

# PFML State Updates

## 2025/2024 Comparison

### Colorado

CO PFML	2025	2024
State rate	Unchanged, remains the same as 2024	0.90% of employee's wages, up to Social Security income limit
Maximum employee contribution rate	Unchanged, remains the same as 2024	0.45% of employee's wages, up to annual maximum
Maximum employee annual contribution	\$792.45	\$758.70
Social Security income limit	\$176,100	\$168,600
Maximum weekly benefit	\$1,324.21	\$1,100

### Connecticut

CT PFML	2025	2024
State rate	Unchanged, remains the same as 2024	0.50% of employee's wages, up to Social Security income limit
Maximum employee contribution rate	Unchanged, remains the same as 2024	0.50% of employee's wages, up to annual maximum
Maximum employee annual contribution	\$880.50	\$843
Social Security income limit	\$176,100	\$168,600
CT state minimum wage	\$16.35	\$15.69
Maximum weekly benefit (60 times state minimum wage)	\$981	\$941.60

### Massachusetts

MA PFML	2025	2024
State combined rate	Unchanged, remains the same as 2024	0.88% of employee's weekly wages, up to Social Security income limit
Rate Breakdown:	Unchanged, remains the same as 2024	Medical 0.70% / Family 0.18% Medical employer 0.42% / Medical employee 0.28% Family employer 0.0% / Family employee 0.18%
Maximum employee annual contribution	\$810.06 (Combined PML/PFL rate 0.46%) Medical: \$493.08 (rate 0.28%) Family: \$316.98 (rate 0.18%)	\$775.56 (Combined PML/PFL rate 0.46%) Medical: \$472.08 (rate 0.28%) Family: \$303.48 (rate 0.18%)
Social Security income limit	\$176,100	\$168,600
Maximum weekly benefit	\$1,170.64	\$1,149.90

**Oregon**

<b>OR PFML</b>	<b>2025</b>	<b>2024</b>
<b>State rate</b>	Unchanged, remains the same as 2024	1.00% of employee's wages, up to Social Security income limit
<b>Maximum employee contribution rate</b>	60% of state rate	0.60% of employee's wages, up to annual maximum
<b>Maximum employee annual contribution</b>	\$1,056.60	\$1,011.60
<b>Taxable wage maximum (2024 – Social Security income limit)</b>	\$176,100	\$168,600
<b>Minimum weekly benefit</b>	\$65.36	\$63.48
<b>Maximum weekly benefit</b>	\$1,568.60	\$1,523.63

**Washington**

<b>WA PFML</b>	<b>2025</b>	<b>2024</b>
<b>State rate</b>	0.92% of employee's wages, up to Social Security wage limit	0.74% of employee's wages, up to Social Security income limit
<b>Maximum employee contribution rate</b>	71.52% of the total premium	71.43% of the total premium
<b>Maximum employee annual contribution</b>	28.48% of the total premium	28.57% of the total premium
<b>Taxable wage maximum (2024 – Social Security income limit)</b>	\$176,100	\$168,600
<b>Minimum weekly benefit</b>	Unchanged, remains the same as 2024	\$100
<b>Maximum weekly benefit</b>	\$1,542	\$1,456

**California**

<b>CA PFL</b>	<b>2025</b>	<b>2024</b>
<b>State rate</b>	70% to 90% of an employee's weekly wages	70% to 90% of an employee's weekly wages
<b>Taxable wage maximum (2024 – Social Security income limit)</b>	\$176,100	\$168,600
<b>Minimum weekly benefit</b>	Unchanged, remains the same as 2024	\$50
<b>Maximum weekly benefit</b>	\$1,681	\$1,620

**District of Columbia**

<b>DC PFL</b>	<b>2025</b>	<b>2024</b>
<b>State rate</b>	Weekly benefit amount is calculated as a percentage of the employee's earnings, so the weekly benefit may be different for each individual	Weekly benefit amount is calculated as a percentage of the employee's earnings, so the weekly benefit may be different for each individual
<b>Maximum employee contribution rate</b>	Only employers contribute to the PFL program	Only employers contribute to the PFL program
<b>Maximum employer contribution</b>	0.75% of employee's wages, with no cap	0.50% of employee's wages
<b>Social Security income limit</b>	\$176,100	\$168,600
<b>Leave duration</b>	12 weeks bonding, 12 weeks serious health leave, 2 weeks prenatal leave	9 weeks bonding, 6 weeks of sick leave, 2 weeks of personal medical care
<b>Maximum weekly benefit</b>	\$1,153.00	\$1,149.90