

**Employee Leave Laws by State**

**April 2019**

The table below is a list of states with mandated employee leave laws beyond those required in the federal Family and Medical Leave Act (FMLA). The FMLA requires employers with 50 employees or more to provide up to 12 weeks of unpaid, job-protected leave per year to care for a newborn child or a seriously ill family member. Sixteen states plus the District of Columbia mandate some form of employee family or sick leave and half of those states require that the leave is paid by the employer. These laws vary greatly by state in defining which employers must provide each type of leave and factors determining whether an employee is entitled to leave, such as what constitutes a family member and whether family leave and maternity leave use combined or separate allotments of leave.

It should be noted that the paid portions of the family leave laws in California, Rhode Island, New York, and New Jersey are technically part of state disability and caregiver insurance programs. These programs are paid for by employees’ payroll taxes.

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| --- | --- | --- | --- | --- | --- | --- |
| Red Lettering denotes Employer-Paid Leave; blue lettering denotes leave paid by employee payroll tax | Employee Coverage | Sick Leave | Care for a sick family member | Parental leave for child's school activities | Maternity/Care for new child | Personal disability |
| Arizona  [(Read more)](https://www.azica.gov/sites/default/files/Public%20FREQUENTLY%20ASKED%20QUESTIONS_MasterwTOC.pdf) | All | 3 days paid (less than 15 employees), 5 days paid (15 or more employees) |  |  |  |  |
| California  [(Read more)](http://www.dir.ca.gov/dlse/Paid_Sick_Leave.htm) | All | Up to 24 hours paid | Up to 6 weeks paid | Up to 40 hours per year but no more than 8 hours per month | Up to 28 weeks unpaid including up to 6 weeks paid (includes adopted children) | Up to 52 weeks (paid for by 0.9% payroll tax on first $110,902 earned by employee) |
| Connecticut  [(Read more)](http://www.ctdol.state.ct.us/wgwkstnd/sickleave.htm) | Businesses with 75 or more employees | Paid if business has 50 or more employees; up to 40 hours per year | Up to 16 weeks in 2 years (combined with maternity and personal disability leave) |  | Up to 16 weeks in 2 years (combined with family and personal disability leave) | Up to 16 weeks in 2 years (combined with maternity and family leave) |
| District of Columbia  [(Read more)](http://ohr.dc.gov/sites/default/files/dc/sites/ohr/publication/attachments/DCFMLA-FactSheet.pdf) | All | 3 days (less than 25 employees), 5 days (25-99 employees), or 7 days (100 or more employees) | Up to 16 weeks during a 2 year period | Up to 24 hours per year |  | Up to 16 weeks during a 2 year period |
| Hawaii  [(Read more)](http://labor.hawaii.gov/wsd/hawaii-family-leave/) | Businesses with 100 or more employees |  | Up to 4 weeks (combined with maternity leave) |  | Up to 4 weeks (combined with family leave) |  |
| Illinois  [(Read more)](https://www.illinois.gov/idol/FAQs/Pages/School-Visitation-Rights.aspx) | All |  |  | Up to 8 hours per school year but no more than 4 hours on any day |  |  |
| Louisiana  [(Read more)](http://legis.la.gov/legis/Law.aspx?d=83324) | All |  |  | Up to 16 hours per year at the employer's discretion |  |  |
| Maine  [(Read more)](http://legislature.maine.gov/statutes/26/title26sec844.html) | Businesses with 15 or more employees |  |  |  | Up to 10 weeks in 2 years |  |
| MARYLAND  [(Read more)](http://mgaleg.maryland.gov/webmga/frmMain.aspx?pid=billpage&stab=01&id=hb0001&tab=subject3&ys=2017RS) | All | Paid if business has 15 or more employees; up to 40 hours per year |  |  |  |  |
| Massachusetts  [(Read more)](http://www.mass.gov/courts/case-legal-res/law-lib/laws-by-subj/about/employmentleave.html) | Businesses with 50 or more employees | Paid if business has 11 or more employees; up to 40 hours per year | Up to 12 weeks as of 1/2021 (paid for by 0.63% employee payroll tax as of 7/2019) (combined with maternity leave) | Up to 24 hours per year | Up to 12 weeks as of 1/2021 (paid for by 0.63% employee payroll tax as of 7/2019) (combined with maternity leave) | Up to 20 weeks (paid for by 0.63% employee payroll tax as of 7/2019) as of 1/2021 |
| Minnesota  [(Read more)](http://www.dli.mn.gov/LS/FaqMain.asp) | Businesses with 21 or more employees |  | Up to 10 days when a family member is killed during active US military service | Up to 16 hours per year (applies to all businesses) | Up to 6 weeks |  |
| New Jersey  [(Read more)](http://lwd.dol.state.nj.us/labor/fli/fliindex.html) | All | Up to 40 hours per year | Up to 12 weeks paid in 2 years if other paid leave is unavailable (combined with maternity leave) |  | Up to 12 weeks paid in 2 years if other paid leave is unavailable (combined with family leave) | Up to 26 weeks (paid for by 3.4% payroll tax on first $32,600 earned by employee) |
| New york  [(Read more)](https://www.ny.gov/programs/paid-family-leave-strong-families-strong-ny) | All |  | Up to 10 weeks; up to 12 weeks as of 1/2021 (paid for by employee payroll tax) |  | Up to 10 weeks; up to 12 weeks as of 1/2021 (paid for by employee payroll tax) | Up to 26 weeks (paid for by 0.5% employee payroll tax) |
| North Carolina  [(Read more)](http://www.nclabor.com/wh/fact%20sheets/child_involvement.htm) | All |  |  | Up to 4 hours per year |  |  |
| Oregon  [(Read more)](http://www.oregon.gov/boli/TA/pages/t_faq_oregon_family_leave_act_01-2011.aspx) | Businesses with 25 or more employees | Paid if business has 10 or more employees; up to 40 hours per year | Up to 12 weeks; additional 12 weeks for an ill or injured child who requires home care |  |  |  |
| Rhode Island  [(Read more)](http://www.dlt.ri.gov/ls/pdfs/medicalleave_rr02.pdf) | Businesses with 50 or more employees (family leave); 18 or more employees (sick leave) | 32 hours (40 hours in 2020) | Up to 13 weeks in 2 years including up to 4 weeks paid per year (combined with maternity leave) |  | Up to 13 weeks in 2 years including up to 4 weeks paid per year (combined with family leave) | Up to 30 weeks (paid for by 1.2% payroll tax on first $66,300 earned by employee) |
| Vermont  [(Read more)](http://labor.vermont.gov/wordpress/wp-content/uploads/WH-14-Parental-Family-Leave-Poster.pdf) | Businesses with 10 or more employees (new child/adoption); 15 or more employees (family or personal disability) | Up to 40 hours per year; Implementation is delayed by one year for employers with 5 or fewer employees | Up to 12 weeks; allows substitution of paid leave for up to 6 weeks of that (combined with personal disability); Additional 24 hours (combined with school leave) | Up to 24 hours (combined with family leave) |  | Up to 12 weeks; allows substitution of paid leave for up to 6 weeks of that (combined with family leave) |
| Washington  [(Read more)](http://lni.wa.gov/WorkplaceRights/LeaveBenefits/FamilyCare/LawsPolicies/FamilyLeave/default.asp) | Businesses with 50 or more employees (family, maternity, and disability leave); All (paid sick leave) | Up to 40 hours paid per year | Up to 12 weeks (combined with maternity and personal disability leave) |  | Up to 12 weeks (combined with family and personal disability leave); Legislation passed in 2007 requires 5 weeks paid but implementation has been delayed indefinitely | Up to 12 weeks (combined with maternity and family leave) |
| Wisconsin  [(Read more)](https://dwd.wisconsin.gov/er/family_and_medical_leave/) | Businesses with 50 or more employees |  | Up to 2 weeks |  | Up to 6 weeks | Up to 2 weeks |