



NATIONAL  
MILITARY FAMILY  
ASSOCIATION

# PAID FAMILY LEAVE

| [www.MilitaryFamily.org/Leave](http://www.MilitaryFamily.org/Leave) |

## What Is It?

A state-led initiative providing partial income replacement for eligible workers, to take time off to address their health issues, care for sick family members or in some states for deployment-related reasons.

In many states, Paid Family Leave is typically paid into by both the employer and employee in the state where the employer is located, though this can differ by state.

## When Can I Use Paid Family Leave?

Employees can maintain a portion of their income if they're out of work to:

- Care for a sick family member
- Care for a newborn, newly-adopted child, or newly-placed foster child
- Address a serious health condition, including pregnancy

For military families, Paid Family Leave allows you paid time off to:

- Care for a wounded, ill, or injured service member for up to 24 work weeks in a 12-month period
- Address qualifying contingencies arising from a deployment, such as: prepare legal documents or addressing financial issues BEFORE a deployment. (This includes Power of Attorney, wills, financial preparedness classes)
- Find childcare before a deployment
- Attend school events for a child or dependent
- Attend pre- or post-deployment briefs
- Attend a military member's deployment send-off or homecoming

## Who Is Eligible?

Eligibility for Paid Family Leave varies from state-to-state. Some states require a minimum number of employees on staff before they'll fund Paid Family Leave; others require employees to work a certain number of hours per year to qualify.

Military service members are not eligible; however National Guard and Reservists may meet eligibility criteria if employed in addition to their military service.

## Is It Available In All 50 States?

No. However, the Family and Medical Leave Act (FMLA)—federal law that provides workers, who work for a qualified employer, job protected, unpaid time off work—is available in all 50 states. Some states have started state-led Paid Family Leave programs to provide eligible workers with paid time off work. Each state's program varies.

## States With Paid Family Leave:

California

Connecticut (2022)

District of Columbia (2020)

Massachusetts (2021)

New Jersey

New York

Oregon (2023)

Rhode Island

Washington (2020)

Visit [www.MilitaryFamily.org/Leave](http://www.MilitaryFamily.org/Leave) to learn more about your state's policy and eligibility requirements.