

Current requirements across states

A number of states have enacted paid leave programs to ensure employees can continue to receive income when missing work due to health or family needs. To help get you up to speed, we've put together this at-a-glance guide to the current state requirements.

Note: This table focuses on statutory paid leave requirements that allow employers to provide coverage through private health plans, rather than only state-run plans.

State	Covered leaves	Employee benefit	Elimination period	Duration	Additional notes
California	<ul style="list-style-type: none"> Care of family members or service members Bonding Medical Qualifying exigency 	<ul style="list-style-type: none"> 60% of the average weekly wage (AWW) for those who earn equal to or greater than the State Average Weekly Wage (SAWW) 70% for those who earn less than 1/3 of SAWW Max: \$1,620 	<ul style="list-style-type: none"> 7 days for accident and sickness on State Disability Insurance (SDI) 0 days for Paid Family Leave (PFL) 	<ul style="list-style-type: none"> 52 weeks for SDI 8 weeks for PFL 	A private plan must be approved by a majority of employees and be more generous than the state plan in order to be offered.
Colorado	<ul style="list-style-type: none"> Care of family members Bonding Medical Qualifying exigency Safe leave 	<ul style="list-style-type: none"> 90% of AWW, up to 50% of SAWW Earnings greater than 50% of SAWW wage is paid at 50% Max: \$1,324.21 	0 days	Up to 12 weeks, with 4 additional weeks for serious health conditions related to pregnancy or childbirth complications	–
Connecticut	<ul style="list-style-type: none"> Care of family members Service members Bonding Medical Qualifying exigency Safe leave Bone marrow or organ donation 	<ul style="list-style-type: none"> 95% of AWW, up to 40 times the minimum wage 60% of earnings above 40 times the minimum wage Max: \$981 	0 days	Up to 12 weeks with an additional 2 weeks for pregnancy incapacity	–
Delaware	<ul style="list-style-type: none"> Care of family members Bonding Medical Qualifying exigency 	<ul style="list-style-type: none"> 80% of AWW Max: \$900 	0 days	Up to 12 weeks	Contributions start 01/01/2025 with benefits starting 01/01/2026.

State	Covered leaves	Employee benefit	Elimination period	Duration	Additional notes
Maine	<ul style="list-style-type: none"> Care of family members Service members Bonding Medical Qualifying exigency Safe leave 	<ul style="list-style-type: none"> 90% of AWW equal to or less than 50% of SAWW 66% of AWW more than 50% for SAWW Max: 100% of 2026 SAWW 	7 days (accrued paid leave may be used)	Up to 12 weeks	Contributions start 01/01/2025 with benefits starting 01/01/2026.
Maryland	<ul style="list-style-type: none"> Care of family members Service members Bonding Medical Qualifying exigency Safe leave Bone marrow or organ donation 	<ul style="list-style-type: none"> 90% of AWW up to 65% of SAWW 50% of AWW above 65% of the SAWW, up to max weekly benefit amount Max: \$1,000 	0 days	<ul style="list-style-type: none"> Up to 12 weeks Additional 12 weeks for serious health conditions or bonding with a new child 	Contributions start 10/01/2024 with benefits starting 07/01/2026.
Massachusetts	<ul style="list-style-type: none"> Care of family members Service members Bonding Medical Qualifying exigency 	<ul style="list-style-type: none"> 80% for AWW up to 50% of the SAWW All earnings above that will be replaced at 50% up to the maximum benefit Max: \$1,170.64 (64% of SAWW) 	7 days for each claim except for bonding when immediately following PML for childbirth	Up to 26 weeks	–
Minnesota	<ul style="list-style-type: none"> Care of family members Bonding Medical Qualifying exigency Safe leave 	<ul style="list-style-type: none"> Progressive wage replacement at 55-90% (average of 66%) of salary Max: 100% of SAWW 	<ul style="list-style-type: none"> 7 days 0 days for bonding leaves 	<ul style="list-style-type: none"> Up to 12 weeks for a single qualifying event 20 weeks for more than one 	Contributions start 01/01/2026 with benefits starting 01/01/2026.
Oregon	<ul style="list-style-type: none"> Care of family members Bonding Medical Safe leave 	<ul style="list-style-type: none"> 100% for AWW less than 65% of SAWW, 50% for AWW equal to or exceeding 65% of SAWW Max: 120% of SAWW 	0 days	Up to 12 weeks with an additional 2 weeks for pregnancy or childbirth complications	–
Washington	<ul style="list-style-type: none"> Care of family members Bonding Medical Qualifying exigency Child bereavement 	<ul style="list-style-type: none"> 90% of AWW, up to 50% of the SAWW Any portion that exceeds 50% of SAWW is paid at 50% Max: \$1,542 	<ul style="list-style-type: none"> 7 days per benefit year 0 days for childbirth, bonding, and exigency claims 	Up to 18 weeks	–

Updated as of January 2025