

## State Family/Medical Leave Law Mandates Beyond FMLA

State	Length of Leave (Federal=12 weeks/12 months)	Minimum Number of Employees (Federal=50)	Employee's Qualification (Federal=1,250 hours/12 months)	Other Requirements
Alabama				no family and medical leave law for private sector
Alaska				no family and medical leave law for private sector
Arizona				no family and medical leave law for private sector
Arkansas				no family and medical leave law for private sector
California <sup>1</sup>	same as federal	same as federal	same as federal	pregnancy disability leave; allowed sick leave usage required; domestic partners covered
Colorado				no family and medical leave law for private sector adoption leave if parental leave offered
Connecticut	16 wks/24 mos	75	1,000 hrs/12 mos	civil unions covered
Delaware				no family and medical leave law for private sector
District of Columbia	16 wks/24 mos	20	1,000 hrs/12 mos	mandatory paid sick leave
Florida				no family and medical leave law for private sector
Georgia				no family and medical leave law for private sector
Hawaii	4 wks/yr	100	6 mos	reciprocal beneficiaries covered
Idaho				no family and medical leave law for private sector
Illinois				no family and medical leave law for private sector military family leave
Indiana				no family and medical leave law for private sector military family leave
Iowa				no family and medical leave law for private sector pregnancy disability leave <sup>2</sup>
Kansas				no family and medical leave law for private sector
Kentucky				no family and medical leave law for private sector adoption leave <sup>3</sup>
Louisiana				no family and medical leave law for private sector pregnancy/childbirth leave <sup>4</sup>

<sup>1</sup> **California:** Employees whose family leave otherwise would be unpaid can receive up to six weeks of state family temporary disability benefits in a 12-month period.

<sup>2</sup> **Iowa:** Where leave is not available or sufficient under any health or temporary disability insurance or sick leave plan, employers must grant a leave of absence to an employee disabled by pregnancy, childbirth, or a related medical condition for the period of employee's disability or for 8 weeks, whichever is less.

<sup>3</sup> **Kentucky:** Employers must grant employees reasonable personal leave, up to six weeks, for the adoption of a child under age 7.

<sup>4</sup> **Louisiana:** Employers who employ more than 25 employees in 20 or more calendar weeks a year must grant employees up to four months of leave for pregnancy, childbirth, or related medical conditions on the same basis as any other temporary disability.

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Maine	10 wks/2 yrs	15	12 mos	domestic partners and siblings covered
Maryland	no family and medical leave law for private sector			adoption leave if parental leave offered; flexible leave usage
Massachusetts	same as federal plus 24 hours	same as federal	same as federal	maternity and adoption leave
Michigan	no family and medical leave law for private sector			
Minnesota	6 wks/yr <sup>5</sup>	21	12 mos	military family leave
Mississippi	no family and medical leave law for private sector			
Missouri	no family and medical leave law for private sector			
Montana	no family and medical leave law for private sector			maternity leave
Nebraska	no family and medical leave law for private sector			adoption leave if parental leave offered; military family leave
Nevada	no family and medical leave law for private sector			pregnancy leave
New Hampshire	no family and medical leave law for private sector			
New Jersey <sup>6</sup>	12 wks/24 mos	same as federal	1,000 hours/12 mos	civil union partners covered
New Mexico	no family and medical leave law for private sector			
New York	no family and medical leave law for private sector			adoption leave if parental leave offered
North Carolina	no family and medical leave law for private sector			
North Dakota	no family and medical leave law for private sector			
Ohio	no family and medical leave law for private sector			maternity leave
Oklahoma	no family and medical leave law for private sector			
Oregon	up to 36 wks/yr <sup>7</sup>	25	25 hrs/wk for 180 days prior to leave	same-sex domestic partners, in-laws, grandparents, and grandchildren covered; military family leave
Pennsylvania	no family and medical leave law for private sector			maternity/paternity leave

<sup>5</sup> Minnesota: To care for a sick child or for the birth or adoption of a child.

<sup>6</sup> New Jersey: Employees whose family leave otherwise would be unpaid can receive up to six weeks of state family temporary disability benefits in a 12-month period.

<sup>7</sup> Oregon: Employees may take up to 12 weeks for the birth or adoption of a child; up to an additional 12 weeks to care for a sick child; and another 12 weeks are allowed for pregnancy disability.

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<b>Puerto Rico</b>	no family and medical leave law for private sector			maternity leave and adoption leave
<b>Rhode Island</b>	13 wks/2 yrs	same as federal	30 hrs/wk for 12 mos	in-laws covered; sick leave allowed for adoption on same basis as for birth; military family leave
<b>South Carolina</b>	no family and medical leave law for private sector			pregnancy disability leave
<b>South Dakota</b>	no family and medical leave law for private sector			pregnancy disability leave
<b>Tennessee</b>	no family and medical leave law for private sector			maternity/paternity leave <sup>8</sup>
<b>Texas</b>	no family and medical leave law for private sector			
<b>Utah</b>	no family and medical leave law for private sector			
<b>Vermont</b>	same as federal	15	30 hrs/wk for 1 yr	civil union partners covered; parental leave
<b>Virginia</b>	no family and medical leave law for private sector			
<b>Washington<sup>9</sup></b>	same as federal	same as federal	same as federal	adoption leave if parental leave offered; family care leave; pregnancy disability leave <sup>10</sup>
<b>West Virginia</b>	no family and medical leave law for private sector			
<b>Wisconsin</b>	up to 8 wks/12 mos <sup>11</sup>	same as federal	1,000 hrs/52 wks	
<b>Wyoming</b>	no family and medical leave law for private sector			

<sup>8</sup> **Tennessee:** Employers of 100 or more employees must allow any employee who has been employed at least 12 months, regardless of gender, to take up to four months of leave for adoption, pregnancy, childbirth, or nursing an infant.

<sup>9</sup> **Washington:** Employees whose family leave otherwise would be unpaid can receive up to five weeks of state family temporary disability benefits in a 12-month period.

<sup>10</sup> **Washington:** Employers of 100 or more employees must allow workers to take employer-provided disability or sick leave for childbirth or pregnancy.

<sup>11</sup> **Wisconsin:** Employees can take up to six weeks of leave for the birth or adoption of a child, and up to two weeks for their own serious health condition or to care for a parent, spouse, or child with a serious health condition.