

Appendix. State-Specific Family Leave Coverage²⁸⁻²⁹

California				
Law/ Program	State Disability Insurance (SDI)	Paid Family Leave (also known as the Family Temporary Disability Insurance Program)	California Family Rights Act (CFRA) (also known as the Moore-Brown-Roberti Family Rights Act)	Fair Employment and Housing Act (FEHA)
Paid Benefits	For claims beginning on or after January 1, 2014, weekly benefits range from \$50 to a maximum of \$1,075. An employee's weekly benefit amount is approximately 55% of the earnings shown in the highest quarter of a worker's base period up to a maximum of \$1,075 per week (State of California 2014b).	The weekly benefit amount is approximately 55% of the earnings shown in the highest quarter of a worker's base period up to a maximum of \$1,075 per week (State of California 2014a). ³⁰	An employee may choose, or an employer may require the employee, to substitute accrued vacation leave or other accrued paid or unpaid time off. If the leave is taken for the employee's own serious health condition, the employee may choose or the employer may require the use of accrued sick leave (Gov. Code, § 12945.2). ³¹	Leave is unpaid but employees have the option to substitute any accrued paid vacation leave or sick leave (California Fair Employment and Housing Act Section 12940-12951). Labor Code Sec. 233(a) gives employees the right to use up to half of their yearly accrued sick leave to care for an ill child, spouse, or domestic partner of the employee.
Funding	Employee payroll contributions to the State Disability Insurance program	Employee payroll contributions to the State Disability Insurance program (State of California	Not applicable	Not applicable

²⁸ The information in the Appendix is compiled, and sometimes excerpted, from a variety of state government websites. All sources are included in the reference list.

²⁹ Unless otherwise noted, state government employees are eligible for protection under the laws listed in the Appendix. Most laws that only apply to state public sector employees are excluded (for example, Alaska, Arizona, Colorado, Florida, and Illinois). See the National Partnership for Women and Families' report, *Expecting Better: A State-By-State Analysis of Laws That Help New Parents* for more detail: <http://www.nationalpartnership.org/research-library/work-family/expecting-better.pdf>.

³⁰ The law gives an employer the option to require an employee to take up to two weeks of earned but unused vacation leave or paid time off. The first week of vacation or paid time off will be applied to the waiting period (State of California 2013).

³¹ Sick leave cannot be used for leave related to the birth, adoption, or foster care of a child, or to care for a child, parent, or spouse with a serious health condition, unless an agreement is reached between the employer and employee (Gov. Code, § 12945.2).

	(State of California 2014d).	2013).		
Eligible Reasons for Leave	Non-work related injury, illness, or medical condition, including disability resulting from pregnancy or childbirth, which renders an employee unable to do their regular work for at least 8 consecutive days (State of California 2010a).	To care for a seriously ill child (the employee's or that of a domestic partner), spouse, parent, or registered domestic partner or to bond with a minor child within one year of the birth or placement of the child in connection with foster care or adoption (State of California 2013). ³²	For the birth of a child of the employee, the placement of a child in connection with the adoption or foster care of the child by the employee, or the serious health condition of a child of the employee; ³³ to care for a parent or spouse with a serious health condition, or to care for the employee's own serious health condition that makes him/her unable to work ³⁴ (Gov. Code, § 12945.2).	The FEHA prohibits employers' refusal to allow female employees to take a FEHA leave during any time they are disabled by pregnancy, disabled by childbirth, or have a medical condition related to pregnancy or childbirth (California Fair Employment and Housing Act Section 12940-12951).
Length of Leave	Up to 52 weeks of disability insurance benefits (State of California 2014b). For normal pregnancies, the standard period of disability is up to	Up to 6 weeks of wage replacement benefits in any 12-month period (State of California 2014a). ³⁵	Up to a total of 12 workweeks of unpaid, job-protected leave in any 12-month period (Gov. Code, § 12945.2).	A reasonable amount of unpaid leave up to four months over a 12-month period. ³⁶ FEHA leave is taken in addition to any

³² A 2013 law (Chapter 350, Statutes of 2013) amended California's Unemployment Insurance Code (Part 2, Ch. 7. Secs. 3300-3303) by expanding the scope of the family temporary disability program to include time off to care for a seriously ill grandparent, grandchild, sibling, or parent-in-law, beginning July 1, 2014 (California State Senate 2013).

³³ Under the CFRA, "child" refers to a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing in *loco parentis* who is either 18 years of age or an adult dependent child (Gov. Code, § 12945.2).

³⁴ Leave that can be taken for an employee's own serious health condition does not include leave taken for disability on account of pregnancy, childbirth, or related medical condition (Gov. Code, § 12945.2).

³⁵ Women who take SDI leave for pregnancy-related disability are also eligible to take paid family leave; SDI leave and paid family leave must be taken sequentially (National Partnership for Women and Families 2012).

³⁶ A "reasonable period of time" refers to the time during which the female employee is disabled due to pregnancy, childbirth, or a related medical condition (California Fair Employment and Housing Act Section 12940-12951).

	4 weeks before and up to 6 weeks after childbirth in any 12-month period (State of California 2010c).			other leave entitlement an employee may have ³⁷ (California Fair Employment and Housing Act Section 12940-12951).
Job Protection	No, unless covered by the federal FMLA or CFRA	No, unless covered by the federal FMLA or CFRA	Yes	Yes
Employer and Employee Eligibility	The worker must be unable to do his or her regular or customary work for at least 8 consecutive days and must contribute to the California State Disability Insurance fund to be eligible for disability insurance (State of California 2014d). ³⁸	Workers must be unable to perform their regular or customary duties for a 7-day waiting period during each disability benefit period, during which no family temporary disability insurance benefits are payable (California State Senate 2013). Workers must also contribute to the California State Disability Insurance fund (State of California 2010b). ³⁹	Employees, including state employees, with at least 1,250 hours of service with an employer over the previous 12-month period; employers who employ 50 or more employees; and any state employer or any political or civil subdivision of the state and cities (Gov. Code, § 12945.2).	Employers with five or more employees. All employees employed by covered employers are eligible (California Fair Employment and Housing Act Section 12940-12951). ⁴⁰

³⁷ However, the employee's physician/practitioner may certify to a longer period if the delivery is by Cesarean section, if there are medical complications, or if the employee is unable to perform her regular or customary job duties (State of California 2010c).

³⁸ State employees are eligible if their bargaining unit has chosen to opt in to the system (State of California 2013).

³⁹ State employees are eligible if their bargaining unit has chosen to opt in to the system (State of California 2013).

⁴⁰ FEHA does not cover employers that are religious associations or corporations not organized for private profit, and employees who are employed by a family member or under a special license in a nonprofit sheltered workshop or rehabilitation facility are ineligible for FEHA leave (California Fair Employment and Housing Act Section 12940-12951).

Connecticut		
Law/ Program	Connecticut Family and Medical Leave Act (FMLA)	Connecticut Fair Employment Practices Act (CFEPA)
Paid Benefits	Leave is generally unpaid, but an eligible employee may choose to substitute accrued paid leave for FMLA leave. The employer may require employees to substitute paid leave (State of Connecticut <i>Final Regulations</i>).	Leave is unpaid. Under Connecticut's Employment Regulations, however, it is illegal for an employer to deny an employee the right to take up to two weeks of accrued paid sick leave to care for the serious illness of a son, daughter, spouse, or parent, or for the birth or adoption of a child of the employee (Conn. Gen. Stat. § 31-51pp(c)(1)).
Funding	Not applicable	Not applicable
Eligible Reasons for Leave	Inability to work or perform regular duties due to a serious health condition for more than three consecutive days and any subsequent treatment period; incapacity due to pregnancy or for prenatal care; incapacity due to a serious chronic health condition; for the placement of a child in connection with adoption or foster care; to care for a seriously ill family member (both physical and psychological care) (Connecticut Department of Labor 2013).	Employers may not deny female employees a "reasonable" leave of absence for disability resulting from pregnancy (Connecticut General Statute Secs. 46a-60(a)(7)).
Length of Leave	Up to 16 weeks of job-protected leave during any 24-month period. If an employee is eligible for both state and federal FMLA laws, leave taken counts against both. Leave may be taken intermittently (State of Connecticut <i>Final Regulations</i>).	Female employees are entitled to a "reasonable" length of absence from work (Connecticut General Statute Secs. 46a-60(a)(7)).
Job Protection	Yes	Yes
Employer and Employee Eligibility	Employers must have at least 75 employees and employees must have worked 1,000 hours over a 12-month period (does not have to be consecutive) for a covered employer by the date on which any family or medical leave is to commence (State of Connecticut <i>Final Regulations</i>). ⁴¹ Not restricted to heterosexual couples (State of Connecticut "Guidance on the Interaction").	Eligible workers must work for state or private employers that employ three or more employees (Connecticut General Statute Secs. 46a-51(a)(10)).
Other Family Leave	State Personnel Act: State government employees have additional family leave rights: any permanent employee of the state is entitled to unpaid, job-protected family leave for the birth or adoption of a child; for the serious illness of a child, spouse or parent; ⁴² for the employee's	

⁴¹ Covered employers do not include the state, a municipality, a local or regional board of education, or a private or parochial elementary or secondary school (State of Connecticut *Final Regulations*).

⁴² "Child" is defined as a biological, adopted or foster child, stepchild, child of whom a person has legal guardianship or custody, or, in the alternative, a child of a person standing in loco parentis, who is (1) under eighteen years of age, or (2) eighteen years of age or older and incapable of self-care because of a mental or physical disability (Connecticut General Statute Secs.5-248(a)).

Laws	own illness; for serving as a bone marrow or organ donor; or for caring for a military service member. ⁴³ Leave may be taken for up to 24 weeks within a two-year period (Connecticut General Statute Secs. 5-248(a)).	
District of Columbia		
Law/ Program	District of Columbia Family and Medical Leave Act	D.C. Parental Leave Act
Paid Benefits	Leave is unpaid unless employees elect to use accrued paid leave (D.C. Register 2013).	The leave provided may be unpaid unless the employee elects to use any paid family, vacation, personal, compensatory, or leave bank leave provided by the employer (District of Columbia Register 1997).
Funding	Not applicable	Not applicable
Eligible Reasons for Leave	The birth of a child of the employee; the placement of a child with the employee for adoption or foster care; the care of a family member of the employee (including an individual in a committed relationship with the employee) who has a serious health condition; and prenatal care or disability related to pregnancy (D.C. Municipal Regulations and D.C. Register 2013).	To attend or participate in a school-related event for an employee's child in which the child is a participant or a subject (District of Columbia Register 1997).
Length of Leave	Up to 16 workweeks of medical leave and 16 workweeks of family leave during a 24-month period. Leave used by employees eligible for both state and federal FMLA laws counts against an employee's entitlements to both (D.C. Municipal Regulations and D.C. Register 2013). ⁴⁴	Employees who are parents ⁴⁵ may take 24 hours of leave ⁴⁶ during a 12-month period (District of Columbia Register 1997).
Job Protection	Yes	Yes
Employer and Employee Eligibility	Establishments with at least 20 employees on the payroll for at least 20 weeks and employees who have worked for an employer for at least a year and for at least 1,000 hours during the 12-month period immediately preceding the requested family or medical leave (D.C. Municipal Regulations and D.C. Register 2013).	All employees who are parents who work for employers located in the District of Columbia are covered. Leave is unpaid, but workers may use paid family, vacation, personal, compensatory, or leave bank available to them through their employer (District of Columbia Register 1997).

⁴³ Employees who are the spouse, son or daughter, parent or next of kin of a current member of the armed forces who was injured in the line of duty are entitled to 26 workweeks of leave in a two-year period (Connecticut General Statute Secs.5-248(g)).

⁴⁴ Employees can elect to use any paid medical, sick, vacation, personal, or compensatory leave provided by their employer for family leave; this leave shall count against the 16 workweeks of family leave allowed under D.C. law (D.C. Municipal Regulations and D.C. Register 2013).

⁴⁵ The term "Parent" means any of the following: (1) the biological parents of a child; (2) a person who has legal custody of a child; (3) a person who acts as a guardian of a child regardless of whether he or she had been appointed legally; (4) an aunt, uncle, or grandparent of a child; or (5) the spouse of any of the foregoing persons (District of Columbia Register 1997).

⁴⁶ Leave can include unpaid or paid family, vacation, personal, compensatory, or leave bank leave (District of Columbia Register 1997).

Hawaii		
Law/ Program	Temporary Disability Insurance (TDI)⁴⁷	Hawaii Family Leave Law
Paid Benefits	The weekly benefit amount is 58% of an employee's wage base up to a maximum of \$546 in 2014 (State of Hawaii 2013).	An employee or employer may substitute any of the employee's accrued paid leave for family leave (State of Hawaii "Hawaii Revised Statutes"). ⁴⁸
Funding	Employers must pay at least half and can elect to pay all of the premium cost. Employees cannot be required to pay more than half the cost (and not more than 0.5% of their weekly wages) (State of Hawaii 2004).	Not applicable
Eligible Reasons for Leave	Inability to work because of pregnancy or a disabling non-work related injury/illness (State of Hawaii 2004).	Upon the birth of a child of an employee or adoption of a child, or to care for an employee's child, spouse or reciprocal beneficiary (which may include a same-sex partner), or parent with a serious health condition (State of Hawaii "Hawaii Revised Statutes").
Length of Leave	The employer's plan determines how long the employee will be paid. If the employer has a statutory plan, i.e. a plan that provides benefits according to the minimum benefit standards as required by law, the employee is entitled to disability benefits, from the eighth day of disability for a maximum of 26 weeks (State of Hawaii, Disability Compensation Division 2014). If the employer has a sick leave plan which differs from statutory benefits and has been approved by the Disability Compensation Division as an equivalent or better-than-statutory plan, the duration of payments will be determined by the plan (State of Hawaii, Disability Compensation Division 2014).	Up to 4 weeks of paid leave, unpaid leave, or a combination of both in a calendar year; leave may be taken intermittently and is used simultaneously with federal FMLA leave, if the employee is eligible for both (State of Hawaii "Hawaii Revised Statutes").
Job Protection	No, unless also covered by the federal FMLA	Yes
Employer and	Employers of all sizes must provide TDI to their employees (State of Hawaii 2004).	Employers with 100 or more employees for each working day during each of 20 or more

⁴⁷ Employers may provide TDI benefits through the following methods: by purchasing insurance from a licensed carrier; by adopting a sick leave policy approved by the Disability Compensation Division (DCD); or by a collective bargaining agreement which contains sick leave benefits at least equal to those provided by the TDI Law (State of Hawaii 2004).

⁴⁸ Paid leave includes, but is not limited to paid vacation, personal, or family leave. The use of paid sick leave for family leave is limited to ten days unless a collective bargaining agreement expressly permits sick leave to be used for a longer period of time (State of Hawaii "Hawaii Revised Statutes").

Employee Eligibility	Employees must have been in Hawaiian employment for at least 14 weeks, ⁴⁹ for at least 20 hours per week during the prior 52 weeks preceding the first day of disability, and earned at least \$400 (State of Hawaii 2014). ⁵⁰	calendar weeks in the current or preceding calendar year, and employees who have worked for at least 6 consecutive months for the same employer (State of Hawaii “Hawaii Family Leave”). ⁵¹
Other Leave Laws	Hawaii Administrative Rules, Subchapter 4 on sexual discrimination specifies that all employers must consider disability related to pregnancy as valid justification for a female employee, regardless of tenure and hours worked, to take a reasonable amount of job-protected paid or unpaid leave, the length of which shall be determined by the employee’s physician with regard to the employee’s condition and job requirements (Hawaii Administrative Code §12-46-108).	
Iowa		
Law/ Program	Iowa Civil Rights Act of 1965	
Paid Benefits	Not specified	
Funding	Not applicable	
Eligible Reasons for Leave	Disability related to pregnancy, childbirth, or medical conditions related to pregnancy. Employers cannot refuse a female employee a reasonable amount of leave during the time the employee is disabled, if the available leave offered to the employee through any health or temporary disability insurance or sick leave plan is insufficient (Iowa Code § 216.6(2)(e), (6)(a)).	
Length of Leave	Leave granted may last as long as the employee is disabled, up to eight weeks (Iowa Code § 216.6(2)(e), (6)(a)).	
Job Protection	Not specified	
Employer and Employee Eligibility	Applies to all employers, both state and private, who regularly employ four or more employees and to all employees, regardless of tenure or hours worked (Iowa Code § 216.6(2)(e), (6)(a)).	

⁴⁹ The 14 weeks of employment do not have to have been for the same employer or consecutive (State of Hawaii 2014).

⁵⁰ Some employees are excluded from coverage such as the employees of the federal government, certain domestic workers, insurance agents and real estate salespersons paid solely on a commission basis, individuals under 18 years of age employed in the delivery or distribution of newspapers, certain family employees, student nurses, interns and workers in other categories specifically excluded by the law (State of Hawaii 2014).

⁵¹ There is no minimum number of hours an employee must have worked to be eligible for family leave benefits (State of Hawaii “Hawaii Family Leave”).

Louisiana	
Law/ Program	Pregnancy Disability Leave Law
Paid Benefits	Not specified
Funding	Not applicable
Eligible Reasons for Leave	For the temporary disability of pregnancy, childbirth, and related medical conditions (La. Rev. Stat. Ann. § 23:341(A)).
Length of Leave	Employees may be granted up to four months of disability leave if the employee is disabled because of pregnancy, childbirth, or related medical conditions, although employers are not required to provide more than six weeks of leave for a normal pregnancy (La. Rev. Stat. Ann § 23:342(b); La. Rev. Stat. Ann. § 23:341(A)).
Job Protection	Not specified
Employer and Employee Eligibility	Applies to employers who employ 25 employees or more during the leave year or the calendar year immediately preceding and to all employees, regardless of tenure or hours worked (La. Rev. Stat. Ann. § 23:341(A)).
Maine	
Law/ Program	Maine Family and Medical Leave Act
Paid Benefits	Family medical leave may consist of unpaid leave. If an employer provides paid family medical leave for fewer than 10 weeks, the additional weeks of leave added to attain the total of 10 weeks required may be unpaid (Maine Legislature, Office of the Revisor of Statutes 1991). Employers who offer paid sick, vacation, or compensatory leave must allow employees to use up to 40 hours in a 12-month period to care for an ill child, spouse or parent (State of Maine 2012). ⁵²
Funding	Not applicable
Eligible Reasons for Leave	For the birth, adoption, or foster care placement of a child 16 years or younger; for the care of a family member with a serious health condition; ⁵³ and for when an employee donates an organ for human organ transplant. Also available to the worker when the worker's spouse, domestic partner, parent, child, or sibling who is a member of the state military forces or U.S. Armed Forces dies or incurs a serious health condition while on active duty (State of Maine 2013).
Length of Leave	Up to 10 workweeks of job-protected leave in a two-year period (State of Maine 2013).
Job Protection	Yes

⁵² Employees who work for an employer with at least 25 employees have the right to use accrued paid leave (including sick leave, vacation leave, or compensatory time) to care for a sick child, spouse, or parent. Employers can adopt a policy limiting the number of hours an employee can use paid leave for these purposes, but that number cannot be less than 40 hours in a 12-month period (Me. Rev. Stat. Ann. tit. 26 § 636).

⁵³ Family members include the worker's child, parent, spouse, domestic partner, domestic partner's child, or worker's sibling. The birth or adoption may be to/by the worker or the worker's domestic partner (State of Maine 2012).

Employer and Employee Eligibility	Employers with 15 or more workers and all public agencies. Employees must have worked for their employer for at least 12 consecutive months (State of Maine 2013).
Massachusetts	
Law/Program	Maternity leave entitlements
Paid Benefits	Not specified
Funding	Not applicable
Eligible Reasons for Leave	Leave for childbirth or to adopt a child under the age of 18 or under the age of 23 if the child is mentally or physically disabled (Mass. Gen. Laws Ch. 149, § 105D).
Length of Leave	Leave shall not exceed eight weeks (Mass. Gen. Laws Title XXI Ch. 149, Sec. 105D). ⁵⁴
Job Protection	Yes
Employer and Employee Eligibility	Female employees who have completed a required probationary period, or, if no probationary period is required, who has been employed full-time by the same employer for at least three consecutive months (Mass. Gen. Laws Title XXI Ch. 149, Sec. 105D. All private and public employers who employ at least six employees (Mass. Gen. Laws Ch. 151B, § 1(5)). ⁵⁵
Minnesota	
Law/Program	Minnesota Parental Leave Act
Paid Benefits	Employees may use paid sick leave, if offered by employers, for their own illness or the illness of a sick family member (Minnesota Department of Labor & Industry “Labor Standards”). ⁵⁶
Funding	Not applicable
Eligible Reasons for Leave	Birth and adoption, but not foster care placement, of a child (Minnesota Department of Labor & Industry “Labor Standards”).
Length of Leave	Up to six weeks of unpaid job-protected family leave; medical leave is not required by the state (Minnesota Department of Labor & Industry “Labor Standards”).
Job Protection	Yes
Employer and Employee Eligibility	Employers with 21 or more employees at any one site and employees who have been employed with a qualifying employer for at least 12 consecutive months and for an average of one-half the full-time equivalent position in the employee’s job classification during those 12 months (Minnesota Department of Labor & Industry “Labor Standards”).

⁵⁴ Executive branch state employees have up to 26 weeks of family and medical leave in a rolling 52-week period (The Commonwealth of Massachusetts Human Resources Division 2009).

⁵⁵ The term “employer” does not include a club exclusively social, or a fraternal association or corporation, if such club, association or corporation is not organized for private profit.

⁵⁶ If employers offer sick leave (paid or unpaid), employees may use it for themselves or their sick minor child, adult child, spouse, sibling, parent, grandparent or step-parent (Minnesota Department of Labor & Industry “Labor Standards”).

Montana	
Law/ Program	Illegal discrimination: Maternity leave; parental leave for state employees
Paid Benefits	Employers may not refuse any compensation to a woman disabled because of pregnancy which she is entitled as a result of disability or leave benefits offered by the employer (Mont. Code. Ann. §§ 49-2-310(2)).
Funding	Not applicable
Eligible Reasons for Leave	Disability as a result of pregnancy (Mont. Code. Ann. §§ 49-2-310(2)). State government employees who are adoptive parents or birth fathers are eligible for parental leave (State of Montana “Salary and Benefits Information Overview”).
Length of Leave	Employers are prohibited from refusing to grant a female employee a “reasonable amount of absence” for pregnancy and from requiring an employee take a mandatory maternity leave for an unreasonable amount of time (Mont. Code. Ann. §§ 49-2-310(2)).
Job Protection	Yes
Employer and Employee Eligibility	Applies to employers of one or more employees and to all individuals employed by an employer (Mont. Code. Ann. §§ 49-2-101(10-11)).
New Hampshire	
Law/ Program	Equal Employment Opportunity
Paid Benefits	Female employees with a temporary disability related to pregnancy or childbirth shall be treated in the same manner as other employees with temporary disabilities, including the provision of benefits (N.H. Rev. Stat. Ann. § 354-A:7(VI)(c)).
Funding	Not applicable
Eligible Reasons for Leave	For temporary disability resulting from pregnancy, childbirth, or related medical conditions (N.H. Rev. Stat. Ann. § 354-A:7(VI)(b)).
Length of Leave	Employers must allow female employees to take a leave of absence during the time they are temporary disabled (N.H. Rev. Stat. Ann. § 354-A:7(VI)(b)).
Job Protection	Yes
Employer and Employee Eligibility	Employers with six or more employees but not those which are an exclusively social club, or a fraternal or religious association or corporation, if such club, association, or corporation is not organized for private profit; all employees except those employed by a parent, spouse, or child or domestic servants (N.H. Rev. Stat. Ann. §§ 354-A:2(VI)-(VII)).

New Jersey			
Law/ Program	Temporary Disability Benefits Law	Family Leave Insurance	New Jersey Family Leave Act (NJFLA) ⁵⁷
Paid Benefits	The weekly benefit amount is two-thirds of an employee's average weekly wage (based on the 8 weeks immediately prior to the week in which disability begins) up to a maximum weekly benefit of \$595 (Department of Labor and Workforce Development, Division of Temporary Disability Insurance 2013).	The weekly benefit rate is two-thirds of an employee's average weekly wage (based on wages earned during the prior 8 weeks), up to a maximum of \$595 (State of New Jersey 2013).	Leave is unpaid.
Funding	Effective January 1, 2014, workers contribute .0038% of the taxable wage base. For 2013 the taxable wage base is \$31,500 and the maximum yearly deduction for temporary disability insurance is \$119.70. Employers pay from 0.10% to 0.75%. For 2014, employers contribute between \$31.50 and \$236.25 on the first \$31,500 earned by each employee during the calendar year. For both workers and employers, the tax base is subject to change each year (Department of Labor and Workforce Development, Division of Temporary Disability Insurance 2013).	The family leave program is financed 100% by worker payroll deductions. Starting January 1, 2014, each worker contributes 0.001% of the taxable wage base. For 2014 the taxable wage base is the first \$31,500 in covered wages earned during calendar year 2014 up to a maximum yearly deduction of \$31.50. The taxable wage base changes each year (State of New Jersey 2013).	Not applicable
Eligible Reasons for Leave	Inability to work due to an accident or sickness not arising out of and in the course of employment, or disability due to pregnancy (Department of Labor and	To bond with a newborn or adopted child within the first 12 months of birth/adoption, or to care for a seriously ill family member ⁵⁸ (State of New Jersey 2013).	In connection with the birth or adoption of a child or the serious illness of a parent, parent-in-law, stepparent, child, or spouse. NJFLA does not provide leave in

⁵⁷ The New Jersey Division on Civil Rights, Department of Law and Public Safety, Office of the Attorney General, enforces the New Jersey Family Leave Act (State of New Jersey "About the NJ Family Leave Act (FLA)").

⁵⁸ Family members include an employee's child, spouse, domestic partner, civil union partner, or parent, including parent-in-law or stepparent. The child must be the worker's biological or adopted child, foster child, stepchild, legal ward or the child of the worker's domestic or civil union partner and must be less than 19 years old or, if older than 19 years of age, must be incapable of self-care because of mental or physical impairment (State of New Jersey 2013).

	Workforce Development, Division of Temporary Disability Insurance 2013).		connection with an employee's own disability (State of New Jersey, Department of Law and Public Safety). ⁵⁹
Length of Leave	Up to 26 weeks of paid disability leave for illness or injury. The usual payment period for a normal pregnancy may be up to 4 weeks before the expected delivery date and up to six weeks after the actual delivery date. ⁶⁰ (Department of Labor and Workforce Development, Division of Temporary Disability Insurance 2013).	A bonding leave claim must be for a period of more than seven consecutive days, unless the employer permits the leave to be taken in non-consecutive periods. In this case, each non-consecutive leave period must be at least seven days. Care leave may be taken for 6 consecutive weeks, intermittent weeks or 42 intermittent days in a 12-month period beginning with the first date of the family leave insurance claim (State of New Jersey 2013).	The NJFLA provides up to 12 weeks of leave in a two-year period beginning on the first day of the employees' first day of leave. NJFLA leave is taken simultaneously with federal FMLA leave, if an employee is eligible for both (State of New Jersey, Department of Law and Public Safety).
Job Protection	No, unless covered by the federal FMLA	No, unless covered by the federal FMLA	Yes
Employer and Employee Eligibility	Employers are automatically covered by the State Plan unless covered under an approved private plan. Employees must have worked 20 calendar weeks or more ("base weeks") for an eligible New Jersey employer, during which they earned at least \$145 or at least \$7,300 during the 52 weeks ("base year") (State of New Jersey "State Disability Benefits – Employer Information"). ⁶¹	Employers with 50 employees or more anywhere worldwide and employees employed in New Jersey by a covered employer who have worked for that employer for at least 12 months for at least 1,000 hours during the prior 12 months (State of New Jersey "About the NJ Family Leave Act").	Employers must have at least 50 employees working anywhere in the world and employees must be employed in New Jersey by a covered employer for at least 12 months and for at least 1,000 base hours (State of New Jersey, Department of Law and Public Safety).

⁵⁹ Because the NJFLA does not provide leave for an employee's own disability, women who are disabled due to pregnancy or childbirth do not have job-protected leave to recover from pregnancy, childbirth, or related medical conditions (National Partnership for Women and Families 2012).

⁶⁰ If there are medical complications or the worker is unable to do her regular work, her doctor may certify to a longer period of disability either before or after the birth of her child (Department of Labor and Workforce Development, Division of Temporary Disability Insurance 2013).

⁶¹ State workers are only eligible for Temporary Disability Insurance If the government entity for which they work chooses to be a "covered employer" and if/when they have exhausted all accrued sick leave.

New York	
Law/ Program	The Disability Benefits Law
Paid Benefits	The weekly benefit is 50% of a claimant's last eight weeks average gross wage, up to a maximum of \$170 per week (New York State "Disability Benefits").
Funding	Covered employers must pay disability benefits to all eligible employees, though they may collect contributions from employees at the rate of one-half of 1% of an employee's wages up to 60 cents per week (New York State "Disability Benefits"). ⁶²
Eligible Reasons for Leave	Disability related to an off the-job injury or illness and for disabilities arising from pregnancy (New York State "Disability Benefits").
Length of Leave	Benefits are paid for a maximum of 26 weeks of disability during 52 consecutive weeks. Pregnancy disability that lasts more than four to six weeks prior to childbirth and/or more than four to six weeks after delivery will require an employee to submit more details on their condition from a physician (New York State "Disability Benefits"). ⁶³
Job Protection	No, unless also covered by the federal FMLA
Employer and Employee Eligibility	An employer of one or more persons on each of 30 days in any calendar year becomes a "covered" employer four weeks after the 30 th day of such employment. Employees or recent employees of a "covered" employer who have worked at least four consecutive weeks (New York State "Disability Benefits"). ⁶⁴

Oregon	
Law/ Program	Oregon Family Leave Act (OFLA)
Paid Benefits	Family leave is unpaid; however employees are entitled to use any accrued paid vacation, sick or other paid leave (State of Oregon 2012).
Funding	Not applicable
Eligible Reasons for Leave	Employees can take: Parental leave during the year following the birth, adoption, or foster placement of a child under 18 years old, or a child 18 or older if incapable of self-care because of a mental or physical disability. Serious health condition leave for an employee's own serious health condition or to care for a family member with a serious health condition; ⁶⁵ Pregnancy disability leave (a form of serious health condition leave) for an incapacity related to pregnancy or childbirth before or after birth or for prenatal care; Sick child leave to care for an employee's own child with an illness or injury that requires home care but is not a serious health condition

⁶² Employers can use a disability insurance carrier who has been licensed by New York State to write such policies or they can become authorized by the New York State Workers' Compensation Board to self-insure (New York State "Disability Benefits").

⁶³ Generally, a claimant is covered four to six weeks after a delivery (New York State "Disability Benefits").

⁶⁴ State employees are not covered under the Disability Benefits law, though sick leave and sick leave at half-pay may be used during a period of medical disability. They do, however, have access to seven weeks of unpaid parental leave after a new child is born (during which they can choose to substitute another form of accrued paid leave), and female employees can take pregnancy disability leave according to the state's pregnancy disability regulations. Both laws apply to state employees regardless of tenure or hours worked (New York State Department of Civil Service 1982).

	Oregon Military Family Leave by the spouse or same gender domestic partner of a service member who has been called to active duty or notified of an impending call to active duty or is on leave from active duty during a period of military conflict (State of Oregon 2012).	
Length of Leave	Up to 12 weeks of family leave within the employer's 12-month leave year; a woman using pregnancy disability leave is entitled to 12 additional weeks of leave in the same leave year for any qualifying OFLA purpose; a man or woman using a full 12 weeks of parental leave is entitled to take up to 12 additional weeks for the purpose of sick child leave. The spouse or same gender domestic partner of a service member who has been called to active duty or notified of an impending call to active duty or is on leave from active duty during a period of military conflict can take a total of 14 work days per deployment after the military spouse has been notified of an impending call or order to active duty and before deployment and when the military spouse is on leave from deployment (State of Oregon 2012).	
Job Protection	Yes, but employees on OFLA leave are still subject to nondiscriminatory employment actions that would have taken place regardless of the employee's leave.	
Employer and Employee Eligibility	Employers must employ at least 25 people and employees must have worked at least an average of 25 hours/week over the 180-day calendar period immediately preceding the leave. For parental leave, number of hours worked over the 180-day period is not considered (State of Oregon 2012).	
Rhode Island		
Law/ Program	Temporary Disability Insurance / Temporary Caregiver Insurance	Rhode Island Parental and Family Leave Act
Paid Benefits	Weekly benefits are 4.62% of the wages paid to an employee in the highest quarter of their base period, with a minimum benefit rate of \$72 and a maximum of \$752 per week, not including dependency allowances for dependent children under 18 years of age and incapacitated children (Rhode Island 2013).	If the employer provides paid parental or family leave for fewer than 13 weeks, the remaining weeks added to attain the total 13 weeks may be unpaid (R.I. Department of Labor and Training, <i>Rhode Island Parental and Family Leave Act</i>).
Funding	Employee payroll contributions provide for both Temporary Disability Insurance and Temporary Caregiver Insurance. There is no direct cost to employers (Rhode Island 2014).	Not applicable
Eligible Reasons for Leave	Temporary Disability Insurance is for non-work related illness or injury, as well as when a Qualified Health Care Provider determines that a pregnant worker is functionally unable to perform all of her work duties due to medical complications as a result of her pregnancy and or other health issues. Temporary Caregiver Insurance is available to care for a seriously ill child, spouse, domestic partner, parent, parent-in-law or grandparent or to bond with a newborn child, a new adopted child, or a new foster care child (Rhode Island 2013).	Parental leave may be taken for the birth of a child of an employee or the placement of a child 16 or younger with an employee in connection with the adoption of such child by the employee (R.I. Department of Labor and Training, <i>Rhode Island Parental and Family Leave Act</i>). Family leave may be taken for the serious illness of a family member, meaning a parent, spouse, child, parent-in-law, or the employee him or herself (R.I. Department of Labor and Training, <i>Rhode Island Parental and Family Leave Act</i>).
Length of Leave	Up to 30 weeks of paid leave for disability (Rhode Island 2013) and up to 4 weeks of paid leave under Temporary Caregiver Insurance (Rhode Island 2014).	Up to 13 consecutive weeks of unpaid parental or family leave in any two calendar years (R.I. Department of Labor and Training, <i>Rhode Island Parental and Family</i>

		<i>Leave Act).</i>
Job Protection	Yes	Yes
Employer and Employee Eligibility	Employees must have been employed by an employer subject to the Disability Act and have received wages in each of 20 weeks in the year prior to the claim, or received total wages of at least \$5,100 in the prior year regardless of the number of weeks worked (Aaronson 1993). ⁶⁶	Employers who employ 50 employees or more; the State of Rhode Island and any state department or agency that acts as an employer; any city, town, or municipal agent that employs at least 30 employees; and any person who acts directly or indirectly in the interest of any employer. Employees who are full-time workers and who have worked for the same employer for 12 consecutive months for an average of 30 hours or more hours per week prior to the effective date of leave (R.I. Department of Labor and Training, <i>Rhode Island Parental and Family Leave Act</i>).
Tennessee		
Law/ Program	Tennessee Human Rights Act	
Paid Benefits	Leave may be with or without pay at the discretion of the employer but shall not affect the employee's right to receive vacation time, sick leave, bonuses, advancement, seniority, length of service credit, benefits, plans or programs for which they were eligible at the date of their leave (Tenn. Code. Ann. § 4-21-408(c)).	
Funding	Not applicable	
Eligible Reasons for Leave	For adoption, pregnancy, childbirth, and nursing an infant (where applicable) (Tenn. Code. Ann. § 4-21-408(a)).	
Length of Leave	Leave shall not exceed four months (Tenn. Code. Ann. § 4-21-408(a)).	
Job Protection	Yes	
Employer and Employee Eligibility	Employers who employ 100 full-time employees on a permanent basis at the job site or location (Tenn. Code Ann. Sec. 4-21-408(d)(2)). Employees who have been employed by the same employer for at least 12 consecutive months as full-time employees, as determined by the employer at the job site or location (Tenn. Code. Ann. § 4-21-408(a)).	

⁶⁶ State employees can become eligible for the Temporary Disability Insurance program if they work for a governmental entity that has elected to participate in, or if they have chosen to become subject to, the program through the collective bargaining process (R.I. Gen. Laws § 28-39-3).

Vermont	
Law/ Program	Parental and Family Leave Act
Paid Benefits	Workers may choose to use up to 6 weeks of paid sick leave, vacation leave, or any other accrued paid leave time during the leave (Vermont Department of Labor 2013).
Funding	Not applicable
Eligible Reasons for Leave	Parental leave: During the pregnancy and/or after childbirth or within a year following the initial placement of a child 16 years of age or younger with the worker for the purpose of adoption (Vermont Department of Labor 2013). Family leave: For the serious illness of the worker, worker's child, stepchild, ward, foster child, party to a civil union, parent, spouse, or parent of the worker's spouse (Vermont Department of Labor 2013). ⁶⁷
Length of Leave	Parental and Family Leave: up to 12 weeks of unpaid leave. Short-Term Family Leave: up to 4 hours in any 30-day period (no more than 24 hours in a year) to participate in preschool or school-related activities; to attend or to accompany specified family members to routine medical or dental appointments; to accompany specified family members to appointments for professional services related to their care and wellbeing; or to respond to a medical emergency involving specified family members (Vermont Department of Labor 2013). ⁶⁸
Job Protection	Yes
Employer and Employee Eligibility	Parental Leave: employers with 10 or more employees who work an average of 30 hours per week over the course of a year (Vermont Department of Labor 2013). Family Leave: employers with 15 or more employees who work an average of 30 hours per week over the course of a year (Vermont Department of Labor 2013).

⁶⁷ Public sector employees have expanded access to family leave following the birth or adoption of a child or to care for a family member with a serious health condition, including a condition related to pregnancy. More information can be found here: <http://humanresources.vermont.gov/policy/manual>.

⁶⁸ School-related activities must be directly related to the academic achievement of a worker's child, stepchild, foster child, or ward who lives with the worker. Medical or dental appointments or medical emergencies must involve the employee's child, stepchild, foster child, or ward who lives with the worker or the employee's spouse, parent, or parent-in-law (Vermont Department of Labor 2013).