



Who foots the bill for Paid Family Leave?

MYTH

The state pays for the program.

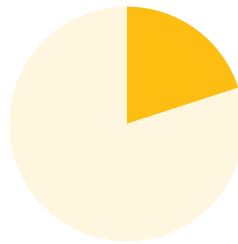
FACT

Employees are largely responsible for funding state paid family leave (PFL) programs through mandatory payroll tax calculations, with varying levels of employer contributions. While there is strong advocacy for a national paid family leave policy, there is no indication it will be funded by the federal government. In following the existing state program models, a national PFL policy will likely be paid for by its own users.



27%

Only 27% of private employees have access to paid parental leave¹



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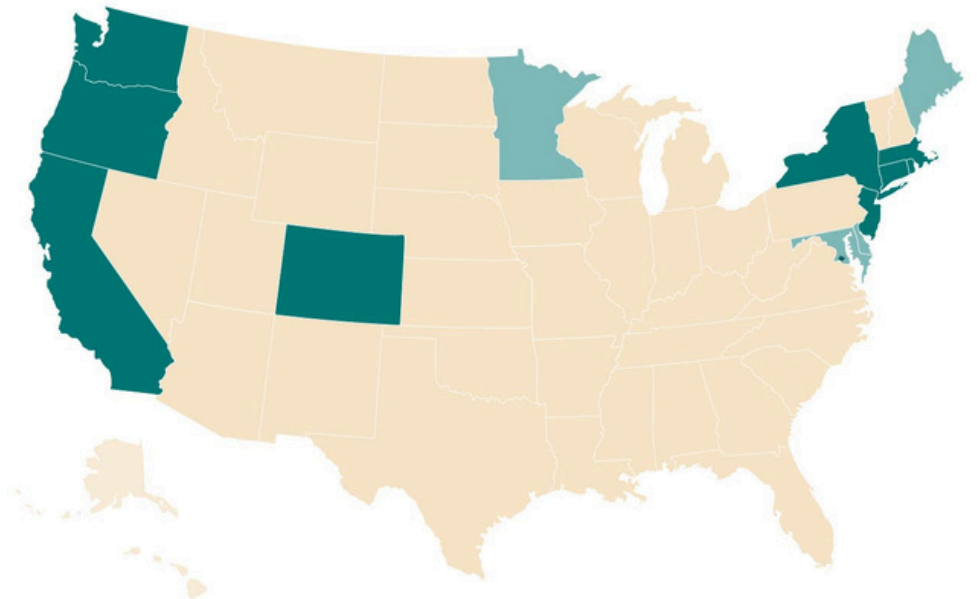
Only 9 states and the District of Columbia have an existing Paid Family Leave (PFL) program

EXISTING PFL PROGRAMS

- California
- Colorado
- Connecticut
- District of Columbia
- Massachusetts
- New Jersey
- New York
- Oregon
- Rhode Island
- Washington

PFL Programs Coming Soon

- Delaware*
- Maine*
- Maryland*
- Minnesota*



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State	Employee Contribution	Employer Contribution
California Source: California EDD	Annual contributions are 0.9%. Employees contribute 100%	0%
Colorado Source: Colorado FAML	Total contributions are 0.9% of gross wages. Employees contribute 0.45%	Total contributions are 0.9% of gross wages. Employers contribute 0.45%
Connecticut Source: Connecticut Paid Leave	Annual contributions are 0.5% of gross wages up to \$168,600. Employees contribute 100%	0%
District of Columbia Source: DC Paid Leave	0%	Annual contributions are 0.62%. Employers contribute 100%
Massachusetts Source: Massachusetts FAQ	Annual contributions are 0.18%. Employees contribute 100%	0%
New Jersey Source: New Jersey Dept. of Labor	Annual contributions are 0.9% of gross wages up to \$161,400. Employees contribute 100%	0%
New York Source: New York Paid Leave	Annual contributions are 0.455%. Employees contribute 100%	0%
Oregon Source: Paid Leave Oregon	Annual contributions are 1% of gross wages up to \$168,600. Employees contribute 60%	Annual contributions are 1% of gross wages up to \$168,600. Employers contribute 40%
Rhode Island Source: Rhode Island Dept. of Labor	Annual contributions are 1.2%. Employees contribute 100%	0%
Washington Source: Washington Paid Leave	Annual contributions are 0.74% of gross wages up to \$168,600. Employees contribute 71.43%	Annual contributions are 0.74% of gross wages up to \$168,600. Employers contribute 28.57%