

WEBINAR SERIES

State Leave Program Series: The Rest of the the Paid Leave Landscape

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Today's Presenters



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Today's Agenda

- Overview of States with Mandatory Leave Laws
 - States with Established Law: Connecticut, Rhode Island, Washington, Colorado, Oregon, and Washington DC
 - States with Upcoming Laws: Maryland, Maine, Delaware, and Minnesota
- Leave Management in Practice
 - Compliance Considerations
 - Real-World Leave Management
- Coordination of Leave Types

Webinar Forum

All participants are muted.

Please type questions in the side navigation panel and we will try to address most questions during today's session.

Today's presentation will be posted online at prestigepeo.com/webinars

Disclaimer

The information presented in this webinar is provided for informational purposes only and does not constitute legal advice. The materials contained in the following presentation have been prepared for clients as general information about topics that may impact their business. Attendees should consult with counsel regarding how these laws apply to their specific situations.

Leave Law Landscape

States with Established Leave Laws

- Connecticut
- Colorado
- Oregon
- Rhode Island
- Washington
- Washington D.C

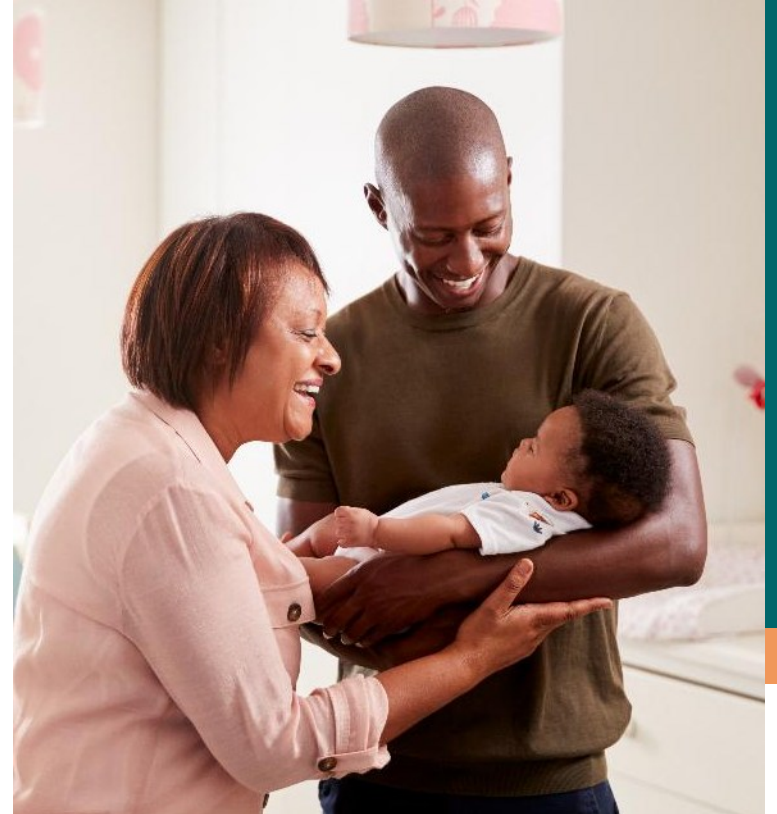
States with Upcoming Leave Laws

- Delaware
- Maine
- Maryland
- Minnesota

Federal Family and Medical Leave

Family and Medical Leave Act (FMLA):

- Federal Leave
- Up to 12 weeks of unpaid, job-protected leave
- Applies to 50+ within 75-mile radius
- Eligibility: 12 months, 1,250 hours, 75-mile radius
- Covers employee and family health, bonding, and military leave



States with Established Leave Programs

Connecticut Leave Overview

- CT Paid Leave (CTPL) – up to 12 weeks of partial wage replacement in a 12-month period that is not job protected leave (administered through CT Paid Leave Authority).
- Connecticut FMLA (CT MLA) – up to 12 weeks of unpaid job-protected leave (similar to Federal FMLA but is applicable to businesses with one or more employees). CT MLA may run concurrently with CTPL.
- CT Paid Sick Leave - eligible employees may receive up to 40-hours of paid sick leave from their employer.
- Federal FMLA generally runs concurrently with CTPL if the employee is eligible and leave is taken for the same qualifying reason.

Rhode Island Leave Overview

- Rhode Island Temporary Disability / Caregiver Insurance (TDI/TCI):
 - TDI provides up to 30 weeks of leave for qualified employees weeks of partial wage replacement;
 - TCI provides up to seven (7) weeks of partial wage replacement for qualified employees.
- Rhode Island Paid Sick & Safe Leave – eligible employees may receive up to 40-hours of paid sick and safe leave from their employer.
- Rhode Island Parental & Family Medical Leave (RI PFML) – up to 12 weeks of unpaid job-protected leave (similar to federal FMLA)
- Federal FMLA generally runs concurrently with TDI and TCI if the employee is eligible.

Washington (State) Leave Overview

- Paid Family and Medical Leave (PFML):
 - Medical Leave: eligible employees may use up to 12 weeks for employee's own serious health condition.
 - Family Leave: eligible employees may use up to 12 weeks for employee's own serious health condition.
 - Combined Cap:
 - Up to 16 weeks if the employee has more than one qualifying event;
 - Up to 18 weeks if the employee becomes incapacitated due to pregnancy or birth.
- FMLA runs concurrently with PFML if the employee is eligible.

Colorado Leave Overview

- Family & Medical Leave Insurance Program (FAMLI)- provides workers in Colorado access to up to 12 weeks (16 weeks in some situations) of paid leave to care for loved ones, bond with their infants, manage a serious health condition, make arrangements for a military deployment, and more.
- Eligibility: Employees become eligible after they have earned at least \$2,500 in wages within the state within the last four calendar quarters. This includes work performed for multiple employers.
- 12 Weeks provided for parental leave, family caregiving, personal medical leave, and safety leave
 - As of January 2026, 12 weeks of leave is provided for parents with a child in the NICU
- Maximum Weekly Benefit: \$1,324.21
- FMLA runs concurrently with FAMLI if the employee is eligible.

Oregon Leave Overview

- Oregon Family Leave Act (OFLA)- Up to 12 weeks of job-protected but generally unpaid leave for medical and family care purposes.
- Paid Leave Oregon (PLO)– Available for employees who made at least \$1,000 in Oregon in their base year and allows up to 12 weeks paid leave in a 52-week period (plus an extra 2 weeks for pregnancy-related medical leave).
 - Maximum Weekly Benefit: \$1,363.80
- Oregon Sick Leave- If an employer has 10 or more employees, then paid sick leave is required by Oregon law and provides 1 hour of protected sick time for every 30 hours worked.
- FMLA runs concurrently with PLO and OFLA if the employee is eligible. However as of July 1, 2024, PLO and OFLA cannot be drawn at the same time.

Washington D.C. Leave Overview

- District of Columbia Family and Medical Leave Act (DCFMLA)- requires employers with 20 or more employees to provide eligible employees with 16 weeks of unpaid family leave and 16 weeks of unpaid medical leave during a 24 month period.
 - DCFMLA and FMLA run concurrent, but there may be cases where DCFMLA may be exhausted but FMLA may have renewed and can be taken again.
- Washington D.C. Paid Family Leave- provides paid leave for parental leave, care for a family member with a serious health condition, or a severe medical condition for 12 weeks.
 - Eligibility: workers that spend a majority of their time working in the District with reportable wages for the purposes of unemployment insurance. May extend to self-employment in some circumstances where earned income for work performed is more than 50% of the time in the District and have opted into the program.
 - Maximum weekly benefit amount: \$1,153.00

Overview of Established Leave Laws

- Connecticut: CTPL, CTMLA
- Rhode Island: PFML, TDI, TCI
- Washington: PFML
- Colorado: FAMLI
- Oregon: OFLA, PLO, Oregon Paid Sick Leave
- Washington D.C.: DCFMLA and DC Paid Family Leave

State	Parental Leave	Family Caregiving	Personal Medical	Total Leave Available in One Year	Eligibility	Maximum Weekly Benefit
Connecticut	12 weeks	12 weeks	12 weeks	12 weeks	\$2,325 in highest-earning quarter	\$981 (60x CT minimum wage)
Rhode Island	7 weeks	7 weeks	30 weeks	30 weeks	\$14,700 -OR- total wages ≥\$4,900 AND \$2,450 in one quarter AND total wages ≥1.5x highest quarter of earnings	\$1,070
Washington	12 weeks	12 weeks	12 weeks	16-18 weeks	820 hours of work	\$1,542
Colorado	12 weeks	12 weeks	12 weeks	12 weeks	\$2,500 earned	\$1,324.21
Oregon	12 weeks	12 weeks	12 weeks	12 weeks	\$1,000 earned	\$1,568.60
Washington D.C	12 weeks	12 weeks	12 weeks	12 weeks	Any income in one quarter	\$1,153.00

States with Upcoming Leave Programs

Maine Leave Overview

- Paid Family & Medical Leave (PFML):
 - Contributions begin: January 1, 2025;
 - Benefits Begin: May 1, 2026;
 - Weekly Benefit Amount: Calculated based on employee salary;
 - Qualifying employees may use up to 12-weeks of PFML in a benefit year.
- Note: Employers may choose to utilize a state approved equivalent private plan.
- FMLA will run concurrently with PFMLA if the employee is eligible.

Maryland Leave Overview

- Paid Family & Medical Leave (FAMLI):
 - Applicable to businesses with at least one employee in MD;
 - Deductions begin: January 1, 2027;
 - Employers remit first payment to MD: April 2027
 - Benefits Begin: January 3, 2028;
 - Weekly Benefit Amount: up to \$1,000;
 - Qualifying employees may use up to 12-weeks of FAMLI in a benefit year.
- Note: Employers may choose to utilize a state approved equivalent private plan.
- FMLA will run concurrently with FAMLI if the employee is eligible.

Delaware Leave Overview

- Beginning January 1, 2026, Delaware paid leave (Paid Family and Medical Leave Insurance Program (PFML)) will go into effect offering paid leave to employees who have:
 - Been employed for at least one year
- And
- At least 1,250 hours with a single employer
- Leave is limited to a maximum of 12 weeks combined leave per year
- Maximum weekly benefit: \$900
- If approved, employees will get up to 80% of their wages to cover:
 - Care for a new child (up to 12 weeks per year),
 - Care for a family member with a serious health condition (up to 6 weeks, every 24 months),
 - Address a personal serious health condition or injury (up to 6 weeks, every 24 months), or
 - Assist while loved ones are on overseas military deployment (up to 6 weeks, every 24 months)

Minnesota Leave Overview

- Starting January 1, 2026, Minnesota paid leave will offer payments and job protections to individuals who have:
 - Earned at least \$3,700 in the last year coming from one or more jobs within the state
 - And
 - Experienced a qualifying event lasting at least seven days
- In a single benefit year, an individual can take up to 12 weeks of medical leave and 12 weeks of family leave. If an individual qualifies for both, then 20 weeks can be taken
- Maximum weekly benefit amount: \$ 1,372
- Covers: FT, PT, Temp, Hourly, and Seasonal work



Leave Management

ADA and Leave

ADA and Reasonable Accommodation Leave

Americans with Disabilities Act (ADA)

- Federal law
- Enforced by the U.S. Equal Opportunity Commission (EEOC)
- Prohibits employment discrimination based on disability.
- Requires reasonable accommodations in the workplace.

When Leave Becomes an Accommodation:

- ADA may require unpaid leave as accommodation.
- ADA applies across all states.
- The interactive process is essential.
- State laws may offer broader protections.



Practical Tips for Leave Management

Tips for Effectively Managing Leave:

- Maintain clear policies
- Distribute required notices
- Track accruals, leave usage, return dates, and disability and family leave claim determinations
- Communicate early and often with employees
- Partner with PrestigePEO to reduce administrative burden

Leave Support Resources

Leave Support:

- Contact your Human Resources Business Partner (HRBP) to initiate the leave process.
- Contact LOAClaims@PrestigePEO.com for questions about your claim.

State Links/Portals

- **Connecticut:** https://www.ctpaidleave.org/?language=en_US
- **Rhode Island:** <https://dlt.ri.gov/individuals/temporary-disability-caregiver-insurance>
- **Washington:** <https://paidleave.wa.gov/>
- **Colorado:** <https://famli.colorado.gov/>
- **Oregon:** <https://paidleave.oregon.gov/>
- **Washington D.C.:** <https://dcpaidfamilyleave.dc.gov/>
- **Maine:** <https://www.maine.gov/paidleave/>
- **Maryland:** <https://paidleave.maryland.gov/Pages/default.aspx>
- **Delaware:** <https://labor.delaware.gov/delaware-paid-leave-is-coming/>
- **Minnesota:** <https://paidleave.mn.gov/>

Return to Work Protocol

Ensure Safe and Compliant Return-to-Work

- Use Fitness-for-Duty certifications where applicable
 - Recommended for returns from medical leaves.
 - Confirms the employee is cleared to resume work by their healthcare provider.
 - Identifies any restrictions or accommodation needs.
 - Helps ensure safe transitions back to work from leave

Compliance Considerations

Leave Coordination Challenges

Top Pitfalls:

- Overpayment
- Failure to recognize leave
- Missing Notice Deadlines
- Combining PTO with leave
- Pay Offset Challenges
 - Offsetting is reducing paid leave benefits by other sources of pay during the same period



Leave Comparison Chart

Feature	CT (CTPL)	CT (CTFMLA)	RI (PFML)	RI (TDI/TCI)	WA	CO (FAMLI)	OR (OFLA)	OR (PLO)	DC	DC (DC FMLA)
Paid?	Paid	Unpaid	Unpaid	Paid	Paid	Paid	Paid	Paid	Paid	Unpaid
Job Protected	✗	✓	✓	✗	✓	✓*	✓	✓**	✗	✓
Runs concurrent with FMLA	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Funded By	Employee payroll tax	Employee payroll tax	Employee payroll tax	Employee payroll tax	Employer & employee taxes	Employer & employee taxes	Employer & employee taxes	Employer & employee taxes	Employer & employee taxes	Employer taxes

Oregon OFLA and PLO cannot be taken at the same time

*Only if employed for 180 days or more

** Only if employed for 90 days or more

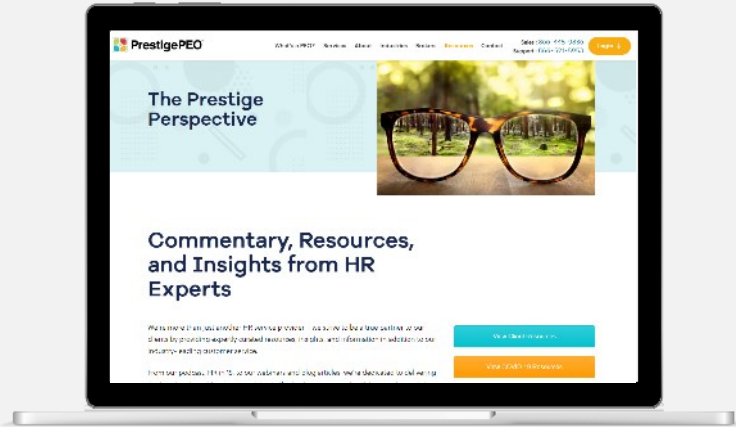
Key Takeaways

Key Takeaways

Key Takeaways:

- ✓ Align policies with federal, state, and local law
- ✓ Always run FMLA concurrently when eligible
- ✓ Educate employees on how to file correctly to avoid delays.
- ✓ Respond promptly and professionally to requests for leave
- ✓ Document all leave-related communications, notices, and approvals related to leave
- ✓ Collaborate with HR and legal experts to ensure compliance.
- ✓ Partner with PrestigePEO for compliance support

Questions / Comments / Discussion?



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