

State by State 2015 Short-Term Child-Care Leave Laws

State	Coverage	Leave/Maximum Time Available
CA	All employers	Unpaid, as needed for school conference for suspended child; accrued leave for sick child
	Employees who have worked for at least 12 months and who have worked 1,250 hours	Unpaid; up to 40 hours per child a year (8 hours a month) for school activities
	Employers of 50 employees or more within 75 miles of work site; employee works 1 year and 1,250 hours	Unpaid; up to 12 weeks in 12 months for sick child
	Employers of 25 employees or more in 1 location	Unpaid; up to 40 hours a year, not exceeding 8 hours in a month of the year for school activities
	Employees who pay into SDI program	Paid state benefit; up to 6 weeks to care for seriously ill child
	All employers; employees work at least 30 days in the state within 1 year	Paid; up to 24 hours or three days of leave per year for sick child
CO	All employers; employee works 1 year	Unpaid; up to 3 months for sick child
	Employers of 50 employees; nonsupervisory employees	Unpaid; up to 6 hours a month (18 hours a school year) for school activities
CT	Employers of 75 employees or more; employee works 1 year and 1,000 hours	Unpaid; up to 16 weeks in 24 months for sick child
	Employers of 50 or more workers during the week of Oct. 1; employee works 680 hours and average of 10 hours a week during preceding quarter	Paid; up to 40 hours per year for sick child
DC	Employers of 20 or more employees; employee works 1 year and 1,000 hours	Unpaid; up to 16 weeks in 24 months for sick child
	All employers	Unpaid; up to 24 hours in 12 months for school activities
	Employers of 24 or more employees; employees begin accruing time immediately upon hire	Paid; leave varies depending on employer size; for sick child
HI	Employers of 100 or more employees; employee works 6 months	Unpaid; up to 4 weeks in 12 months for child's serious illness
IL	Employers of 50 or more employees; employee works 6 months and weekly hours average ½ full-time hours	Unpaid, if all accrued leave other than sick/disability exhausted; up to 4 hours a day (8 hours a year) for school activities
LA	All employers	Unpaid; at employer's discretion, up to 16 hours a year for school activities
MA	Employers of 50 or more employees; employee works 12 months and 1,250 hours	Unpaid; up to 24 hours in 12 months for school activities or doctor's appointment
	Employers with at least 11 employees; employees begin to accrue their time on their first day of work	Paid; up to 40 hours per year for sick child
	Employers with fewer than 11 employees; employees begin to accrue their time on their first day of work	Unpaid; up to 40 hours per year for sick child
MD	Employers of 15 or more	Paid; to care for sick child, if company policy is to pay for maternity leave
ME	Employers of 15 or more; employee works 1 year	Unpaid; up to 10 weeks in 24 months for child's serious illness
MN	All employers	Unpaid; up to 16 hours for school activities
NC	All employers	Unpaid; up to 4 hours in 12 months for school activities
NJ	Employers of 50 or more employees; employee works 1 year and 1,000 hours	Unpaid; up to 12 weeks in 24 months for sick child
	Employees who pay into SDI program	Paid state benefit; up to 6 weeks in 12 months to care for sick child
NV	All employers	Unpaid; employees can't be fired for attending a school conference or emergency
	Employers of 50 or more employees for 20 weeks in current year	Unpaid; up to 4 hours per child, per school year, for school activities; leave must be taken in 1-hour increments
OR	Employers of 25 or more for 20 weeks in current or preceding year; employee works 180 days a year and 25 hours a week	Unpaid; up to 12 weeks in 12 months for child who isn't seriously ill but needs home care; additional 12 weeks if employee has already taken 12 weeks for birth of child if child needs home care
RI	Employers of 50 or more employees; employee works 1 year and 30 hours a week	Unpaid; up to 13 weeks in 24 months for sick child
	Employers of 50 or more employees; employee works 12 months	Unpaid; up to 10 hours in 12 months for school activities
VT	Employers of 15 or more employees; employee works 1 year and 30 hours a week	Unpaid; up to 12 weeks in 12 months for sick child Unpaid; up to 4 hours in 30-day period (up to 24 hours in 12 months) for school activities or medical appointments
	Employers of 50 or more employees in 20 weeks during current or preceding year; employee works 12 months and 1,250 hours	Unpaid; up to 12 weeks in 12 months for child's serious illness
WI	Employers of 50 or more employees; employee works 1 year and 1,000 hours	Unpaid; up to 2 weeks for sick child