



Employee Leave Laws by State

January 2018

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.

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)	All	3 days paid (less than 15 employees), 5 days paid (15 or more employees)				
CALIFORNIA (Read more)	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)	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)	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)	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)	All			Up to 8 hours per school year but no more than 4 hours on any day		
LOUISIANA (Read more)	All			Up to 16 hours per year at the employer's discretion		
MAINE (Read more)	Businesses with 15 or more employees				Up to 10 weeks in 2 years	

MASSACHUSETTS (Read more)	Businesses with 50 or more employees	Paid if business has 11 or more employees; up to 40 hours per year	Up to 24 hours per year to accompany family to routine medical appointments (combined with school leave)	Up to 24 hours per year (combined with family leave)	Up to 8 weeks
MINNESOTA (Read more)	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)	All		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)	All		Up to 8 weeks; up to 10 weeks as of 1/2019; up to 12 weeks as of 1/2021 (paid for by employee payroll tax)		Up to 8 weeks; up to 10 weeks as of 1/2019; 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)	All			Up to 4 hours per year	
OREGON (Read more)	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)	Businesses with 50 or more employees (family leave); 18 or more employees (sick leave)	24 hours paid sick leave in 2018; (32 hours in 2019; 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
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Businesses with 10 or more employees (new child/adoption); 15 or more employees (family or personal disability)

24 hours paid sick leave in 2018; After 2018: 40 hours; 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
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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
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Businesses with 50 or more employees

Up to 2 weeks

Up to 6 weeks

Up to 2 weeks