

**Table I. Employer Paid Parental and Family Leave Programs**

100% paid except where noted

**A. Cities**

City	Length of Benefit	Qualifying Event	Concurrent with FMLA	After Sick/ Vacation Leave	Enacted	Ordinance
Atlanta, GA	6 weeks for primary caregiver 2 weeks for spouse/domestic partner	Birth, Adoption Foster child	Yes		2015	Atlanta Code of Ordinances: Sec 114-418
Austin, TX	Up to 6 weeks (pro-rated based on regular work week)	Birth, Adoption		Yes	2013	No specific code, in Personnel Rules
Boston, MA	6 weeks 100% first 2 weeks 75 % weeks 3 & 4 50% weeks 5 & 6	Birth, Adoption	Yes		2015	
Brooklyn Park, MN	2 weeks				2015	
Cambridge, MA	8 weeks	Birth Adoption			2015	Cambridge Code of Ordinances Sec 2.119.070
Dayton, OH	6 weeks				2015	
Falcon Heights, MN	2 weeks					
Ferndale, MI	12 weeks				2016	
Hopkinton, NH	6 weeks				2015	

City	Length of Benefit	Qualifying Event	Concurrent with FMLA	After Sick/ Vacation Leave	Enacted	Ordinance
Kansas City, MO	6 weeks				2015	
Minneapolis, MN	3 weeks	Birth Adoption	Yes		2015	HR Policy
New York, NY	6 weeks then accrued leave to 12 weeks				2015	Exec Order
Pittsburgh, PA	6 weeks	Birth Adoption Foster Child	yes	No	2015	Personnel Policy
Portland, OR	6 weeks	Birth Adoption Foster Child			2015	Ord. 187473 revision to HR Admin Rules 6.05
Richfield, MN	2 weeks  4-6 weeks under short term disability for birth	Birth Adoption	yes		2016	Personnel Policy

City	Length of Benefit	Qualifying Event	Concurrent with FMLA	After Sick/ Vacation Leave	Enacted	Ordinance
San Francisco, CA	<p>6 weeks</p> <p>Employees who pay into the Ca. Paid Family Leave Program get 55% partial wage replacement with a max benefit of \$1129 in 2016. The wage replacement benefit % will increase in 2018.</p> <p>SF Employers with 50 or more employees in 2016 and 20 or more in 2017 are required to pay the remaining 45% up to a max of \$924 a week in 2016.</p>	<p>Birth Adoption Foster Child for SF benefit.</p> <p>State benefit includes care of worker or family member's serious health condition.</p>			2016	
Seattle, Wa	4 weeks	<p>Birth Adoption Foster Child</p>	No	No	2015	SMC 4.27.020
St. Louis Park, MN	3 weeks				2015	

<b>City</b>	<b>Length of Benefit</b>	<b>Qualifying Event</b>	<b>Concurrent with FMLA</b>	<b>After Sick/ Vacation Leave</b>	<b>Enacted</b>	<b>Ordinance</b>
St.Paul, MN	4 weeks Birth 2 weeks Adoption		yes		2015	
St. Petersburg, FLA	6 weeks				2015	
Washington D.C.	8 weeks	Birth Adoption Foster Child Guardianship Care of a family member who has a serious health condition				D.C. Code 1-612.03C

## B. Counties

County	Length of Benefit	Qualifying Event	Concurrent with FMLA	After Exhaustion of Sick/Vacation Leave	Year Enacted	Ordinance
Allegheny, PA	6 weeks				2015	
Boulder County, CO	1 month				2016	
Hennepin, MN	3 weeks	Birth, Adoption	yes	yes	2015	
King County, Wa	12 weeks (1 yr. pilot)	Birth, Adoption Foster Child	Yes	Yes, except for 40 hours	2015	
Miami – Dade, FLA	6 weeks				2015	
Multnomah, OR	6 weeks	Birth, Adoption Foster Child	yes	No	2015	

### C. States

States	Length of Benefit	Qualifying Event	Concurrent with FMLA	After Exhaustion of Sick/Vacation Leave	Year Enacted	Ordinance
Minnesota (Proposed)	6 weeks	Birth Adoption				

## **D. Federal Government**

In 2015 President Obama signed an Executive Order guaranteeing federal employees 6 weeks of paid leave to be used following the birth, adoption or placement of a foster child or for other sick leave eligible uses. The 6 weeks is provided by allowing employees to use in advance their sick or annual leave. So it does not add to the total amount of leave but addresses the timing of when leave can be taken.

## E. Other Countries – Illustrative examples

Country	Type of Paid Leave	Length of Benefit in Days	% of Income Paid
Brazil	Maternity & Paternity	120	100%
Canada	Maternity	119	55%
China	Maternity	90	100%
France	Maternity & Paternity	112	100%
Germany	Maternity	98	100%
India	Maternity	84	100%
Indonesia	Maternity & Paternity	84	100%
Italy	Maternity	140	80%
Japan	Maternity	98	60%
Mexico	Maternity	84	100%
Netherlands	Maternity & Paternity	112	100%
Russia	Maternity	140	100%
Saudi Arabia	Maternity & Paternity	70	50%
South Korea	Maternity	90	100%
Spain	Maternity & Paternity	112	100%
Switzerland	Maternity	98	80%
Turkey	Maternity	112	67%
U.K.	Maternity & Paternity	280	90%



## F. Private Companies

Private	Length of Benefit	Qualifying Event	Concurrent with FMLA	After Exhaustion of Sick/Vacation Leave	Year Enacted	Ordinance
Accenture	16 weeks Maternity leave  8 weeks Parental and Adoptive Leave	Birth Adoption			2015	
Adobe	26 weeks Maternity 10 weeks Medical  16 weeks Parental Leave 4 weeks ill family member	Birth Adoption Ill family member			2015	
Amazon	20 weeks maternity leave 6 weeks paternity leave				2015	
Children's National Health System	6-8 weeks Maternity leave 2 weeks Parental and Adoptive Leave	Birth or Adoption			2015	

Private	Length of Benefit	Qualifying Event	Concurrent with FMLA	After Exhaustion of Sick/Vacation Leave	Year Enacted	Ordinance
Credit Suisse Group	20 weeks Primary caregiver 1 week secondary caregiver paid, 19 weeks unpaid	Birth Adoption			2015	
eBay	24 weeks maternity leave 12 weeks paternity leave				2015	
Facebook	4 months parental leave	Birth Adoption			2015	
Google	18 weeks Paid parental leave					
Hilton Worldwide	8 weeks Maternity leave (plus parental leave)  2 weeks Parental and Adoptive Leave	Birth Adoption			2015	

Private	Length of Benefit	Qualifying Event	Concurrent with FMLA	After Exhaustion of Sick/Vacation Leave	Year Enacted	Ordinance
Johnson & Johnson	17 weeks Maternity leave 8 weeks Parental and Adoptive Leave	Birth Adoption			2015	
M&T Bank	12 weeks Primary caregiver 2 weeks secondary caregiver				2015	
Microsoft	8 weeks Maternity plus 12 weeks parental  12 weeks Parental Leave	Birth Adoption			2015	
Nestle	14 weeks Maternity leave	Birth			2015	
Netflix	Salaried "unlimited" Hourly 12-16 weeks				2015	

<b>Private</b>	<b>Length of Benefit</b>	<b>Qualifying Event</b>	<b>Concurrent with FMLA</b>	<b>After Exhaustion of Sick/Vacation Leave</b>	<b>Year Enacted</b>	<b>Ordinance</b>
	depending on employee group					
Spotify	6 months Parental leave				2015	
Stonyfield Farm	16 weeks parental leave				2015	
Vodafone	16 weeks Maternity leave	Birth			2015	
Zillow	16 weeks maternity leave 8 weeks parental leave				2015	

**Table 2. Temporary Disability Insurance Laws that include Paid Family Leave**

**A. States**

	<b>Length of Benefit</b>	<b>Qualifying Event</b>	<b>Funding Method</b>	<b>Benefit Amount</b>	<b>Year Enacted</b>	<b>Ordinance</b>
California	6 weeks family care 52 weeks own disability	Birth, Adoption, Foster child Family member with serious health condition Own disability	Employee only (0.9% of annual wages combined)	55% of weekly salary to max of \$1129 weekly which is an annual salary of \$106,740.  In 2018 reimbursement will increase to 70% for low wage workers and 60% for higher wage workers. ( Average family care weekly benefit is \$535; own disability average is \$486	2002, 2016 amended	Cal Unemployment Insurance Code 2626

	<b>Length of Benefit</b>	<b>Qualifying Event</b>	<b>Funding Method</b>	<b>Benefit Amount</b>	<b>Year Enacted</b>	<b>Ordinance</b>
New Jersey	6 weeks family care 26 weeks own disability	Birth, Adoption, Foster child Family member with serious health condition Own disability	Family care paid by employee only. .09% of first \$32,000; maximum yearly deduction for family leave insurance is \$28.80  State Temporary Disability Insurance is jointly funded by employee and employer contributions. In 2015 employee pays 0.25% of taxable wage base i.e. first \$32,000 Employer rate from .10 to .75% or \$32 to \$240 on the first \$32,000.	Weekly benefit rate 66% of average weekly wage, max of \$604  In 2012 average weekly benefit for family care was \$487	2008	NJ Admin Code 43:21-25 et. seq.

	<b>Length of Benefit</b>	<b>Qualifying Event</b>	<b>Funding Method</b>	<b>Benefit Amount</b>	<b>Year Enacted</b>	<b>Ordinance</b>
New York	2018 8 weeks 2021 12 weeks	Birth, Adoption Foster child Ill Family Member	Employee only funded: Payroll tax of about \$1 per employee	2018 8 weeks at 50% of weekly pay up to max of \$630 2021 12 weeks at 75% weekly pay with a max.	2016	
Rhode Island	4 weeks family care	Birth, Adoption, Foster child Family member with serious health condition Own disability	Employee funded 2015 withholding rate is 1.2% of workers first \$64,200 of wages	Approx 4.62% of employee wages paid in highest earnings quarter of their base period. In 2014 max weekly benefit is \$752.  In 2014, average weekly benefit was \$474.	2013	R.I. Gen Laws 28-41 35

*Sources: These tables were compiled by reviewing ordinances in multiple jurisdictions and secondary source materials from the Economic Opportunity Institute, the National Partnership for Women and Families compilation of State Paid Family Leave Insurance Laws, The Public Advocate for the City of New York: Paid Family Leave: the Long Overdue Benefit; The Center for Law and Social Policy (CLASP) and National Partnership for Women & Families: New and Expanded Employer Paid Family Leave Policies (2015), National Partnership for Women & Families: Expecting Better: A State by State Analysis of Laws that Help New Parents.*

