

STATE-BY-STATE LIST OF FAMILY LEAVE LAWS

STATE	PUBLIC SECTOR	PRIVATE SECTOR	TYPE OF LEAVE
Alabama	•		<p>Maternity An active and contributing member of the Public Employees' Retirement System may purchase service credit in the system not to exceed one year for any period of time while he or she is on maternity leave from service, without pay.</p>
Alaska	•		<p>Family and Medical A public employer is required to offer 18 workweeks during any 24 month period for pregnancy, childbirth or adoption and to care for an ill spouse, child, and parent or because of the employees own serious health condition.</p>
	•		<p>Family and Medical Private employers with 21+ employees are required to offer 18 workweeks within a 12 month period for pregnancy, childbirth or adoption and to care for an ill spouse, child or parent and 18 workweeks during any 24 month period because of the employees' own serious health condition.</p>
Arizona	•		<p>Family and Medical Public employees may transfer accumulated annual leave from one employee to another employee in the same agency or another agency if the employees are members of the same family. Such transfers may occur if the employee to whom the leave is transferred has a seriously incapacitating and extended illness or injury and the employee has exhausted all available leave balances.</p>
Arkansas	•		<p>Maternity A public employee may use accumulated sick and annual leave for a pregnancy after which leave without pay may be used.</p>
California		•	<p>Paid Family Leave Employees participating in the State Disability Insurance Program may receive up to 6 weeks of paid leave benefits to bond with a newborn, adopted or foster child, or to care for a seriously ill parent, spouse, child or domestic partner. Compensation is 55% of an employee's weekly salary, up to a maximum.</p>

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		•	<p>Maternity Employees participating in the State Disability Insurance Program may receive up to 16 weeks of partial compensation when taking leave for a disability related to pregnancy. The average time taken for a low-risk birth is 6 weeks. Compensation is 55% of an employee’s weekly salary, up to a maximum.</p>
	•	•	<p>Sick Leave for Family All employers who provide sick leave must allow employees to use half of the sick leave, accrued during a 12-month period, to care for sick family members.</p>
	•	•	<p>School Activities Employers with 25+ employees are required to provide up to 40 hours a year (no more than 8 hours a month) of unpaid leave to participate in school activities.</p>
Colorado	•	•	<p>Adoption All employers that offer benefits for the birth of a child must offer equivalent benefits for the adoption of a child.</p>
Connecticut	•		<p>Family and Medical Public employers must offer 24 weeks of unpaid leave within any 12-month period for the birth or adoption of a child or upon the serious illness of the employee, child, spouse or parent.</p>
		•	<p>Family and Medical Private employers of 75+ employees are required to offer 16 weeks of unpaid leave in any 24-month period for the birth or adoption of a child or upon the serious illness of the employee, child, spouse or parent.</p>
Delaware	•		<p>Adoption Public employers are required to offer six weeks of leave for the adoption of a child.</p>

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District of Columbia	•	•	<p>Family and Medical Public employers and private employers of 20+ employees are required to offer 16 weeks of family leave during any 24-month period for the birth or adoption of a child or upon serious illness of the employee, child, spouse or parent.</p>
	•	•	<p>School Activities All employers are required to offer up to 24 hours parental leave in a 12-month period to participate in a child’s school activities.</p>
Florida	•		<p>Family and Medical Public employers are required to offer up to six months leave for the birth or adoption of a child or upon the serious illness of a child, spouse or parent.</p>
Hawaii	•	•	<p>Maternity Employees may receive partial pay through their Temporary Disability Insurance when taking leave for a disability related to pregnancy. The average time taken for a low-risk birth is 6 weeks. Compensation is up to 58% of an employee’s weekly salary.</p>
	•	•	<p>School Activities All parents of public school students may take up to 2 hours a year of paid leave time to attend a parent-teacher conference.</p>
Illinois	•		<p>Family and Medical Public employees may transfer sick leave to a leave bank, to be used for the employee’s personal catastrophic illness or injury.</p>
	•	•	<p>School Activities Employers with 50 or more employees must allow 8 hours of unpaid leave annually to employees to attend school activities of their children; however, all accrued leave other than sick and disability leave must be exhausted before school-related leave is granted; employers are required to make a good-faith effort to allow the employee to make up the time taken for school-related leave.</p>
Louisiana	•	•	<p>School Activities An employee can take up to 16 hours of unpaid leave during a 12-month period for parent-teacher conferences or classroom activities.</p>

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Maine	•	•	<p>Family and Medical Private employers of 15+ employees and public employers of 25+ employees are required to offer 10 consecutive weeks of leave in a 24-month period for the birth or adoption of a child or upon serious illness of the employee, child, spouse or parent.</p>
Maryland		•	<p>Adoption An employer who provides paid leave to an employee after the birth of a child must provide equivalent leave for adoption.</p>
Massachusetts	•	•	<p>School Activities and Routine Medical Employers of 50+ employees are required to offer 24 hours of leave during any 12-month period to participate in school activities, accompany children to routine medical appointments or to accompany an elderly relative to routine medical appointment.</p>
	•	•	<p>Family Employers of 6+ employees are required to offer 8 weeks of leave for childbirth or adoption.</p>
Minnesota	•	•	<p>Family Employers of 21+ employees are required to offer 6 weeks of leave for the birth or adoption of a child.</p>
	•	•	<p>School Activities Employers of 21+ employees are required to offer up to 16 hours during any 12-month period to attend school conferences or school-related activities.</p>
Missouri	•		<p>Adoption Public employers are required to allow an employee to use sick or accrued leave for adoption purposes.</p>
Montana	•		<p>Family (paternity/adoption) Public employers are required to offer up to 15 days of sick leave for the birth of a child (for fathers) or for adoption purposes.</p>

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		•	<p>Maternity Private employers are required to permit a reasonable leave of absence and permit the use of sick leave immediately following the birth or placement of a child.</p>
Nebraska	•		<p>Adoption A public employer who provides paid leave to an employee after the birth of a child must provide equivalent leave for adoption purposes.</p>
New Jersey	•	•	<p>Maternity Employees participating in the State Disability Insurance program may receive up to 10 weeks leave, with partial pay, for disabilities related to pregnancy. The employee may receive up to 66 2/3% of their weekly wage.</p>
New York	•	•	<p>Maternity Employees participating in the State Disability Insurance program may receive partial compensation when out on disability due to pregnancy.</p>
North Carolina	•	•	<p>School Activities Employers are required to offer unpaid leave up to 4 hours per year for parent involvement in schools.</p>
North Dakota	•		<p>Family and Medical Public employers are required to offer up to 16 weeks leave in any 12-month period to care for the birth or adoption of a child and to care for a sick spouse or child.</p>
Ohio	•		<p>Maternity Public employers are required to offer 6 weeks of leave for the birth or adoption of a child. A portion of the leave is paid for eligible employees.</p>
Oregon		•	<p>Family and Medical Employers of 25+ employees are required to offer 12 weeks leave within any one-year period for the birth or adoption of a child or upon the serious illness of the employee, child, spouse or parent.</p>

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Rhode Island	•	•	<p>Family and Medical Public employers of 30+ employees (all state employees are covered) and private employers of 50+ employees are required to offer 13 weeks of leave in any two calendar years for the birth or adoption of a child or upon the serious illness of a child, spouse, parent or self.</p>
	•	•	<p>School Activities Employers (same as those described in Family and Medical) are required to give employees up to 10 hours of unpaid leave in a 12-month period to attend school related activities.</p>
	•	•	<p>Adoption Employers (same as those described in Family and Medical) who allow sick leave to be utilized after the birth of a child must allow the same time for the adoption of a child.</p>
	•	•	<p>Maternity Employees who participate in the State Disability Insurance program can receive some compensation while out on temporary disability due to pregnancy.</p>
Tennessee	•	•	<p>Maternity (includes nursing) Employers of 100+ employees are required to offer up to 16 weeks leave for maternity/paternity leave.</p>
	•	•	<p>Adoption Employers of 100+ employees are required to offer up to 16 weeks leave for the adoption of a child.</p>
Texas	•		<p>School Activities State employers must allow employees to use up to 8 hours of sick leave per year to attend parent-teacher conferences.</p>
Vermont	•	•	<p>Family and Medical Employers of 15+ employees are required to offer 12 weeks in a 12-month period for the birth or adoption of a child or upon the serious illness of the employee, child, spouse or parent. Employees may use up to 6 weeks of accumulated, vacation, personal or sick leave.</p>

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	•	•	<p>School Activities and Routine Medical Employers of 15+ employees are required to offer up to 24 hours of leave time over a 12-month period (not to exceed 4 hours every 30 days) to participate in school activities, respond to a medical emergency or take a child or parent to a routine medical appointment.</p>
Virginia	•		<p>Family and Medical Some state employees may use personal sick leave and other personal leave for the illness, medical incident, or death of a family member or other personal need.</p>
Washington	•	•	<p>Family Employers who provide sick leave are required to allow employees to use their sick leave to care for a spouse, parent, parent-in-law or grandparent with a serious condition or to care for a child whose health condition requires treatment and/or supervision. Employees can also use other paid time off.</p>
	•	•	<p>Adoption An employer who provides paid leave to an employee after the birth of a child must provide equivalent leave for adoption to both parents and stepparents.</p>
	•	•	<p>Paid Family Leave Beginning in October 2009, parents of newborn and newly adopted children will be able to take up to five weeks off work with a benefit of \$250 per week, pro-rated for part-time workers. All employees will be eligible to collect benefits after 680 hours of work. Workers in companies with 25+ employees who have been with their employers for at least a year and 1250 hours will also have job protection for the five weeks of benefits and a one week wait period.</p>
Wisconsin	•	•	<p>Family Employees eligible for the state's family and medical leave law may elect to substitute any type of accrued paid leave in order to receive pay while on leave.</p>

SOURCE: National Conference of State Legislatures, State Family and Medical Leave Laws, January 2006 (www.ncsl.org) State Statutes.
Updated by Labor Project for Working Families, August 2007. NOTE: States may have enacted rules and regulations that are not included in this table.