



## 2022 Statutory Paid Family and Medical Leave Programs Update

In the absence of a federal paid family and medical leave program for U.S. employees, several states and local jurisdictions have enacted their own paid disability/medical leave programs for an employee's own health condition and/or paid leave programs for bonding with a new child, caring for a seriously ill family member, military exigency as well as other specific purposes. See below for 2022 updates to these statutory paid family and medical leave programs, broken out by state/local jurisdiction.

New paid family/medical leave programs in Oregon and Colorado are scheduled to begin in 2023. New Hampshire created a voluntary new paid family/medical leave program scheduled to begin in 2023 as well. Risk Strategies will continue to provide updates when available.

Employers are advised to review the latest developments for 2022 that are outlined in the reference chart below and update their policies as necessary. These laws and regulations are complex and nuanced and can be particularly challenging for multistate employers to administer. Please reach out to your Risk Strategies account team with any additional questions.

State	Medical/Disability Leave	Family Leave	2022 Maximum Weekly Benefit	2022 Maximum Taxable Wage Base	2022 Employee Contribution Rate	2022 Employer Contribution Rate	Maximum Duration	Notes
California	✓	✓	\$1,540	\$145,600	1.1%	N/A	Medical/Disability: 52 weeks Bonding: 8 weeks Family Leave: 8 weeks Military Exigency: 8 weeks	
Connecticut	✓	✓	\$780	\$147,000	0.5%	N/A	Medical/Disability: 12 weeks Family Leave: 12 weeks Military Exigency: 12 weeks Serious health condition during pregnancy: 2 additional weeks	Benefit available for 2022. - \$780 from January 2022 to June 30, 2022 - \$840 on July 1, 2022
Hawaii	✓		\$697	\$1,200.30 (weekly)	½ of premium cost but not more than 0.5% of average weekly wage up to maximum of \$6.00 per week	Plan costs less employee contribution	Medical/Disability: 26 weeks	
Massachusetts	✓		\$1,084.31	\$147,000	0.224%	0.336% of wages	Medical/Disability: 20 weeks	Employer contribution for medical leave applies only to MA employers with 25+ employees
Massachusetts		✓	\$1,084.31	\$147,000	0.12%	N/A	Bonding: 12 weeks Family Leave: 12 weeks Military Exigency: 12 weeks Military Caregiver: 26 weeks	Maximum duration is 26 weeks for all leaves in a 12-month period



State	Medical/Disability Leave	Family Leave	2022 Maximum Weekly Benefit	2022 Maximum Taxable Wage Base	2022 Employee Contribution Rate	2022 Employer Contribution Rate	Maximum Duration	Notes
New Jersey	✓	✓	\$993	\$151,900	0.28% (combined)	Plan costs less employee contribution	Medical/Disability: 26 weeks Family Leave: 12 weeks (56 days intermittent)	Employer contribution applies only to disability leave
New York	✓		\$170	N/A	50% of 1% of wages up to a maximum of \$0.60 per week	Plan costs less employee contribution	Medical/Disability: 26 weeks	
New York		✓	\$1,068.36	N/A	0.511%		Family Leave: 12 weeks (cannot exceed 26 weeks when combined with New York Disability)	Maximum annual employee contribution of \$423.71
Puerto Rico	✓		\$113	\$9,000	0.3%	0.6%	Medical/Disability: 26 weeks	
Rhode Island	✓	✓	\$978	\$81,500	1.1%	N/A	Medical/Disability: 30 weeks Family Leave: 5 weeks Combined maximum of 30 weeks per year	New maximum weekly benefit amount to be announced for July 1, 2022
Washington (State)	✓	✓	\$1,327	\$147,000	0.4393%	0.16068% of wages	Medical/Disability: 12 weeks Family Leave: 12 weeks Military exigency: 12 weeks Combined maximum of 16 weeks per year (or 18 weeks for combined leaves associated with pregnancy-related disability)	Employer medical contribution applies only to employers with 50+ employees in WA State.
Washington, DC	✓	✓	\$1,009	N/A	N/A	0.62% of DC payroll	Medical/Disability: 6 weeks Bonding: 8 weeks Prenatal Care: 2 weeks Family Leave: 6 weeks Maximum available in 52-week period: 8 weeks (or 10 weeks if taking both bonding and prenatal leave)	

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