

Statutory Update



October 28, 2024

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Paid Family and Medical Leave Updates

California State Disability Insurance (CA SDI) and Paid Family Leave (CA PFL) – Amendments

Use of Vacation Time Prior to Receipt of CA PFL Benefits

The CA PFL law currently permits employers to require employees to take up to 2 weeks of earned but unused vacation before, and as a condition of, the employee’s initial receipt of CA PFL benefits. On [September 29](#) the governor approved [AB2123](#), amending [CA UIC §3303.1\(c\)](#) so that [employers may no longer impose this requirement](#) on employees with CA PFL claims beginning on or after [January 1, 2025](#).

Advance Filing of CA SDI and CA PFL Claims

Current administration of the CA SDI and CA PFL programs does not allow for advance filing of claims. On [September 28](#) the governor approved [SB1090](#), which will allow workers to initiate a claim up to [30 days in advance](#) of the anticipated first day of benefits.

This change will take effect upon implementation of the next scheduled improvement of EDD’s integrated claims management system ([EDDNext project](#)), but [no later than January 1, 2028](#).

The 41-day deadline for filing a claim *after* the first payable day of benefits has not been changed.

Delaware Paid Leave (DE PL) – Revised Regulations

DE PL requirements apply to employers with [10 or more employees working primarily in Delaware](#) (*i.e., 60% of their work hours in Delaware**), with additional breakdown on required offerings as follows:

- Employers with [9 or fewer employees](#) are [not required to participate](#).
- Employers with [10 to 24 employees](#) are required to provide [parental leave](#).
- Employers with [25 or more employees](#) are required to provide [parental leave, medical leave, family caregiving leave](#) and [qualifying exigency leave](#).

** Hours and wages that are earned outside of Delaware (1) are not subject to the program’s contribution rates; (2) do not accumulate towards either the 12-month or 1,250-hour requirements to be considered a “covered individual”; and (3) are not used in the calculation of an employee’s benefits while out on approved leave.*

On [August 28](#) the Delaware Department of Labor (DE DOL) posted [revised final regulations](#)** clarifying certain aspects of the [law](#) and prior versions of the regulations. The regulations include the following with regard to employer size:

- 1) The employee [counts \(“threshold numbers”\)](#) [above are per company \(FEIN\) unless the employer meets the definition of “integrated employer”](#) under FMLA (see [29 CFR 825.104\(c\)](#)). DE DOL has clarified that employers who meet this definition should notify DE DOL. Each entity will still need to create an account and report separately, but DE DOL will combine their employee count and wages/hours for benefit purposes.

Employee counts are also:

- based on employees who meet or are expected to meet the [definition of “covered individual”](#) (*this is the same as FMLA eligibility*);
- decreased by waivers (*individual opt-out for employees not expected to meet eligibility*); and
- increased by reclassifications (*“opt-in” for certain employees e.g., DE employees temporarily out-of-state, telecommuting employees*)

Employers may opt-in to the program for any line of coverage they are not required to provide.

- 2) Prior regulations indicated that an employer’s threshold number would be determined “during the previous 12-month period” (so, 2024 for January 1, 2025). The revised regulations remove this “lookback period”, stating that the [threshold number is determined on a quarterly basis through the filing of an employer’s wage and hour report](#).

Note: *While employers with fewer than 10 employees are not required to file wage and hour reports, they should keep a close eye on their headcount so as to begin participating in the program as soon as they cross the*

10-employee threshold. Those who fail to register and begin contributions and reporting when required risk penalties starting at \$1,000 per violation.

3) **Threshold changes:**

- Once an employer’s **employee count increases** enough to cross a threshold (10 or 25 employees), the employer is required to provide the associated line(s) of coverage (Parental, Medical, etc.) **within 5 weeks** of that date, and **continue that coverage for at least the next 52 consecutive weeks**.
- If an employer’s **employee count drops and stays below a threshold for more than 52 consecutive weeks**, the employer will no longer be required to offer the associated line(s) of coverage, effective the next pay period after they fall below the threshold for 52 consecutive weeks.
- With either scenario, **employees must be notified of the change in coverage within 30 days**.

*** DE DOL has advised that additional changes to the regulations are currently under review and should be published on or around November 1.*

See additional DE PL information and updates under Important Reminders below ([here](#) and [here](#)).

District of Columbia Paid Family Leave (DC PFL) – Maximum Weekly Benefit Increase

Our [August 13 Update](#) included notice of the July 1 increase to the rate for DC PFL contributions, and to the state minimum wage impacting DC PFL benefit calculations. The Department of Employment Services has since confirmed that the maximum weekly DC PFL benefit increased from \$1,118 to **\$1,153**, applicable to claims filed on or after [October 1, 2024](#).

Maine Paid Family and Medical Leave (ME PFML) – Updates

Updated Resources

Contributions toward Maine’s Paid Family and Medical Leave program (ME PFML) begin [January 1, 2025](#), with benefits becoming payable beginning [May 1, 2026](#).

The Maine Department of Labor (MDOL) has been updating the [ME PFML webpage](#) in preparation for the commencement of contributions beginning January 1, including:

- updated [FAQ](#);
- links to slides for and recordings of recent webinars;
- [What Employers Need to Know for 2025*](#); and
- the model [PFML Labor Poster*](#).

* See additional information on contributions and notice requirements under Important Reminders [below](#).

Paid Leave Portal – Employer Registration and Private Plan Application

Beginning in early 2025 all employers will be required to register in the Paid Leave Portal, the online system through which employers will file quarterly wage reports and remit contributions.

The portal is also the means by which employers wishing to do so will submit an application to provide ME PFML benefits through a [private plan](#). As noted in our [June 6 Update](#), proposed regulations had indicated that the application period was to open January 1, 2026 – a full year after contributions toward the state program begin. The updated [Proposed Regulations \(September 2024\)*](#) adjust the timeframe during which the initial application process will take place.

Note that, even with the revised timeline, **all employers will be required to remit contributions for the state program for at least the first quarter of 2025; these contributions will not be refunded.**

- Applications for substitution may be made after [April 1, 2025](#), and will be accepted on a rolling basis.
 - Applications must be accompanied by a **\$250 application fee** for review of the application, and an **additional \$250 administrative reimbursement fee** if the application is approved for the substitution.
 - Employers applying for a [self-funded plans](#) must also furnish a [surety bond](#).
- [Plan approval/exemption from state program contribution effective dates:](#)

- Approved applications [submitted in the first two months of a quarter](#) will be effective the first day of the quarter during which the substitution is approved.
- Approved applications [submitted less than 30 days prior to the end of the quarter](#) will be effective the first day of the quarter following when the application was submitted.

For example:

- An approved exemption application that was submitted between April 1 and May 31, 2025 will be effective April 1, 2025.
- An approved exemption application that was submitted on or after June 1 (*i.e., less than 30 days prior to the end of the quarter*) will be effective July 1, 2025. The employer will be required to remit contributions toward the state program for the first two quarters of 2025.
- If [employee withholdings](#) were taken prior to the substitution being approved, [the employer must refund the withholdings to the effective date of the exemption](#) within 30 days from the approval. Failure to do so may result in a revocation of the approval. (*We assume this to mean other than Q1 2025 contributions.*)
- Applications [approved after May 1, 2026](#) will be effective the first day month following the approval.
- An approved substitution is valid for a period of [three years](#).

** The public comment period for the current version of the proposed regulations closed on September 30. The Maine Department of Labor is required to adopt final regulations by January 1, 2025.*

Employers are encouraged to monitor the [ME PFML website](#) and to sign up for updates.

See additional ME PFML information and updates under Important Reminders [below](#).

Maryland Family and Medical Leave Insurance (MD FAMILI) – Updates

As most recently covered in our [June 6 Update](#), contributions toward Maryland’s Family and Medical Leave Insurance program (MD FAMILI) begin [July 1, 2025](#), with benefits becoming payable beginning [July 1, 2026](#).

The Department of Labor’s FAMILI Division is in the process of updating the [MD FAMILI website](#) with information and resources to help employers prepare for the law’s requirements. The current [employer FAQ](#) include the following (*see the FAQ for full content*):

- [Contributions](#)
 - [Contribution Rate](#):
 - For employers with [15 or more employees*](#): the rate will be [.9% of covered wages](#), half of which ([.45%](#)) may be withheld from employees’ pay.
 - Employers with [fewer than 15 employees*](#) are not required to remit the employer contribution; [.45%](#) of covered wages may be withheld employees’ pay.

** According to the [proposed regulations \(October 18\)](#), the 15-employee threshold is based on an employer’s total number of [employees “within and without the State”](#). Initially, employer size will be determined quarterly by counting the total number of employees to whom the employer paid any wages in that calendar quarter (as provided via quarterly wage reporting). After an employer has four quarters of reports and contributions in one calendar year, an annual determination of employer size will be made by averaging the number of employees to whom the employer paid any wages each quarter for the previous calendar year.*
 - The contribution rate may be applied to wages up to the [maximum wages subject to social security taxation](#) (\$176,100 in 2025).
 - Each [February](#), the Maryland Department of Labor will announce a contribution rate for the following State fiscal year (July 1 through June 30). Under current law, the total rate cannot exceed 1.2% of wages.
- Employers will register with the State through an [online web application](#), which is expected to open by the [Spring of 2025](#).

- Registered employers will automatically be enrolled into the State Plan administered by the FAML I Division.
- As an alternative to the State Plan, employers may comply with the law’s requirements by applying for an insured or self-funded [private plan](#)** . Per the [Private Plans webpage](#):
 - Private plans are not on the market yet. The Division will release more information about the application process when a market for private plans is established in Maryland.
 - [Because private plans will not yet be available when contributions begin, the Division will open a Declaration of Intent \(DOI\) process from May 1 through August 29, 2025.](#) During this period employers will be able to submit a DOI to notify the Division that they intend to offer a private plan. If an employer’s DOI is accepted, they will not contribute to the State Plan for the quarters the DOI is in effect. If the employer does not ultimately offer a private plan, they will be responsible for all contributions that would have been due, in addition to interest charges.

Per the [proposed regulations \(October 18\)](#):

- 1) Any employer whose DOI is submitted on or before May 30, 2025 and approved on or before June 20, 2025 will be exempt from contributions beginning [July 1, 2025](#).
- 2) Any employer whose DOI is submitted between May 31, 2025 and August 29, 2025, and approved on or before September 22, 2025, shall be exempt from contributions accrued to the Division beginning [October 1, 2025](#) (*they will have to contribute to the State Plan for the first quarter, July 1 through September 30*).
- 3) Following the DOI process, the Division will begin accepting [formal applications](#) in 2026:
 - Applications for [self-funded plans](#) may be submitted from January 1, 2026 to April 1, 2026, for an effective date of July 1, 2026; and
 - Applications for [insured plans](#) may be submitted from March 1, 2026 to June 1, 2026, for an effective date of July 1, 2026.
- While the Department of Labor sets the contribution rate for the State Plan, private plans will set their own rates. Employees cannot be charged more in a private plan than they would be through the State Plan.

** *Private Plans are referred to in the proposed regulations as [Equivalent Private Insurance Plans \(EPIP\)](#).*

- [Employers will be required to notify workers about MD FAML I starting in January 2026](#); the FAML I Division will create sample notices for employers to use.

The current [proposed regulations \(October 18\)](#) are open for public comment until November 18, 2024, after which a new version will be published. Comments about the proposed regulations may be sent to FAML I.policy@maryland.gov.

Massachusetts Paid Family and Medical Leave (MA PFML) – Benefit Accruals During Leave

[Section 2\(e\)](#) of the [MA PFML law](#) provides that, upon return from leave, an employee is entitled to be restored to their “previous position or to an equivalent position, with the same status, pay, employment benefits, length-of-service credit and seniority as of the date of leave.” The following section ([§2\(f\)](#)) expands on this, stating in part that, “The taking of family or medical leave shall not affect an employee’s right to accrue vacation time, sick leave, bonuses, advancement, seniority, length-of-service credit or other employment benefits, plans or programs”.

In 2022 members of the Massachusetts State Police filed suit against the Commonwealth of Massachusetts, the heads of the State Police, and the Massachusetts State Board of Retirement, claiming that the defendants’ policy of denying the accrual of benefits, including [seniority, length-of-service credit, and vacation and sick time while on MA PFML leave](#) was in violation of section 2(f).

The case (*Bodge v. Commonwealth, SJC-13567*) ultimately made it to the Massachusetts Supreme Judicial Court who, on [September 13, 2024](#), [ruled](#) that the practice of “pausing” such benefit accruals during MA PFML leave is actually in line with the intent of this section of the law and its regulations. The Court’s opinion was that section 2(f) does not grant accrual rights but rather ensures that the rights an employee has prior to leave are not affected while the employee is on leave (i.e., that employees suffer no *loss* of benefits while on leave), concluding that [while](#)

employers *may* allow the accrual of benefits while employees are on MA PFML leave, they are not required to do so. Employers are advised, however, to ensure that this treatment is consistent with their policies for other types of leave, and communicated to employees.

Accrued Paid Leave Updates

California Paid Sick Leave – Amendment

[§246.5](#) of California’s paid sick leave law provides that employees may use accrued time for:

- 1) the diagnosis, care, or treatment of their or a covered family member’s existing health condition, or for preventive care; or
- 2) the employee’s needs associated with domestic violence, sexual assault, or stalking, as described in [CLC §230\(c\)](#) and [§230.1\(a\)](#)*.

On [September 29](#) the governor of California approved [AB2499](#), amending the law effective [January 1, 2025](#) so that:

- Reason (2) above is revised and expanded so that accrued time may be used if the [employee or the employee’s family member](#) is a victim of a “[qualifying act of violence](#)”*.
 - Covered family members under the paid sick leave law include a spouse or domestic partner, child of any age, parent of the employee or their spouse/domestic partner, grandparent, grandchild, sibling, and “designated person” (see [§245.5](#) for full definitions).
 - A “[qualifying act of violence](#)” means any of the following, regardless of whether anyone is arrested for, prosecuted for, or convicted of committing any crime:
 - 1) domestic violence;
 - 2) sexual assault;
 - 3) stalking; or
 - 4) an act, conduct, or pattern of conduct that includes any of the following:
 - in which an individual causes bodily injury or death to another individual;
 - in which an individual exhibits, draws, brandishes, or uses a firearm, or other dangerous weapon, with respect to another individual; and/or
 - in which an individual uses, or makes a reasonably perceived or actual threat to use, force against another individual to cause physical injury or death.
 - Time may be used for the employee’s or their family member’s “safe time” needs such as, but not limited to, legal proceedings, to obtain medical treatment or to recover from injuries, to seek or obtain counseling or services from a victims’ services or other professional organization; or for relocation or other safety planning (as outlined in new CGC §12945.8*).

* [AB2499](#) includes the repeal of [CLC §230](#) and [§230.1](#) and replaces them with a new section of the Government Code: [§12945.8](#), to which this portion of the paid sick leave law directs; more information under [Other News below](#).

- Accrued time may be used by [agricultural employees](#) (as defined in [CLC §9110](#)) entitled to paid sick leave under the law who work outside [to avoid smoke, heat, or flooding conditions](#) created by a proclaimed state of emergency, including, but not limited to, when the employee’s worksite is closed due to the smoke, heat, or flooding conditions.

This amendment was also introduced and approved under [SB1105](#), which included the clarification that this addition “does not constitute a change in, but is declaratory of, existing law to the extent that the sick days are necessary for preventive care”.

An updated version of the [worksite poster](#) is expected in the coming weeks, and will be available [here](#) and/or [here](#).

Massachusetts Earned Sick Time – Amendment

Massachusetts’ Earned Sick Time law ([M.G.L. Ch. 149 §148C](#)) entitles employees to up to 40 hours of paid time off each year, which may be used to:

- care for their own or a covered family member’s* physical or mental illness, injury, or medical condition that requires home care, professional medical diagnosis or care, or for preventive care;
- attend a routine medical appointment or a routine medical appointment for a covered family member; or
- address the psychological, physical or legal effects of domestic violence (*as [defined](#)*); or
- travel to and from an appointment, a pharmacy, or other location related to one of the above purposes for which time was taken.

* Covered family members include an employee’s spouse, child, parent, or spouse’s parent, each as [defined](#).

On [August 23](#) the governor signed [HB4999](#), amending the law so that effective [November 21, 2024](#), time may also be used [to address an employee’s or their spouse’s physical and mental health needs if either experiences pregnancy loss or a failed assisted reproduction, adoption or surrogacy](#).

Employers are required to [post a notice](#) regarding Earned Sick Time where employees are likely to see it, in the language(s) spoken by their employees. They must also provide a hard or electronic copy to all eligible employees, or include the employer’s sick or paid time off policy that meets the law’s requirements in their employee manual or handbook. It is expected that an updated version of [Notice of Employee Rights](#) will be made available on the Fair Labor Division’s [Earned Sick Time webpage](#) in the coming weeks.

Michigan Earned Sick Time – Updated Resources

Due to a recent court ruling accrued paid leave requirements in Michigan will transition from the current Paid Medical Leave Act (MI PMLA) to their original form as the [Earned Sick Time Act \(MI ESTA\)](#). Our [August 13 Update](#) includes a detailed summary of the changes effective [February 21, 2025](#).

Michigan’s Department of Labor and Economic Opportunity (LEO) is in the process of updating their website with resources to assist employers with updating current policies and communicating the change to their employees. The new [Earned Sick Time webpage](#) includes:

- a link to an informational webinar hosted by LEO on August 27;
- the [required notice](#), which must be posted in the workplace and provided to all new hires on or after February 21, 2025, in English, Spanish, and any language that is the first language spoken by at least 10% of the employer’s workforce, if such translation of the model notice is available;
- [FAQ](#); and
- an [overview brochure](#).

These resources are also available in Spanish; additional language translations may be provided.

Other News

California – Anti-Discrimination, Accommodations and Leave for Crime Victims

Section 230 of California’s Labor Code ([CLC §230](#)) prohibits employers from discharging or in any manner discriminating or retaliating against any employee needing to take time from work to [serve on a jury](#) or, if they are a [victim of a crime](#), to appear in court or to seek relief, such as a restraining order, to protect their or their child’s health or safety. Victims of domestic violence, sexual assault or stalking who request accommodation to ensure their safety at work are entitled to such accommodation, absent undue hardship to their employer.

In addition, under [CLC §230.1](#) employers with 25 or more employees may not discharge or in any way discriminate or retaliate against a victim of crime or abuse who requests time from work to seek medical attention or counseling, obtain necessary services, and/or participate in safety planning. Time is unpaid, however employees may use available vacation, personal or compensatory time, or time accrued under the state’s paid sick leave law.

On [September 29](#), the governor approved [AB2499](#), which removes sections 230 and 230.1 from the Labor Code and restates them as a new section under the Government Code effective [January 1, 2025](#) ([§12945.8](#), *which will*

be located [here](#)). These protections will be part of the [Fair Employment and Housing Act \(FEHA\)](#), and therefore enforceable by the [California Civil Rights Department](#).

The new law retains much of the current law's language around employment protections and reasonable accommodations, but extends coverage if the [employee's family member is a victim](#), amends certain definitions, and sets parameters as to [how much leave an employer must permit](#) for specified reasons.

All employers are prohibited from discharging or in any manner discriminating or retaliating against an employee:

- 1) for taking time off to [serve on an inquest jury or trial jury](#), if the employee, prior to taking the time off, gives reasonable notice to the employer;
- 2) for taking time off [to appear in court to comply with a subpoena or other court order](#) as a witness in any judicial proceeding, including if the employee is a victim;
- 3) who is [a victim for taking time off from work to obtain or attempt to obtain any relief](#). Relief includes, but is not limited to, a temporary restraining order, restraining order, or other injunctive relief, to help ensure the health, safety, or welfare of the employee or their child.

In addition to the above, employers with 25 or more employees are prohibited from discharging or in any manner discriminating or retaliating against an employee [who is a victim or who has a family member who is a victim](#) for taking [time off from work](#):

- 1) to [obtain or attempt to obtain any relief](#) for the family member. Relief includes, but is not limited to, a temporary restraining order, restraining order, or other injunctive relief, to help ensure the health, safety, or welfare of the victim; or
- 2) to seek, obtain, or assist a family member to seek or obtain, as a result of a ["qualifying act of violence"](#):
 - a) medical attention for or to recover from injuries;
 - b) services from a domestic violence shelter, program, rape crisis center, or victim services organization or agency;
 - c) psychological counseling or mental health services;
 - d) civil or criminal legal services, or to prepare for, participate in, or attend legal proceedings;
 - e) relocation to temporary or permanent housing or enrolling children in a new school or childcare;
 - f) childcare or care to a care-dependent adult if the care is necessary to ensure the safety of the child or dependent adult as a result of the qualifying act of violence;
 - g) other measures to increase safety from future qualifying acts of violence.

Employers [may limit the total leave taken](#) for the reasons above as follows:

- If the employee is the victim, or if the family member is the victim and is deceased as a result of the crime, [total leave time](#) may be limited to [12 weeks](#).
- If the victim is the employee's family member, and the family member is not deceased as a result of the crime, leave may be limited to:
 - [5 days](#) for relocation or enrolling children in a new school or childcare (*reason 2(e) above*); or
 - [10 days](#) for other reasons.
- This leave runs concurrently with, and is not in addition to, leave taken under the federal Family and Medical Leave Act of 1993 (FMLA) and the California Family Rights Act (CFRA), if the employee would have been eligible for that leave.

Definitions

- ["Family member"](#): a child, parent, grandparent, grandchild, sibling, spouse, or domestic partner, as those terms are defined under [CFRA](#), or designated person. "Designated person" means any individual related by blood or whose association with the employee is the equivalent of a family relationship. The designated person may be identified by the employee at the time the employee requests the leave. An employer may limit an employee to one designated person per 12-month period for leave under this section.
- ["Qualifying act of violence"](#): any of the following, regardless of whether anyone is arrested for, prosecuted for, or convicted of committing any crime:
 - domestic violence (as defined in [CFC §6211](#));

- sexual assault;
- stalking; or
- an act, conduct, or pattern of conduct that includes any of the following:
 - in which an individual causes bodily injury or death to another individual;
 - in which an individual exhibits, draws, brandishes, or uses a firearm, or other dangerous weapon, with respect to another individual; and/or
 - in which an individual uses, or makes a reasonably perceived or actual threat to use, force against another individual to cause physical injury or death.
- “Victim”: an individual against whom a qualifying act of violence is committed.

Additional Requirements

- An employee who is, or whose family member is, a victim must give **reasonable advance notice** of the need for time off from work, unless the advance notice is not feasible.
 - When an unscheduled absence occurs, the employer may not take any action against the employee if the employee, within a reasonable time after the absence, provides **certification** to the employer upon request by the employer. Certification may be in the form of a police report, a protection order or other court paperwork, documentation from a medical professional, counselor or victims’ services organization, or a written statement from the employee or someone acting on the employee’s behalf.
- An employer must provide **reasonable accommodations** for any employee who is a victim, or whose family member is a victim, of a qualifying act of violence who requests an accommodation for the safety of the employee while at work.
 - The employer must engage in a timely, good faith, and **interactive process** with the employee to determine effective reasonable accommodations.
 - Reasonable accommodations may include the implementation of safety measures, including a transfer, reassignment, modified schedule, changed work telephone, permission to carry telephone at work, changed work station, installed lock, assistance in documenting a qualifying act of violence that occurs in the workplace, an implemented safety procedure or other adjustment to a job structure, workplace facility, or work requirement in response to a qualifying act of violence, or referral to a victim assistance organization.
 - An employer is *not* required to undertake an action that constitutes an **undue hardship** on the employer’s business operations (as **defined**). An undue hardship also includes an action that would violate an employer’s duty to furnish and maintain a place of employment that is safe and healthful for all employees, as required by **CLC §6400**.
 - Upon the request of an employer, an employee requesting a reasonable accommodation must provide the employer a **written statement** signed by the employee or an individual acting on the employee’s behalf, certifying that the accommodation is for an authorized purpose. The employer may also request **certification** demonstrating the employee’s status, or the employee’s family member’s status, as a victim. The employer may request this certification every six months.
 - An employer is prohibited from retaliating against an employee for requesting a reasonable accommodation, regardless of whether the request was granted.
- An **employer may not discharge or in any manner discriminate or retaliate against an employee** because of the employee’s status, or the employee’s family member’s status, as a victim if the employee provides notice to the employer of the status or the employer has actual knowledge of the status.
- Any knowledge an employer has or is provided about an employee’s or family member’s status as a victim must be maintained as **confidential** by the employer and may not be disclosed except as required by federal or state law or as necessary to protect the employee’s safety in the workplace

Notice to Employees

- Employers are required to inform each employee* of their rights established under the law in writing:
 - 1) upon hire;
 - 2) annually;
 - 3) upon request; and

- 4) any time an employee informs the employer that the employee or the employee’s family member is a victim.
- The Civil Rights Department (CRD) will be developing a model notice entitled ‘[Survivors of Violence and Family Members of Victims Right to Leave and Accommodations](#)’ outlining an employee’s rights under this law. This notice will also advise employees that:
 - if leave taken under this law is due to an employee’s inability to work as a result of a serious health condition, or need to care for a family member with a serious health condition, they may also be eligible for wage replacement under [CA SDI](#), [CA PFL](#), or [other programs](#) administered by the Employment Development Department (EDD);
 - if they are a family member of a deceased victim, they may be eligible for leave under this section and also for [Bereavement Leave \(CLC §12945.7\)](#); and
 - they may be eligible for leave under CLC [§230.2](#) and [§230.5](#).

The model notice will be posted on the [CRD’s website](#) in English, Spanish, Chinese, Vietnamese, Tagalog, Korean, Armenian, Arabic, Farsi, Punjabi, Russian, Japanese, Hindi, Mon-Khmer, Thai, and any other language that is spoken by a “substantial number of non-English-speaking people,”

** The CRD is required to post the model notice on or before [July 1, 2025](#), at which point the notice requirement becomes effective. This notice will replace the [current notice](#) provided by the Division of Labor Standards Enforcement (DLSE).*

See AB2499’s amendments to CA Paid Sick Leave [above](#).

Important Reminders

October – December

Colorado Family and Medical Leave Insurance (CO FAML I) – Private Plan Requirements

The CO FAML I law and its regulations state that approved private plans need only be [renewed every 8 years](#). However, [quarterly reporting](#) is still required; this reporting began with the first quarter of 2024 for plans effective January 1, 2024, and switches to an annual cadence after a plan has been in effect for 3 years.

Beginning in Q4 2024, the following additional requirements will become effective:

Annual Attestation:

- Beginning in [November 2024](#) and every November thereafter, employers with approved private plans must annually [submit an attestation](#) to the FAML I Division that their contact information is accurate and their approved private plan continues to satisfy the requirements of the FAML I Act. Employers with self-funded plans are also required to provide the FAML I Division with any documentation required for a review of their surety bond.
- Notifications will be sent via the employer’s FAML I account, as registered through [My FAML I+ Employer](#).
- Failure to submit an attestation may result in the Division’s withdrawal of the private plan approval.

Annual Maintenance Fee:

- Starting in [January of 2025](#), employers with approved private plans will be subject to an annual maintenance fee based on FAML I Division costs specific to each employer. The maintenance fee is the calculation of costs that include (but are not limited to) costs to return the employer to the FAML I program, audit the current plan, and administer any appeals related to the plan.
- Administrators on an employer’s FAML I account will be notified via email; notices may also be sent via U.S. mail to the mailing address listed on the account.
- [Material changes](#) made to a private plan may increase the annual maintenance fee.

For more information, visit the [Private Plans webpage](#) and the [Employer Guide to Private Plans](#).

Delaware Paid Leave (DE PL) – Registration, Private Plan Deadline, Model Notice Available

Employer Registration, Private Plan Application, and Opt-In

The Delaware LaborFirst portal is currently open for employers to:

- [Register with the DE DOL and set up a DE PL account](#). Once registered, employers required to participate in DE PL are automatically enrolled in the program. For participants in the state program, this registration must be completed prior to remittance of Q1 2025 contributions, due [by April 30, 2025](#).
- [Apply for a private plan](#) to satisfy DE PL requirements effective January 1, 2025. If an employer does not apply for a private plan [prior to December 1, 2024](#), the next opportunity to do so will be in the fourth quarter of 2025 for an effective date of January 1, 2026.
- [Opt-in to the state program](#) to voluntarily provide their employees with DE PL benefits, if they are not required to participate based on their size. This must be completed [prior to December 1, 2024](#), or the employer must wait until next year’s opt-in period.

The LaborFirst portal may be accessed through the [DE PL webpage](#), which includes resources to assist with registration through and navigation of the LaborFirst system, as well as information on private plans.

Additional notes:

- Employers with [fewer than 10 employees are exempt from the law](#). They [are not required to register or report wages/hours](#) to the Division of Paid Leave.
- Employers who [“grandfathered”](#) existing company plans by the January 1, 2024 due date are permitted to continue to use the grandfathered plan(s) through December 31, 2029. They are not exempt from the DE PL law; rather, they are providing paid family and/or medical leave benefits using a comparable plan already in existence rather than joining the state plan. If they have grandfathered plans for *all* lines of coverage (i.e., parental, medical, family caregiving) they are required to provide under the DE PL law, they [are not required to register or report hours and wages during the time the grandfathered plan\(s\) is/are being used](#). Once the grandfathering period expires, however, the employer will need to register with DE DOL and begin providing DE PL benefits either through the state program or an approved private plan.
- Employers who applied prior to January 1, 2024 to [temporarily reduce the maximum DE PL parental leave duration](#) obligation rather than obtain grandfathering approval for a benefit plan, [will need to register and report hours and wages](#). Employers in this situation will still need to provide parental leave benefits, either through the state plan or a private plan, but the length of parental leave their employees receive would be reduced. [Employers must inform their employees of this decision in writing no later than December 1, 2024](#).

Notice Requirements

Employers required to participate must notify their employees of the availability of paid leave under the DE PL program, the protections provided under the law, and the procedure for applying for benefits. This notice must be provided [in writing to each employee](#) working in Delaware:

- 1) [no later than December 2, 2024](#) (30 days prior to the start of contributions);
- 2) at time of hire; and
- 3) when an employee requests covered leave, or when the employer acquires knowledge that an employee’s leave may be for a qualifying event under DE PL.

The model [Notice of Employee Rights](#) may be used to satisfy these requirements, and is available on the [DE PL webpage](#). Notice may be distributed electronically, in hard copy, or by other means (pay stub insert, etc.).

Per recent guidance from the DE DOL:

- [No worksite posting is required](#): [§3710](#) of the DE PL law states that employers must display a poster in a conspicuous place accessible to employees at the employer’s place of business, if the poster has been provided by the Department. The [DOL has confirmed that they will not be providing a poster](#), thus removing this requirement.

- An employer using a [private plan](#) should edit the model [Notice of Employee Rights](#) by updating the section “How do I know what type of paid leave insurance coverage my employer provides?” to indicate that the employer is providing the coverage through an approved private plan and include relevant information such as the carrier/administrator, address, telephone number, etc.
- Employers who are [grandfathered](#) for all lines of coverage for which they are responsible are not required to provide any additional notices, as their employees are already aware of their grandfathered (company-provided) paid family and medical leave benefits and any new hires would become aware of them in the normal course as provided by the employer.

Additional Notice Requirements

- At this time, the [DE DOL](#) does *not* intend to provide model notices for the additional notice requirements included in the law and regulations, as listed below. Where applicable, [the employer may edit the model Notice of Employee Rights](#):
 - DE PL Law [§ 3714](#): [At the time a covered individual files a new claim for DE PFML benefits](#), the employer or approved [private plan](#) must also advise the individual that:
 - 1) Family and medical leave benefits may be subject to federal and state income taxes;
 - 2) Requirements exist pertaining to federal and state estimated tax payments on family and medical leave benefits; and
 - 3) Under regulations established by the Secretary, applicable taxes will be deducted and withheld from the covered individual's payment of family and medical leave benefits.

Current Regulations (August 1, 2024):

- (3.6): [Whenever an employee gains or loses any coverage provided under the DE PFML law due to a change in the number of employees](#) in the employer, the employer must provide notice to its employees within 30 days of the date of the change in coverage.
- (4.1.1.3) [Employers who choose to reduce maximum parental leave benefits must inform their employees, in writing, of this decision no later than December 1, 2024.](#)
- (5.1.3) Employers must provide notice to their employees within 30 days from the date the employers are notified by the Division of a reduced benefit percentage under the program. Notice will be provided by the Division to all employers in the Fund at least 90 days before any change in the benefit percentage occurs.
- (6.3): [If an employer decides to contribute a variation of the 50/50 contribution share](#), the employer must properly notify all affected employees and file the change with the Division through its online portal system by [December 15](#) of the year prior to the January 1 effective date.
- (6.10): An employer's notice to an employee that the employee's work schedule or length of employment, on a permanent or temporary basis, does not meet the requirements for eligibility for PFML benefits, must be provided in writing within the most recent quarter of when that situation occurs.
- (10.1) [An employer must provide employees with notice of its coordination policy for PTO and PFML benefits.](#) This notice shall include, at a minimum
 - 1) Whether use of a covered individual's unused accrued paid time off is required prior to accessing PFML benefits;
 - 2) How much of a covered individual's unused, accrued paid time off is required to be used before accessing PFML benefits; and
 - 3) Whether the use of accrued paid time off counts towards the total length of leave provided under the Act.

Note: As addressed in our [June 6 Update](#), section 10.2.1 states that *If there is no language within an employer's disability or paid leave policy identifying whether it is primary or secondary to DE PL, then DE PL will be secondary. This is contrary to how many clients manage state program offsets, so employers are encouraged to include this distinction in their policy language.*

- (18.1): If a small business decides to opt-in to the public plan, they must do so for at least 3 years. If the employer then decides to leave the State's public plan, they must provide the employees with at least 12 months advance notice before exiting the plan, which shall take effect not sooner than the end of the initial 3-year period.
- (17.7) The employer is required to provide notice to all employees affected by [any changes in a private plan](#).

See additional DE PL information and updates [above](#) and [below](#).

District of Columbia Paid Family Leave (DC PFL) – Contribution Rate Change for Q3 Remittance

As noted in our [August 13 Update](#), the contribution rate for DC PFL increased from .62% to **.75% effective July 1**. The **first payment at the new rate is due October 31** for wages reported during the third quarter of 2024 (July 1 through September 30). More information may be found on the [2024 PFL Tax Rate Change FAQ and Preparation Guidance](#) webpage.

Minnesota Paid Leave (MN PL) – Quarterly Wage Detail Reporting Due October 31

As most recently covered in our [August 13 Update](#), the first quarterly [Wage Detail Report](#) required under the MN PL law is due by **October 31, 2024**. The report will be based on wages paid between July 1 and September 30, 2024, and must include each employee's first and last name, social security number, wages paid, and hours worked.

The existing Unemployment Insurance (UI) system will be used to collect wage detail reports for the Paid Leave program. [Employers covered by the UI program don't need to do anything](#) – they will be able to submit a single wage detail file for both programs when they pay their UI taxes. [Employers not covered by the UI program](#) must register for a "Paid Leave Only" account through the [UI Online System](#). The Paid Leave Division will post instructions on the MN PL website as soon as Paid Leave Only accounts are available next year.

The initial wage detail reports are for informational purposes only. [The first premiums for Paid Leave will not be due until April 30, 2026](#), and those initial premiums will only apply to wages earned between January 1, 2026, and March 31, 2026. Benefits under the program are also set to begin January 1, 2026.

The Paid Leave Division has been building out the [MN PL website](#), which now features an [Employer Resource Toolkit](#) including a [Wage Detail How-To](#), [Employer Roles and Responsibilities](#), and [FAQ](#). Employers may also [subscribe](#) for regular updates.

Additional Note: *Minnesota's Department of Employment and Economic Development (DEED) is in the process of developing regulations for the MN PL program. The Paid Leave Division held a series of virtual listening sessions during the public comment period earlier this year, and in July presented the [initial draft rules](#) in a [topic guide](#). The next set of draft rules will be published in late 2024, followed by an additional 30-day public comment period.*

January

California State Disability Insurance (CA SDI) and Paid Family Leave (CA PFL) – 2025 Benefit Formula

In September 2022 the governor of California approved [SB951](#), which made several amendments to the CA SDI and CA PFL laws by:

- removing the taxable wage limit for program contributions effective January 1, 2024;
- extending the existing formula for calculation of benefits through 2024; and
- assigning a new benefit formula beginning in 2025.

For periods of CA SDI and CA PFL beginning **on or after January 1, 2025**, the benefit formula will be:

- For individuals with high quarter wages of **less than \$722.50**, the Weekly Benefit Amount (WBA) will be **\$50**;
- For individuals with high quarter wages of **\$722.50 or more** but **70% or less than the SAQW***, the WBA will be **90%** of the claimant's high quarter wages divided by 13, not to exceed the maximum WBA set by the state**; and
- For individuals with **high quarter wages greater than 70% of the SAQW***, the WBA will be **70%** of the claimant's high quarter wages divided by 13, not to exceed the maximum WBA set by the state.

* The State Average Quarterly Wage (SAQW) for 2025 is \$22,152 (13x [SAWW](#) of \$1,704); 70% is **\$15,506.40**.

** California's Employment Development Department (CA EDD) has not yet announced the Weekly Benefit Maximum for 2025; this value will be announced by CA EDD, posted [here](#), and included in the next version of the 2025 Paid Family and Medical Leave (PFML) Rates, Benefits and Required Notices table ([below](#)).

The Voluntary Plan Group of the CA EDD is working on this and other updates to the Voluntary Plan Text Provisions document (*DE 2008*, found [here](#)). This document must be submitted annually by plan sponsors and, while the due date for 2025's submission has not yet been determined, it has previously been required on or around December 1.

Connecticut Paid Sick Leave Applies to Most Employers Beginning January 1; Model Notice Available

Connecticut's Paid Sick Leave law currently applies to "service workers" employed by employers with 50 or more employees in the state. The law was amended this May so that accrued paid leave requirements will apply to **essentially all employers and all employees**, with limited exceptions. The application of the amended law will be rolled out in phases based on company size:

- **January 1, 2025** for employers with **25 or more employees** in the state;
- **January 1, 2026** for employers with **11 or more employees** in the state; and
- **January 1, 2027** for employers with **1 or more employees** in the state.

Employer size is determined annually based on payroll for the week containing January 1.

The Connecticut Department of Labor is in the process of updating materials on their [Paid Sick Leave webpage](#), and have so far provided a new [worksite poster](#), a [sample notice](#) and revised [FAQ](#). See our [June 6 Update](#) for more details on the amendments to the law, as well as the [updated requirements for notifying employees](#).

Delaware Paid Leave (DE PL) Contributions Begin January 1

Contributions toward the DE PL program begin **January 1, 2025**, with benefit payments beginning **January 1, 2026**. Requirements for participation are based on the number of employees an employer has working in Delaware (see [updated information regarding employee counts above](#)):

- Employers with **10 to 24 employees** in the state are subject to only the **parental leave** provisions.
- Employers with **25 or more employees** in the state are subject to all **parental leave, medical leave, family caregiving leave**, and **qualifying exigency** provisions.

For **2025** and **2026**, the total contribution rate will be **.8% of employees' wages**, allocated as follows:

- Parental leave: **.32%** of wages
- Medical leave: **.4%** of wages
- Family caregiving leave (including qualifying exigency): **.08%** of wages

Contributions should be withheld/remitted only for the line(s) of coverage required based on company size.

Employers may deduct no more than **50%** of the contribution required **for each leave type** from employees' wages.

Note: [§3716\(l\)](#) of the DE PL law states that the cost to employees covered by a **private plan** may not be greater than the cost charged to employees under the State program. The DE DOL has confirmed that this refers to the **50% cost ratio**, and not the actual state program rates. This is expected to be clarified in the next version of the regulations (November).

The contribution rates apply only to wages for work **physically performed within the state of Delaware**, and only up to the **maximum wages subject to social security taxation** (\$176,100 in 2025).

Payroll contributions will be assessed against each individual's wages:

- **paid on or after January 1, 2025**;
- on the first day of employment; or
- on the first day that the employer's employee count rises above the threshold number, when an employee's waiver is revoked, or when a reclassification form is submitted.

Contributions and wage and hour reporting must be remitted to the state on a quarterly basis, by the 30th day of the month following the close of the quarter (e.g., *April 30 for Q1 contributions*).

See additional DE PL information and updates above, [here](#) and [here](#).

Maine Paid Family and Medical Leave (ME PFML) Contributions Begin January 1; Model Notice Available

Contributions

Contributions toward the ME PFML program begin [January 1, 2025](#), with benefit payments beginning [May 1, 2026](#).

For [2025, 2026 and 2027](#) the contribution rate is set at [1.0% of employees' wages](#).

Employers [may deduct up to 50%](#) of the total contribution rate from employees' wages, and are responsible for contributing the remaining 50%.

Exception: Employers with [fewer than 15 employees](#) are not required to remit the employer portion of contributions. Per the [Proposed Regulations \(September 2024\)](#)*:

- For the purposes of determining premium liability, any employer that employed [15 or more covered employees \(i.e., employees who earn wages in Maine\) per that employer's Federal Employer Identification Number \(FEIN\)](#) on their established payroll in 20 or more calendar workweeks in the 12-month period preceding September 30th of each year will be considered to be an employer of 15 or more employees for the calendar year thereafter.
- This count includes the total number of persons on establishment payrolls employed full or part time who received pay for any part of the pay period. Temporary and intermittent employees are included, as are any workers who are on paid sick leave, on paid holiday, or who work during only part of the specified pay period.
- On [October 1, 2024](#), and October 1 of each year thereafter, the employer shall calculate its size for the purpose of determining premium liability for calendar year 2025 and each calendar year thereafter.

** The public comment period for the current version of the proposed regulations closed on September 30. The Maine Department of Labor is required to adopt final regulations by January 1, 2025.*

See also [What employers need to know for 2025](#) for guidance on the employee count and localization of employment.

The contribution rate may be applied up to the [maximum wages subject to social security taxation](#) (\$176,100 in 2025).

Withholdings will begin on wages for the first pay period with a [payment date in January 2025](#).

Contributions and reporting must be remitted to the state on a quarterly basis, by the last day of the month following the close of the quarter (e.g., [April 30 for Q1 contributions](#)).

As noted [above](#), [beginning in early 2025 all employers will be required to register in the Paid Leave Portal](#), the online system for employers to register their business information, designate a payroll processor, file quarterly wage reports, remit quarterly premium contributions, and apply for exemption from the state program via a private plan.

Employers are encouraged to monitor the [ME PFML website](#) and to sign up for updates.

Notice Requirements

- 1) Each employer must [post in a conspicuous place](#) on each of its premises a workplace notice advising employees of benefits available under the ME PFML program.
 - The employer must post the notice in English and each language other than English that is the primary language of 3 or more employees of that workplace, if such translation is available from MDOL.
 - The [PFML Labor Poster](#) may be found on the [ME PFML](#) and [MDOL Labor Posters](#) webpages. The poster is currently only available in English, but translations are expected shortly.

Note: *It is recommended that this be posted/distributed to employees prior to the start of contributions on January 1.*
- 2) Each employer must [issue to each employee](#) not more than [30 days from the beginning date of the employee's employment](#) the following written information provided or approved by MDOL in the employee's primary language:

- an explanation of the availability of ME PFML benefits, including rights to reinstatement and continuation of health insurance;
- the employee's premium amount and obligations;
- the name and mailing address of the employer;
- the identification number assigned to the employer by the ME PFML program administrator;
- instructions on how to file a claim for ME PFML benefits;
- the mailing address, e-mail address, and telephone number of the ME PFML program administrator; and
- any other information required by the ME PFML program administrator.

It is unclear whether The MDOL will release a separate model notice for this purpose; employers are encouraged to monitor the [ME PFML webpage](#) for updates.

See additional ME PFML information and updates [above](#).

New York Paid Prenatal Personal Leave Becomes Effective January 1

As summarized in our [June 6 Update](#), New York's accrued paid sick leave law was amended to include a separate bank of time beginning **January 1, 2025**: up to 20 hours of "paid prenatal personal leave" may be used for health care services received by an employee during pregnancy or related to their pregnancy, including physical examinations, medical procedures, monitoring and testing, and discussions with their health care provider.

The state has yet to provide additional guidance; employers are encouraged to monitor the New York [Paid Sick Leave](#) (and possibly the [Paid Family Leave](#)) websites for updated information, and to ensure their policies are updated to reflect this new provision.

Paid Leave Oregon (PLO) Reasons for Leave Expand Effective January 1

Our [March 20 Update](#) summarized amendments to Paid Leave Oregon (PLO) and the Oregon Family Leave Act (OFLA) enacted via [SB1515](#). The majority of the changes became effective July 1, 2024, with one delayed until the start of the new year:

Currently, employees may access benefits under PLO for the following reasons:

- 1) **Medical leave** made necessary by the employee's own serious health condition.
- 2) **Family leave:**
 - a) to care for and bond with a child during the first year after the child's birth or during the first year after the placement of the child through foster care or adoption; or
 - b) to care for a family member with a serious health condition.
- 3) **Safe leave** for the employee's or the employee's minor child or dependent's needs associated with domestic violence, harassment, sexual assault, bias or stalking.

Effective **January 1, 2025**, family leave may also be used to effectuate the [legal process required for placement of a foster child or the adoption of a child](#).

This reason for leave was available on an *unpaid* basis under OFLA from July 1 through December 31, 2024.

Rhode Island Temporary Caregiver Insurance (RI TCI) Maximum Duration Increases January 1

The maximum duration for RI TCI benefits is currently [6 weeks per 52-week period](#). As reported in our [August 13 Update](#), legislation signed by the governor this summer increases this maximum to:

- **7 weeks** effective **January 1, 2025**; and
- **8 weeks** effective **January 1, 2026**.

The amendment also increases the Dependency Allowance, which is limited to 5 dependents and is currently equal to the greater of \$10 or 7% of the claimant's weekly benefit. Effective **January 1, 2025** this changes to the greater of \$20 or 7% of the claimant's weekly benefit.

2025 Paid Family and Medical Leave (PFML) Rates, Benefits and Required Notices

California State Disability Insurance (CA SDI) and Paid Family Leave (CA PFL)		
	2024	2025
Maximum Duration	SDI: 52 weeks PFL: 8 weeks per 12-month period	No Change
Waiting Period	SDI: 7 days PFL: None	
Benefit Percentage	<ul style="list-style-type: none"> If High Quarter earnings < 1/3 of the State Average Quarterly Wage (SAQW): 70% If High Quarter earnings => 1/3 of the SAQW: 60% (SAQW = 13x SAWW) 	<ul style="list-style-type: none"> If High Quarter earnings =< 70% of the State Average Quarterly Wage (SAQW): 90% If High Quarter earnings > 70% of the SAQW: 70% (SAQW = 13x SAWW)
State Average Weekly Wage (SAWW)	\$1,642	\$1,704
Maximum Weekly Benefit	\$1,620	November
Contribution Rate <i>Employee-Paid</i>	1.1%	November
Taxable Wage Ceiling	None <i>Eliminated effective 1/1/2024 via SB951.</i>	None
Maximum Annual Contribution	No maximum	No maximum
Required Notice	Worksite poster (Notice to Employees / DE 1857A), plus individual notices (DE 2515 and DE 2511) provided at hire and the time of need for leave (These documents may be found here . These documents not necessarily updated each year; however, a revised version of the DE 2511 is expected for 2025.) Note that Voluntary Plans have additional notice requirements.	
Colorado Family and Medical Leave Insurance (CO FMLI)		
	2024	2025
Maximum Duration	12 weeks per 12-month period; +4 weeks for serious health condition related to pregnancy or childbirth	No Change
Waiting Period	No waiting period	
Benefit Formula	1) 90% of the EAWW* that is equal to or less than 50% of the SAWW, <i>plus</i> 2) 50% of the EAWW that is greater than 50% of the SAWW * <i>Employee's Average Weekly Wage, as defined</i>	
State Average Weekly Wage (SAWW)	\$1,421.16 <i>eff. 7/1/23</i>	\$1,471.34 <i>eff. 7/1/24</i>
Maximum Weekly Benefit <i>(90% of SAWW beginning in 2025)</i>	\$1,100	\$1,324.21

Contribution Rate <i>Employee- and Employer-Paid</i>	.9% <i>“Small businesses” with <10 employees are not required to pay the employer contribution; employee contribution remains the same.</i>	.9% <i>“Small businesses” with <10 employees are not required to pay the employer contribution; employee contribution remains the same.</i>
Maximum Employee Contribution Rate	.45%	.45%
Taxable Wage Base (SSA)	\$168,600	\$176,100
Maximum Annual Contribution	\$1,517.40 Total (\$758.70 Employee)	\$1,584.90 Total (\$792.45 Employee)
Base Period Earnings Threshold (see Employee Handbook)	\$2,500	<i>No Change</i>
Required Notice	Notice posted and provided at hire and at the time of need for leave. (The 2025 version of the ‘Required Program Notice’ is not yet available, but will be posted here .)	

Connecticut Paid Leave (CT PL)		
	2024	2025
Maximum Duration	12 weeks per 12-month period; +2 weeks for employee’s pregnancy incapacity Family Violence: 12 days	<i>No Change</i>
Waiting Period	No waiting period	<i>No Change</i>
Benefit Percentage	<ol style="list-style-type: none"> 1) 95% of the employee’s Base Weekly Earnings equal to or less than 40x the Minimum Fair Wage, <i>plus</i> 2) 60% of the employee’s Base Weekly Earnings above 40x the Minimum Fair Wage 	<i>No Change</i>
Minimum Fair Wage (MFW)	\$15.69/hour	\$16.35/hour
Maximum Weekly Benefit (60x MFW)	\$941.40	\$981
Contribution Rate <i>Employee-Paid</i>	.5%	.5%
Taxable Wage Base (SSA)	\$168,600	\$176,100
Maximum Annual Contribution	\$843	\$880.50
Base Period Earnings Threshold	\$2,325 in the highest-earning quarter of the first 4 of the last 5 completed quarters	<i>No Change</i>
Required Notice	Notice posted and provided at hire, annually and at the time of need for leave. (The ‘Employer’s Written Notice to Employees of Rights under CTFMLA and CTPL’ is posted on the CT DOL’s website . This document is not necessarily updated each year; however, a new version is available as of August 2024).	

Delaware Paid Leave (DE PL)		
	2024	2025
Participation Requirement	Participation requirements are based on employee count in Delaware : <ul style="list-style-type: none"> • Employers with 9 or fewer employees are not required to participate; • Employers 10-24 employees must provide parental leave; • Employers with 25 or more employees must provide parental, medical, family caregiver and qualifying exigency leave. Employee counts are per FEIN unless the employer meets the definition of "integrated employer" under the FMLA (29 CFR 825.104(c)(2)).	
Maximum Duration	<i>Benefits entitlement begins January 1, 2026</i>	
Waiting Period		
Benefit Percentage		
Maximum Weekly Benefit		
Contribution Rate <i>Employee- and Employer-Paid</i>	<i>Contributions begin January 1, 2025</i>	Total Rate (All Coverages): .8% Parental: .32% Medical: .4% Family Care/QE: .08%
Maximum Employee Contribution Rate		Total Rate (All Coverages): .4% Parental: .16% Medical: .2% Family Care/QE: .04%
Taxable Wage Base (SSA)		\$176,100
Maximum Annual Contribution		Total (All Coverages): \$1,408.80 (\$704.40 EE) Parental: \$563.52 (\$281.76 EE) Medical: \$704.40 (\$352.20 EE) Family Care/QE: \$140.88 (\$70.44 EE)
Required Notice	Individual notice provided by December 2, 2024 , at hire and at the time of need for leave. (The 'Notice of Employee Rights' may be found here .) Please see additional information on notice requirements above .	

District of Columbia Paid Family Leave (DC PFL)		
	2024	2025
Maximum Duration	<ul style="list-style-type: none"> • Own Illness: 12 weeks • Family Care: 12 weeks • Bonding: 12 weeks • Pre-natal Medical Leave: 2 weeks • Combined maximum: 12 weeks in a 52-week period (potential for 14 weeks Pre-natal and Parental combined) 	No Change
Waiting Period	None	No Change

Benefit Formula	<ul style="list-style-type: none"> If EAWW* ≤ 150% of DC min. wage x 40: 90% If EAWW > 150% of DC min. wage x 40: <ol style="list-style-type: none"> 90% of 150% of DC min. wage x 40 <i>plus</i> 50% of the amount EAWW exceeds 150% of the DC min. wage x 40 <p>* Employee's Average Weekly Wage, as defined</p>	No Change
DC Minimum Wage	<p>\$17.50/hour (increased from \$17.00/hour eff. 7/1/24)</p>	
Maximum Weekly Benefit	<p>\$1,153 (increased from \$1,118 eff. 10/1/24)</p>	
Contribution Rate <i>Employer-Paid</i>	<p>.75% (increased from .26% eff. 7/1/24)</p>	
Maximum Annual Contribution	No maximum	No maximum
Required Notice	<p>Notice posted and provided annually (by each February 1), at hire, and the time of need for leave (The '2025 Notice to Employees' is not yet available.)</p>	

**Hawaii
Temporary Disability Insurance (HI TDI)**

	2024	2025
Maximum Duration	26 weeks	No Change
Waiting Period	7 days	
Benefit Percentage	58%	
Maximum Weekly Benefit	\$798	<i>December</i>
Employee Contribution Rate <i>Employee- and Employer-Paid; Employer pays any balance required</i>	Up to ½ of plan costs, max .5%	No Change
Maximum Weekly Wage Base	\$1,374.78	<i>December</i>
Maximum Employee Contribution	\$6.87 per week	<i>December</i>
Base Period Earnings Threshold	\$400	No Change
Required Notice	<p>Worksite poster (The model poster may be found here, and is not necessarily updated each year.)</p>	

Maine Paid Family and Medical Leave (ME PFML)		
Maximum Duration	<i>Benefits entitlement begins May 1, 2026</i>	
Waiting Period		
Benefit Percentage		
State Average Weekly Wage (SAWW)		
Maximum Weekly Benefit		
Contribution Rate <i>Employee- and Employer-Paid</i>	<i>Contributions begin January 1, 2025</i>	1% <i>Employers with <15 employees in ME are not required to pay the employer contribution; employee contribution remains the same.</i>
Maximum Employee Contribution Rate		.5%
Taxable Wage Base (SSA)		\$176,100
Maximum Annual Contribution		\$1,761 Total (\$880.50 Employee)
Required Notice	Workplace poster, plus individual notice provided within the first 30 days of employment <i>(The PFML Labor Poster may be found here.)</i>	
Maryland Family and Medical Leave Insurance (MD FMLI)		
	2024	2025
Maximum Duration	<i>Benefits entitlement begins July 1, 2026</i>	
Waiting Period		
Benefit Percentage		
State Average Weekly Wage (SAWW)		
Maximum Weekly Benefit		
Contribution Rate <i>Employee- and Employer-Paid</i>	<i>Contributions begin July 1, 2025</i>	.9% <i>Employers with <15 employees are not required to pay the employer contribution; employee contribution remains the same. Per the proposed regulations, this count is nationwide.</i>
Maximum Employee Contribution Rate		.45%
Taxable Wage Base (SSA)		\$176,100
Maximum Annual Contribution		\$1,584.90 Total (\$792.45 Employee)
Required Notice	Notice provided at hire, annually, and at the time of need for leave <i>Per the current proposed regulations, employers will be required to provide an initial notice regarding MD FMLI in January 2026.</i>	

Massachusetts Paid Family and Medical Leave (MA PFML)		
	2024	2025
Maximum Duration	<ul style="list-style-type: none"> • Own Illness: 20 weeks • Family Care, Bonding, or Qualifying Exigency: 12 weeks • Injured Servicemember: 26 weeks • Combined maximum: 26 weeks in a 52-week period 	No Change
Waiting Period	7 days, except for bonding leave immediately following pregnancy disability	
Benefit Formula	<ul style="list-style-type: none"> • 80% of EAWW* =< 50% of SAWW, <i>plus</i> • 50% of EAWW > 50% of SAWW <i>* Employee's Average Weekly Wage, as defined</i>	
State Average Weekly Wage (SAWW)	\$1,796.72	\$1,829.13
Maximum Weekly Benefit (64% of SAWW)	\$1,149.90	\$1,170.64
Contribution Rate <i>Employee- and Employer-Paid</i>	.88% Total Contribution .70% Medical, .18% Family Care <i>Employers with <25 employees in MA are not required to pay the employer contribution; employee contribution remains the same.</i>	.88% Total Contribution .70% Medical, .18% Family Care <i>Employers with <25 employees in MA are not required to pay the employer contribution; employee contribution remains the same.</i>
Maximum Employee Contribution Rate	.46% (.28% Medical, .18% Family Care)	.46% (.28% Medical, .18% Family Care)
Taxable Wage Base (SSA)	\$168,600	\$176,100
Maximum Annual Contribution	\$1,483.68 Total (\$775.56 Employee)	\$1,549.68 Total (\$810.06 Employee)
Base Period Earnings Threshold	\$6,300	November
Required Notice	Workplace poster, plus individual notice to be provided within 30 days of hire (<i>employee acknowledgment is required for the individual notice</i>) (<i>The 2025 versions are not yet available, but will be posted here.)</i> <i>Employers are required to give notice to employees 30 days in advance of a rate change.</i> <i>(i.e., by December 2).</i>	

Minnesota Paid Leave (MN PL)

Contributions and benefits entitlement begin January 1, 2026.

New Hampshire Paid Family and Medical Leave Insurance (NH PFML)		
<i>Voluntary for Private Employers and Individuals. Benefit amounts below reflect those under insured plans available through MetLife beginning January 1, 2023. Visit the NH PFML and MetLife websites for more information.</i>		
Reasons for Leave	Own Illness (when STD does not apply), Family Care, Bonding, Qualifying Exigency, Military Caregiver	
Maximum Duration	Group Plans: 6- or 12-week options Individual: 6 weeks	
Waiting Period	7 days	
Benefit Percentage	60%	
	2024	2025
Taxable Wage Base (SSA)	\$168,600	\$176,100
Maximum Weekly Benefit (60% of SSA Taxable Wage Base (weekly))	\$1,945.38	\$2,031.92
New Jersey Temporary Disability Insurance (NJ TDI) and Family Leave Insurance (NJ FLI)		
	2024	2025
Maximum Duration	TDI: 26 weeks FLI: 12 weeks	No Change
Waiting Period	TDI: 7 days* FLI: None <i>* Payment is retroactive if disability lasts longer than 21 days; no WP for bone/organ donation and during public health emergency.</i>	
Benefit Percentage	85%	
State Average Weekly Wage (SAWW)	\$1,507.76	\$1,545.60
Maximum Weekly Benefit (70% of SAWW)	\$1,055	\$1,081
Employee Contribution Rate <i>NJ TDI is Employee- and Employer-Paid; Employer contribution rate varies. NJ FLI is Employee-Paid</i>	TDI: .0% FLI: .09%	November
Employee Taxable Wage Base	\$161,400	\$165,400
Maximum Annual Employee Contribution	TDI: N/A FLI: \$145.26 per year	November
Employer Taxable Wage Base	\$42,300	\$43,300
Eligibility - Base Week Amount	\$283 for 20 weeks	\$303 for 20 weeks
Alternative Earnings Test	\$14,200 in the first 4 of the last 5 completed quarters preceding claim	\$15,200 in the first 4 of the last 5 completed quarters preceding claim

Required Notice	<p>Notice posted in the workplace and provided at hire and at the time of need for leave. <i>(These documents may be found here, and are not necessarily updated each year.)</i></p> <p><i>Employers with self-funded private plans must also post an ‘Annual Notice to Employees’. This notice must be updated annually and a copy sent to the Private Plan Compliance Section. A sample is included in the Self-Insured Private Plan Guide.</i></p>
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**New York
Disability Benefits Law (NY DBL)**

	2024	2025
Maximum Duration	26 weeks Max. 26 weeks in a 52-week period combined with NY PFL	<i>No Change</i>
Waiting Period	DBL: 7 days	
Benefit Percentage	50%	
Maximum Weekly Benefit	\$170	
Employee Contribution Rate <i>Employee- and Employer-Paid; Employer pays any balance required.</i>	.5%	
Maximum Employee Contribution	\$.60 per week	

Required Notice	<p>Posted Notice of Compliance (DBL-120 for insured plans) or Certificate of Participation in Group Disability Self-Insurance (employers with self-funded plans may request from NY WCB), plus individual Statement of Rights (DB-271S) provided at the time of need for leave. <i>(The DB-271S may be found here, and is not necessarily updated each year.)</i></p>
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**New York
Paid Family Leave (NY PFL)**

	2024	2025
Maximum Duration	12 weeks Max. 26 weeks in a 52-week period combined with NY DBL	<i>No Change</i>
Waiting Period	None	
Benefit Percentage	67%	
State Average Weekly Wage (SAWW)	\$1,718.15	\$1,757.19
Maximum Weekly Benefit (67% of SAWW)	\$1,151.16	\$1,177.32
Contribution Rate <i>Employee-Paid</i>	.373%	.388%
Maximum Annual Contribution	\$333.25	\$354.53

Required Notice	<p>Posted Notice of Compliance (PFL-120 for insured plans, employers with self-funded plans may request from NY WCB), plus individual Statement of Rights (PFL-271S) provided at the time of need for leave. <i>(The PFL-271S may be found here. This notice is not necessarily updated each year; however, a new version is available as of September 2024.)</i></p>
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Oregon Paid Family and Medical Leave (OR PFML)		
	2024	2025
Maximum Duration	12 weeks per 12-month period, with an additional 2 weeks for pregnancy limitations. <i>Until July 1, 2024, an employee may be eligible for up to 16 weeks (18 weeks with pregnancy limitations) of paid OR PFML and unpaid OR Family Leave Act (OFLA) leave in a Benefit Year.</i>	No Change
Waiting Period	None	
Benefit Percentage	<ul style="list-style-type: none"> • If EAWW* =< 65% of SAWW: 100% of EAWW • If EAWW > 65% of SAWW: 65% of SAWW <i>plus</i> 50% of EAWW that is greater than 65% of SAWW <p><i>* Employee's Average Weekly Wage, as defined</i></p>	
State Average Weekly Wage (SAWW)	\$1,307.17 (7/1/24 - 6/30/25)	
Maximum Weekly Benefit (120% of SAWW)	\$1,568.60 for benefit years beginning on or after 7/7/24	
Contribution Rate <i>Employee- and Employer-Paid</i>	1.0%	November
	<i>Employers with <25 employees nationwide are not required to pay the employer contribution; employee contribution remains the same.</i>	
Maximum Employee Contribution Rate	.6%	November
Taxable Wage Base (SSA)	\$168,600	\$176,100
Maximum Annual Contribution	\$1,686 Total (<i>\$1,011.60 Employee</i>)	November
Base Period Earnings Threshold (see Employee Guidebook)	\$1,000	No Change
Required Notice	Notice posted at each work site and provided electronically or by mail to any remote workers. (The model notice may be found here ; it is unclear whether it will be updated for 2025.) Note: OED has also provided an Equivalent Plan Model Notice Template for employers sponsoring private plans (found under More Resources).	

Puerto Rico Seguro por Incapacidad No Ocupacional Temporal (SINOT)		
	2024	2025
Maximum Duration	26 weeks	No Change
Waiting Period	7 days, except for hospitalization	
Benefit Percentage	65%	
Maximum Weekly Benefit	\$113	

Contribution Rate <i>Employee- and Employer-Paid</i>	.6% of first \$9,000 of earnings	
Maximum Employee Contribution	.3% of first \$9,000 of earnings \$27 per year	
Required Notice	Worksite poster as well as individual certificate/notice of benefits (<i>The poster may be found here, and is not necessarily updated each year.</i>)	

**Rhode Island
Temporary Disability Insurance (RI TDI) and Temporary Caregiver Insurance (RI TCI)**

	2024	2025
Maximum Duration	TDI: 30 weeks TCI: 6 weeks Combined maximum: 30 weeks in a 52-week period	TDI: 30 weeks TCI: 7 weeks* Combined maximum: 30 weeks in a 52-week period <i>* Increases to 8 weeks 1/1/26</i>
Waiting Period	No unpaid waiting period; benefits are paid retroactively to first day if need for leave lasts at least 7 days	<i>No Change</i>
Benefit Percentage	4.62% of wages paid in the highest quarter of the Base Period	<i>No Change</i>
Maximum Weekly Benefit	\$1,070; \$1,444 with dependency allowance (7/1/24 - 6/30/25)	
Contribution Rate <i>Employee-Paid</i>	1.2%	<i>December</i>
Taxable Wage Base	\$87,000	<i>December</i>
Maximum Annual Contribution	\$1,044	<i>December</i>
<u>Base Period Earnings Threshold</u>	\$16,800 in Base Period earnings; <i>or</i> (1) \$2,800 in at least one Base Period quarter; (2) Base Period taxable wages at least 1.5x highest quarter of earnings; <i>and</i> (3) \$5,600 of taxable wages in Base Period	<i>December</i>
Required Notice	Worksite poster (<i>The individual Unemployment/TDI poster is not year-specific; the Combination Poster may also be utilized, however the 2025 version is not yet available. Both may be found here.</i>)	

**Vermont
Family and Medical Leave Insurance (VT FMLI)**

Voluntary for Private Employers and Individuals

Effective July 1, 2023 for State Employees, July 1, 2024 for Private Employers; July 1, 2025 for Individuals

The information below reflects benefits available to state employees beginning July 1, 2023; plan design options may be available for employers sponsoring programs for their employees through The Hartford beginning July 1, 2024.

Visit [The Hartford's website](#) for more information.

Reasons for Leave	Own Illness, Family Care, Bonding, Qualifying Exigency, Military Caregiver	
Maximum Duration	6 weeks per 12-month period	
Waiting Period	7 days for medical leave, none for family leave	
Benefit Percentage	60%	
	2024	2025
Taxable Wage Base (SSA)	\$168,600	\$176,100
Maximum Weekly Benefit (60% of SSA Taxable Wage Base (weekly))	\$1,945.38	\$2,031.92

**Washington
Paid Family and Medical Leave (WA PFML)**

	2024	2025
Maximum Duration	<ul style="list-style-type: none"> • Own Illness: 12 weeks; +2 weeks for pregnancy incapacity (PI) • Family Care: 12 weeks • Combined maximum: 16 weeks in a 52-week period (18 weeks w/PI) 	No Change
Waiting Period	7 days, except for medical leave for childbirth (eff. 6/9/22), bonding leave or qualifying exigency	
Benefit Formula	<ul style="list-style-type: none"> • If EAWW* =< 1/2 SAWW: 90% • If EAWW > 1/2 SAWW: 90% of 1/2 of the SAWW <i>plus</i> 50% of the difference of the EAWW and 1/2 of the SAWW * Employee's Average Weekly Wage, as defined	
State Average Weekly Wage (SAWW)	\$1,618	\$1,714
Maximum Weekly Benefit (90% of SAWW)	\$1,456	\$1,542
Contribution Rate <i>Employee- and Employer-Paid</i>	.74% Total Contribution <i>Employers with <50 employees in WA are not required to pay the employer portion of premium; employee contribution remains the same.</i>	.92% Total Contribution <i>Employers with <50 employees in WA are not required to pay the employer portion of premium; employee contribution remains the same.</i>
Maximum Employee Contribution Rate	71.43% of Total Contribution rate (~.52858% of wages)	71.52% of Total Contribution rate (~.65798% of wages)
Taxable Wage Base (SSA)	\$168,600	\$176,100
Maximum Annual Contribution	\$1,247.64 Total (~\$891.19 Employee)	\$1,620.12 Total (~\$1,158.71 Employee)

Required Notice	Worksite poster, plus individual Statement of Employee Rights ('Employer to Employee Notice') at the time of need for leave <i>(The 2025 poster is not yet available, and the Employer to Employee Notice is not necessarily updated each year. Both may be found here.)</i>
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Please contact your MMA account team members with specific questions about this or other Updates. View past Updates on the Absence, Disability & Life blog at <https://mma-adl.com/blog/>.

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