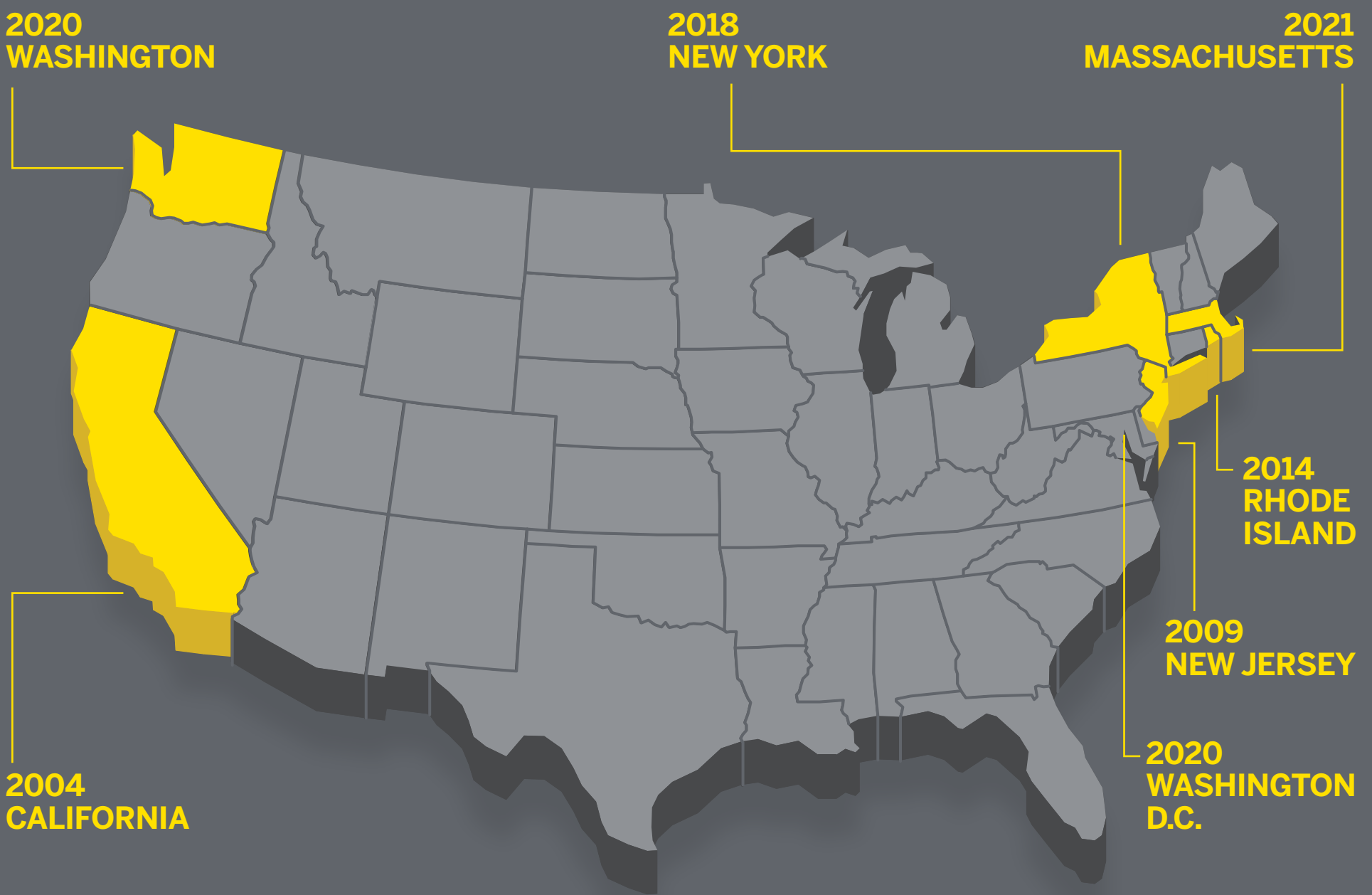
















Paid family leave gaining traction in the United States

As more states implement paid family leave programs and the federal government continues to discuss it, paid family leave benefits as part of health and welfare programs have gained traction. According to a Milliman study, almost 60% of U.S. employers offer or are planning to offer paid leave in 2018 for new parents, and just under 50% offer or are planning to offer paid leave in 2018 to care for a sick family member. **A summary of paid family leave requirements by state is shown here:**



STATE	INCOME REPLACEMENT*	MAXIMUM WEEKLY BENEFIT	LENGTH	JOB PROTECTION
CALIFORNIA 	 60%/70%	\$1,216	6 WEEKS	NO
NEW JERSEY 	 67%	\$637	6 WEEKS	NO
RHODE ISLAND 	 60%	\$831	4 WEEKS	YES
NEW YORK 	 50%	\$653	8 WEEKS	YES
WASHINGTON 	 Up to 90%	\$1,000	12 TO 16 WEEKS	YES
D.C. 	 Up to 90%	\$1,000	2 TO 8 WEEKS	NO
MASS. 	 Up to 80%	\$850	12 TO 26 WEEKS	YES

* CALIFORNIA INCOME REPLACEMENT IS 60% OR 70% DEPENDING ON EMPLOYEE'S WAGE. NEW YORK PHASES IN TO 12 WEEKS AND 67% INCOME REPLACEMENT IN 2021.