

January 1, 2023: New contribution rates and maximum weekly benefit amounts go into effect. In addition, NY PFM expanded "family member" to include a sibling (i.e., biological, adopted, half- or step-sibling).



OREGON

PFML

Covered Employer: All private sector employers with one or more employees in the state of Oregon.

Employee Eligibility Requirements: During the base year or alternative base year, must have earned at least \$1,000 in wages and paid into the Paid Family and Medical Leave Insurance Fund.

Reasons for Leave: Eligible employees are entitled to paid leave:

- for the employee's own serious health condition;
- to care for a family member with a serious health condition;
- for bonding with a new child (birth, adoption, or foster placement); and
- for matters related to domestic violence, harassment, sexual assault, or stalking.

Benefit Duration: Eligible employees in Oregon are entitled to 12 weeks of paid leave. Women with pregnancy related medical conditions may take two extra weeks for a total of 14 weeks of paid leave.

Benefit Amount: Employees who earn 65% of the state average weekly wage or less will be paid 100% of their average weekly wage. Employees who make greater than 65% of the state average weekly wage will be paid 65% of the state average weekly wage plus 50% of the employee's average weekly wage that exceeds 65% of the state average weekly wage. The maximum weekly benefit is capped at 120% of the state average weekly wage.

Funding Mechanism: The cost of the program is shared by employers and eligible employees. For 2023, the contribution rate is 1% of the employee's wages, up to a maximum of \$132,900 of wages (\$1,329 contribution per year). Employers with 25 or more employees will contribute 40% of that premium and will collect 60% (of that 1%) through a payroll deduction from employee wages. Employers with fewer than 25 employees are not required to contribute the employer 40% (though are "encouraged" to do so).

Private Plan Option: Employers may apply to have an approved Private Plan to replace the State Plan. The private plan must be equivalent to the states' Program and may be either fully insured or self-insured.

IMPORTANT DATES



January 1, 2023: Contributions to fund the program begin.

September 3, 2023: Benefits begin.



RHODE ISLAND

Temporary Disability Insurance (TDI) and Temporary Caregiver Insurance (TCI)

Covered Employer: All private sector employers with one or more employees in the state of Rhode Island.

Employee Eligibility Requirements: Employee must have been paid wages in Rhode Island of at least \$15,600 in the base period and paid into the TDI/TCI fund. Alternately, employees qualify if they earned at least \$2,600 in a quarter of their base period, their total base period taxable wages were at least 150 percent of their highest quarter of earnings, and their taxable wages during their base period are \$5,200 or more.

Reasons for Leave:

- TDI: Eligible employees are entitled to TDI when they have been unable to work for at least 7 days due to a non-job related illness or injury.
- TCI: Eligible employees are entitled to family leave to bond with newly born or newly placed child, or to care for family member with serious health condition.

Benefit Duration:

- TDI: 30 weeks in any benefit year.
- TCI: Up to 6 weeks in a benefit year.

The combined maximum benefit for both TDI and TCI is 30 weeks in a benefit year.

Benefit Amount: The average weekly benefit rate is 4.62% of wages paid during the highest quarter of worker's base period. The minimum weekly benefit is \$121 and the maximum is \$1,007 per week. The benefit increases if the employee has dependents. The maximum dependents allowance is the greater of \$10 per dependent or 7% of the weekly benefit rate (up to five dependents) and the maximum weekly benefit with up to five dependents is \$1,359.

Funding Mechanism: TDI and TCI benefits are funded through employee contributions. For 2023, the withholding rate is 1.1 percent of worker's first \$84,000 in wages. The maximum annual employee contribution is \$924.

Private Plan Option: There is no private plan option in Rhode Island. The Rhode Island Department of Labor and Training administers TDI and TCI. Eligible employees will apply for benefits, receive their eligibility determinations, and benefit awards from the state of Rhode Island.



IMPORTANT DATES

January 1, 2023: TCI duration increases from 5 weeks to 6 weeks in a benefit year.

July 1, 2023: Annual updates to rates and benefits become effective.



WASHINGTON

PFML

Covered Employer: All public and private employers with one or more employees in the state of Washington.

Employee Eligibility Requirements: Must have worked for at least 820 hours during the qualifying period for one or more employers in Washington.

Reasons for Leave: Eligible employees are entitled to paid leave for their own serious health condition, bonding with newly born or placed child, to care for family member with serious health condition, or for a qualifying exigency arising out of family member being on active duty (or having been notified of an impending call or order to active duty).

Benefit Duration: Eligible employees are entitled to 12 weeks of paid leave to be used for either their own medical condition or for family care. An employee may take an additional two weeks of leave if needed because of incapacity due to pregnancy-related condition, for up total of 14 weeks of medical leave. An employee cannot take more than 16 weeks of combined leave for their own serious health condition and family leave (18 if leave is needed due to pregnancy-related incapacitation) of paid leave a year.

Benefit Amount: For workers paid 50% or less of the statewide average weekly wage (AWW), the weekly benefit rate is 90% of the worker's AWW. For workers paid more than 50% of the statewide AWW, the weekly benefit rate is 90% of the employee's AWW up to 50% of the statewide AWW. For 2023, the maximum weekly benefit is \$1,427.

Funding Mechanism: For 2023, the total premium rate is 0.8% of the worker's first \$160,200 in wages. The medical leave premium is 2/3 of that rate and the family leave premium is 1/3. The employee is responsible for all of the family leave premium. Therefore, employers pay up to 27.24% and employees pay 72.76% of the total premium.

Private Plan Option: Employers are able to apply for a private plan exemption for either paid family leave, paid medical leave, or both if their plan provides benefits that are greater than or equal to the benefits provided by the state PFML program. The state must approve all voluntary plans. A plan's effective date will be the first day of the quarter following state approval.

IMPORTANT DATES



January 1, 2023: New premium rates and maximum benefit amounts go into effect.

January 31, 2023: Wage reports and premium payments for Q4 of 2022 (October, November, and December) are due.

April 30, 2022: Wage reports and premium payments for Q1 of 2023 (January, February, and March) are due.

Resources

California:

http://www.edd.ca.gov/disability/FAQ_PFL_Eligibility.htm

<https://sfgov.org/olse/paid-parental-leave-ordinance>

Colorado:

<https://famli.colorado.gov/>

Connecticut:

https://ctpaidleave.org/s/?language=en_US

Delaware:

[https://legis.delaware.gov/json/BillDetail/](https://legis.delaware.gov/json/BillDetail/GenerateHtmlDocumentSessionLaw?sessionLawId=79186&docTypeId=13&sessionLawName=chp301)

[GenerateHtmlDocumentSessionLaw?sessionLawId=79186&docTypeId=13&sessionLawName=chp301](https://legis.delaware.gov/json/BillDetail/GenerateHtmlDocumentSessionLaw?sessionLawId=79186&docTypeId=13&sessionLawName=chp301)

District of Columbia:

<https://dcpaidfamilyleave.dc.gov/>

Hawaii:

<http://hawaii.gov/labor/dcd/abouttdi.shtml>

Maryland:

https://mgaleg.maryland.gov/2022RS/chapters_noln/Ch_48_sb0275E.pdf

Massachusetts:

<https://www.mass.gov/orgs/department-of-family-and-medical-leave>

New Hampshire

<https://www.governor.nh.gov/sites/g/files/ehbemt336/files/documents/family-leave.pdf>

New Jersey:

<https://myleavebenefits.nj.gov/labor/myleavebenefits/worker/tdi/>

New York:

<http://www.wcb.ny.gov/>

<https://paidfamilyleave.ny.gov/>

Oregon:

<http://www.oregon.gov/EMPLOY/PFMLI/Pages/default.aspx>

Rhode Island:

www.dlt.state.ri.us

www.dlt.ri.gov/tdi

Washington:

<https://esd.wa.gov/paid-family-medical-leave>



This material is not legal advice and is provided for informational purposes only. Employers should consult their own attorney for advice concerning their obligations under state-mandated disability and paid family and medical leave laws.