


|  New Hampshire - Leave Types, Benefit Amounts and Durations | | | | | | | | | | |
|---|---|----------|---|---|---|---|---|---|----------------|--|
| Leave Law | Interaction with Other Laws (if employee is eligible) | Law Type | Employer Eligibility | Employee Eligibility | Job Protection | Group Health Continuation | Leave Types/Durations (12 month period, unless otherwise stated) | Pay Benefit | Waiting Period | Family Members (family care leave) |
| New Hampshire Law Against Discrimination (NH-LAD) | <p>Leave Laws - NHLAD runs concurrently with federal FMLA.</p> <p>Pay Laws - NHLAD will run concurrently with NH PFML(leave and pay law).</p> | Leave | 6 employees (US) | No requirements. | Yes | No - must continue if continued for other medical (non-pregnancy related) leaves | Pregnancy disability leave - no duration maximum (as certified by a medical provider). | N/A | N/A | N/A |
| New Hampshire Paid Family and Medical Leave (NH PFML) | <p>Leave Laws - NH PFML runs concurrently with federal FMLA and NHLAD.</p> <p>Pay Laws - N/A</p> | Pay | Private employers with 1 employee (US) who voluntarily opt into the PFML program OR private employees who have individually opted into the program. | No specific requirements. Employees must be enrolled individually or via their company* | No, based on guidance we have received from the state. Please consult your counsel if you have questions. | No, based on guidance we have received from the state. Please consult your counsel if you have questions. | 6 weeks (or 12 weeks - if the employer wishes). Parental, family care, medical(including pregnancy disability and organ/tissue donation), injured service member, military exigency leave. | 60% of average weekly wage, up to the Social Security cap (\$1,848.46 in 2023, increasing to \$1,945.38 in 2024) | 1 week. | Child, parent, stepparent, legal guardian of the child or the child's spouse or domestic partner, grandparent or step grandparent, spouse or domestic partner. |

*Note: Employers may opt into the NH PFML program, and individual employees may also opt-in. Employers must have a physical office location in NH, for employers/employees to opt in. Further, if employers choose to opt-into the program, they may choose either 6 or 12 weeks of NH PFML.

There is no employee eligibility criteria if the employer opts into NH PFML. If an individual employee opts into NH PFML, they must wait 7 months until they are eligible for benefits under the program. Once eligible, they are considered eligible for the program thereafter.

We suggest you review the "At a glance" on the New Hampshire state page, if you have questions.

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