

# State Family and Medical Leave Requirements Chart

Since the passage of the federal Family and Medical Leave Act (FMLA), many states have passed their own family and medical leave (FML) laws. The chart below summarizes the **most common** state FML laws, but is not an exhaustive listing of all requirements. For more on state FML laws, please visit our [State Laws](#) section.

Government	Which employers must offer FML?	Who is eligible for FML?	How long can an employee be out on FML?
CA	Employers with 5 or more employees	Employees disabled as a result of pregnancy, childbirth, or a related medical condition.	Up to 4 months in a 12-month period
	Employers with 20 or more employees	Employees that: <ul style="list-style-type: none"> <li>• Have worked for the covered employer for at least 12 months;</li> <li>• Have worked for at least 1,250 hours during the previous 12 months;</li> <li>• Work at a location where the employer has at least 20 employees within 75 miles; and</li> <li>• Have a new child</li> </ul>	Up to 12 weeks within one year of the child's birth
CT	Employers with 75 or more employees	Employees who have worked for 12 months with at least 1,000 hours of service during the previous 12 months	Up to 16 weeks in a 24-month period for: <ul style="list-style-type: none"> <li>• The birth of a child; or</li> <li>• The serious health condition of the employee or an immediate family member</li> </ul>

<b>DC</b>	Employers with 20 or more employees	Employees who have worked for 12 months with at least 1,000 hours of service during the previous 12 months	Up to 16 weeks in a 24-month period for: <ul style="list-style-type: none"> <li>• The birth of a child; or</li> <li>• The serious health condition of the employee or an immediate family member</li> </ul>
<b>HI</b>	Employers with 100 or more employees	Employees who have worked for 6 months	Up to 4 weeks in any calendar year for: <ul style="list-style-type: none"> <li>• The birth of a child; or</li> <li>• The serious health condition of an immediate family member</li> </ul>
<b>LA</b>	Employers with more than 25 employees	Female employees affected by pregnancy, childbirth, or related medical conditions	Up to 4 months
<b>ME</b>	Employers with 15 or more employees at 1 location	Employees who have worked for 12 months	Up to 10 weeks in a 2-year period for: <ul style="list-style-type: none"> <li>• The birth of a child; or</li> <li>• The serious health condition of the employee or an immediate family member</li> </ul>
<b>MD</b>	Employers with 15-49 employees	Employees who have worked for 12 months with at least 1,250 hours of service during the previous 12 months	Up to 6 weeks in a 12-month period for the birth of a child

<b>MA</b>	Employers with 1 or more employees  (Employees can begin taking paid family and medical leave in <b>2021</b> .)	Employees who meet financial <a href="#">eligibility requirements</a> for unemployment insurance	Up to 12 weeks in a year for: <ul style="list-style-type: none"> <li>• The birth of a child; or</li> <li>• To care for a family member with a serious health condition</li> </ul> <p>Up to 20 weeks in a year for the serious health condition of the employee.</p> <p>If an employee elects to use leave for more than one life event, 26 weeks in a year at most.</p>
	Employers with 6 or more employees	Employees who have worked for 3 months	Up to 8 weeks for the birth of a child
	Employers with 50 or more employees	Employees who have worked for 12 months with at least 1,250 hours of service during the previous 12 months	Up to 24 hours in a 12-month period for: <ul style="list-style-type: none"> <li>• A child's routine medical or dental appointments; or</li> <li>• Appointments related to an elder relative's care</li> </ul>
<b>MN</b>	Employers with 21 or more employees	Employees who have: <ul style="list-style-type: none"> <li>• Worked for at least 12 months; and</li> <li>• Worked at least half time during the previous 12 months</li> </ul>	Up to 12 weeks for: <ul style="list-style-type: none"> <li>• The birth of a child;</li> <li>• Prenatal care; or</li> <li>• Incapacity due to pregnancy, childbirth, or related health conditions</li> </ul>
<b>MT</b>	All employers	Pregnant employees	Reasonable amount of time for the temporary disabilities associated with childbirth, delivery, and related medical

			conditions
<b>NH</b>	Employers with 6 or more employees	Female employees affected by pregnancy, childbirth, or related medical conditions	For the period of temporary physical disability
<b>NJ</b>	Employers with 50 or more employees	Employees who have worked for 12 months with at least 1,000 hours of service during the previous 12 months	Up to 12 weeks in a 24-month period for: <ul style="list-style-type: none"> <li>• The birth of a child; or</li> <li>• The serious health condition of an immediate family member</li> </ul>
<b>NY</b>	All employers	<ul style="list-style-type: none"> <li>• Employees who regularly work 20 or more hours per week and have worked for 26 consecutive weeks</li> <li>• Part-time employees who have been employed for 175 days</li> </ul>	Up to 10 weeks in any 52-week period for: <ul style="list-style-type: none"> <li>• The birth of a child; or</li> <li>• The serious health condition of an immediate family member</li> </ul>
<b>OR</b>	Employers with 25 or more employees	Employees who have worked for 180 calendar days	Up to 12 weeks in a 12-month period for the birth of a child
	Employers with 25 or more employees	Employees who have worked for 180 calendar days and an average of 25 hours per week	Up to 12 weeks in a 12-month period for: <ul style="list-style-type: none"> <li>• Caring for a sick child;</li> <li>• The serious health condition of the employee or an immediate family member; or</li> </ul>

			<ul style="list-style-type: none"> <li>• Prenatal care</li> </ul>
	Employers with 25 or more employees	Employees who have worked for 180 calendar days and an average of 25 hours per week	Up to 24 weeks for a pregnancy disability
<b>RI</b>	Employers with 50 or more employees	Employees who have worked an average of 30 hours or more per week for 12 consecutive months	<p>Up to 13 consecutive weeks in any 2 calendar years for:</p> <ul style="list-style-type: none"> <li>• The birth of a child; or</li> <li>• The serious illness of the employee or an immediate family member</li> </ul>
<b>TN</b>	Employers with 100 or more full-time employees	Full-time employees that have worked for 12 consecutive months	<p>Up to 4 months for:</p> <ul style="list-style-type: none"> <li>• The birth of a child;</li> <li>• Pregnancy; or</li> <li>• Nursing an infant</li> </ul>
<b>VT</b>	Employers with 10 or more employees	Employees who have worked an average of 30 hours or more per week for one year	Up to 12 weeks in a 12-month period for a pregnancy or the birth of a child
	Employers with 15 or more employees	Employees who have worked an average of 30 hours or more per week for one year	Up to 12 weeks in a 12-month period for the serious illness of the employee or an immediate family member
<b>WA</b>	Employers with 8 or more employees	Female employees temporarily disabled due to pregnancy or childbirth	Up to 8 weeks
<b>WI</b>	Employers with 50 or more employees	Employees who have worked for 12 months with at least 1,000 hours of service during the	<ul style="list-style-type: none"> <li>• Up to 2 weeks in a calendar year for the serious health condition of the</li> </ul>

		previous 12 months	employee or an immediate family member <ul style="list-style-type: none"><li>• Up to 6 weeks in a calendar year for the birth of a child</li></ul>
--	--	--------------------	---