

State Disability and Family/Medical Leave Programs

Overview for Associates in a State with a State Disability and/or Paid Family/Medical Leave Benefits

- Do you work in California, Colorado, Connecticut, Delaware, District of Columbia (DC), Hawaii, Massachusetts, Minnesota, New Jersey, New York, Oregon, Rhode Island or Washington State?
- Are you taking a leave of absence due to pregnancy or childbirth, a medical need, to care for a family member, bond with a new child or impacts of domestic violence and/or sexual assault?

If you answered **yes** to both of these questions, you must apply for disability or paid family/medical leave through your state in order to receive your maximum possible salary or wages during your leave of absence. It is important to proactively apply for these benefits to avoid any delays in pay and to streamline providing the necessary documents.

See specific information on your state program below.



California State Disability Insurance (SDI) and Paid Family Leave (PFL)

California offers disability insurance and paid family leave to eligible workers who are unable to work due to non-work-related illness or injury, pregnancy or childbirth, care for a seriously ill family member or bond with a new child. To learn more, visit <https://edd.ca.gov/disability>.



Colorado Family & Medical Leave Insurance (FAMLI)

Colorado offers paid family leave to eligible workers who are unable to work due to non-work-related illness or injury, pregnancy or childbirth, care for a seriously ill family member, bond with a new child, military family member (exigency) or safety needs impact of domestic violence and/or sexual assault. To learn more, visit <https://famli.colorado.gov>.



Connecticut Paid Family & Medical Leave (PFML)

Connecticut offers paid leave to eligible workers who are unable to work due to non-work-related illness or injury, pregnancy or childbirth, care for a seriously ill family member, bond with a new child, caring for a family member who is injured while on active duty, military family member (exigency) or victim of family violence. To learn more, visit <https://ctpaidleave.org/s/employeelanding-page>.



Delaware Paid Family and Medical Leave (PFML)

Delaware offers paid leave to eligible workers who are unable to work due to non-work-related illness or injury, pregnancy or childbirth, care for a seriously ill family member, bond with a new child, caring for a family member who is injured while on active duty or military family member (exigency). To learn more, visit <https://labor.delaware.gov/delaware-paid-leave/>.



District of Columbia Universal Paid Leave (PFML)

District of Columbia (DC) offers paid leave to eligible workers who are unable to work due to non-work-related illness or injury, pregnancy or childbirth, care for a seriously ill family member, bond with a new child. To learn more about eligibility and apply for benefits, visit <https://dcpaidfamilyleave.dc.gov/>.



Hawaii Temporary Disability Insurance (TDI)

Hawaii offers disability insurance to eligible workers who are unable to work due to non-work-related illness or injury, pregnancy or childbirth. To learn more about eligibility, visit <https://labor.hawaii.gov/dcd/home/about-tdi/>. To apply for TDI benefits, visit [The Hartford online claim portal](#) call at **855-532-7881**.



Massachusetts Paid Family and Medical Leave (PFML)

Massachusetts offers paid leave to eligible workers who are unable to work due to non-work-related illness or injury, pregnancy or childbirth, care for a seriously ill family member, bond with a new child, caring for a family member who is injured while on active duty or military family member (exigency). To learn more about eligibility and apply for benefits, visit <https://www.mass.gov/paid-family-and-medical-leave-benefits-for-employees>.



Minnesota

Minnesota offers paid leave to eligible workers who are unable to work due to a non-work-related illness or injury, pregnancy or childbirth, care for a seriously ill family member, bond with a new child, military family member (exigency) or domestic violence, sexual assault and/or stalking. To learn more about eligibility and apply for benefits, visit <https://paidleave.mn.gov/>.



New Jersey Temporary Disability Insurance (TDI) and Family Leave Insurance (FLI)

New Jersey offers paid leave to eligible workers who are unable to work due to a non-work-related illness or injury, pregnancy or childbirth, care for a seriously ill family member, bond with a new child, or domestic or sexual violence. To learn more about eligibility and apply for FLI benefits, visit <https://www.nj.gov/labor/myleavebenefits/worker/tdi/>. To apply for TDI benefits, visit [The Hartford online claim portal](#) or call at **855-532-7881**.



New York Disability Benefits Law (DBL) and Paid Family Leave (PFL)

New York state offers disability insurance and paid family leave to eligible workers who are unable to work due to a non-work-related illness or injury, pregnancy or childbirth, care for a seriously ill family member, bond with a new child or military family member (exigency). To learn about eligibility, visit <https://paidfamilyleave.ny.gov/employees>. To apply for DBL or PFL benefits, visit [The Hartford online claim portal](#) or call at **855-532-7881**.



Oregon Paid Family and Medical Leave (PFML)

Oregon offers paid family leave to eligible workers who are unable to work due to non-work-related illness or injury, pregnancy or childbirth, care for a seriously ill family member, bond with a new child, or domestic violence, sexual assault harassment, and/or stalking. To learn more about eligibility and apply for benefits, visit <https://paidleave.oregon.gov/employees/overview.html>.



Rhode Island Temporary Disability Insurance (TDI) and Temporary Caregiver Insurance (TCI)

Rhode Island offers paid leave to eligible workers who are unable to work due to a non-work-related illness or injury, pregnancy or childbirth, care for a seriously ill family member or bond with a new child. To learn more about eligibility and apply for benefits, visit <https://dlt.ri.gov/individuals/temporary-disability-caregiver-insurance>.



Washington Paid Family & Medical Leave (PFML)

Washington offers paid family leave to eligible workers who are unable to work non-work-related illness or injury, pregnancy or childbirth, care for a seriously ill family member, bond with a new child or military family member (exigency). To learn more about eligibility and apply for benefits, visit <https://paidleave.wa.gov/>.