

	Employee Threshold	Types of Leave	Eligibility	Benefit Amount	Who Pays?	Duration	Inter-mittent Leave	Reinstatement Rights	Health Insurance Continuation
Current NYS Short Term DBL	1 or more	Temporary non-work related injury or illness of the employee	After 4 consecutive weeks of employment	One half of employee's average weekly wage to max of \$170/week	Employer, with employee charged up to \$0.60 per week	Max of 26 weeks during 52 consecutive weeks	No	No	No
Current FMLA	50 or more	Birth or adoption of a child; serious health condition of the employee; care for child, parent, spouse serious health condition; qualifying exigency	After one year/1,250 hours	None	N/A	Up to 12 weeks per 52 week period or calendar year	Yes, in increments only limited by time keeping practices	Yes	Yes
Executive Budget Proposal	Private employers of 1 or more Public employers optional	Care for new child (birth, adoption, foster); Care for family member with serious health condition; Qualifying military exigency as defined by the FMLA	After 4 consecutive weeks of employment	*January 1, 2018; 50% of the employee's average weekly wage to a maximum of 50% of the state average weekly wage (2014 AWW = \$1,266.44) = \$633.22. *January 1, 2019; 55% of the employee's average weekly wage to a maximum of 55% of the AWW *January 1, 2020; 60% of the employee's average weekly wage to a maximum of 60% of the AWW *January 1 of each succeeding year; 67% of the employee's average weekly wage to a maximum of 67% of the AWW No change to current law DBL benefits.	Employee. The Supt. of Financial Services shall set the maximum employee contribution consistent with the principle that the costs should be funded 100% by employee payroll contributions.	12 Weeks family leave.	Yes, in increments of one day	Yes	Yes

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S.3004 (Addabbo)/ A.3870 (Nolan)	Private employers of 1 or more; provides opt in for public employee unions.	Serious health condition of a family member (child, spouse, domestic partner, parent, grandchild, grandparent, sibling, or parent of a spouse or domestic partner; Employee bonding with newborn/adopted child; qualifying exigency as defined by the FMLA	After 4 weeks of employment. Employment need not be consecutive	Two-thirds of average weekly wage to max of 35% of the statewide average weekly wage in first year; rising in 3 equal steps to 50% of the NYS AWW in year 4. (For 2014, 35% of NYS AWW = \$443.25). These benefit levels are applicable to both the existing employee disability program and the new family care leave program.	Employee; Up to \$0.45 per week; annual review re: increase	Family care-up to 12 weeks per 52 week period	Yes, not defined	Yes	No
S.3301 (Klein)	Private sector employers of one or more; opt in provision for public employee unions.	Serious health condition of a family member (child, spouse, domestic partner, parent, grandchild, grandparent, sibling, or parent of a spouse or domestic partner; Employee bonding with newborn/adopted child;	After 4 consecutive weeks of employment	For family leave only, as of 1/1/17, 2/3rds of employee's average wage, capped at 35% of the NYS average weekly wage; increasing to: - 4/1/18, 70% of wages, capped at 40% of NYS AWW - 4/1/19, 75% of wages, capped at 45% of NYS AWW - 4/1/20, 80% of wages, capped at 50% of NYS AWW. No change to current law DBL benefits.	No cost to employer/employee in first year, with costs to be paid from State funds. Subsequent years' cost to be borne by employee at rates to be determined.	Family care-up to 12 weeks per 52 week period	No	Yes	No

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California	All private sector employers are covered	Care for new child (birth, adoption, foster); Care for family member with serious health condition; Care for own disability - includes pregnancy	Employee must have been paid \$300 in gross wages during the base period	Typical benefit is 55 percent of weekly salary, up to a maximum of \$1,129 in 2016. Maximum is determined by formula based on wages earned in base period.	Funded by employee only (currently at 0.9 percent of annual wages combined)	Six weeks for family care; 52 weeks for own disability	Yes	No	Yes
New Jersey	All employers are covered for family care; all private sector employers but not all public sector employers are covered for own disability.	Care for new child (birth, adoption, foster); Care for family member with serious health condition; Care for own disability , includes pregnancy	Employee must have had at least 20 calendar weeks of covered New Jersey employment, each being a week of being paid \$165 or more, or having been paid \$8,300 or more in such employment during the base period.	The weekly benefit rate is 66 percent of worker’s average weekly wage, with a maximum benefit of \$604.	Temporary disability insurance is financed by employee and employer payroll contributions; as of 1/1/15, employees contribute 0.25% of taxable wage base. Family care is funded entirely by employee; current contribution is 0.09% of the taxable wage base (first \$32,000 in covered annual wages) with maximum deduction of \$28.80 per year.	Six weeks for family care; 26 weeks for employee disability	Yes	Yes	Yes

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Rhode Island	All private sector employers covered	Bonding with new child (birth, adoption, foster); Care for family member with serious health condition (Child, parent, parent-in-law, grandparent, spouse, domestic partner); Care for own disability	Employee must have been paid wages in Rhode Island and paid into the TDI/TCI fund and must have been paid at least \$10,800 in the base period	The maximum weekly benefit is \$770.	Employee disability and family care funded by employee contributions only.	Four weeks for family care; 30 weeks for employee disability; no more than 30 weeks total/year for combined own disability and family care	Yes	Yes	Yes