

COMMISSION TO DEVELOP A
PAID FAMILY AND MEDICAL LEAVE BENEFITS PROGRAM

STATE LAWS TO ESTABLISH PAID FAMILY AND MEDICAL LEAVE PROGRAMS

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Prepared for the Commission by Office of Policy and Legal Analysis Staff

States with Paid Family and Medical Leave Laws

❖ 9 States and the District of Columbia have enacted laws to establish family and medical leave programs:

- California
- Colorado
- Connecticut
- Massachusetts
- New Jersey
- New York
- Oregon
- Rhode Island
- Washington
- Washington, D.C.

❖ Programs in 3 states not yet providing benefits: Colorado, Connecticut and Oregon

States with Paid Family and Medical Leave Laws

- ❖ Laws vary in each state and reflect policy decisions on a number of different elements of the program
- ❖ Key components of a paid family and medical leave program include:
 - What are the purposes of the leave?
 - Who is covered? Public v. Private employers and employees? Self-employed?
 - What are the eligibility requirements to qualify for leave?
 - Definition of family
 - How much paid leave is provided? Any maximum benefit?
 - Length of paid leave? Any distinction between paid leave for self or for family?
 - Job protection
 - Availability of private plans
 - Funding
 - Timeline for implementation

Overviews of State Laws

- [Chart](#) providing overview of state family and medical leave laws, prepared by OPLA researchers, nonpartisan legislative staff
- [Chart](#) providing comparison of paid family and medical leave laws in the United States, prepared by A Better Balance, national nonprofit advocacy organization

Additional Resources on State Laws

- [Paid Family Leave Resources](#) from the National Conference on State Legislatures
- Bipartisan Policy Center Report, [Paid Family Leave in the United States: A Primer on Working Family Trends and Paid Family Leave](#) (February 2020)
- U.S. Chamber of Commerce Report, [A Policy Patchwork- Paid Family Leave Laws in the States](#) (January 2020)
- American Enterprise Institute and Brookings Institution Report, [Paid Family and Medical Leave: An Issue Whose Time Has Come](#) (May 2017)