

A brief overview of intermittent bonding leave provisions in mandatory state FMLA, parental leave, and PFL/PFML laws. This is not intended as an exhaustive overview. Employers are encouraged to check state resources for additional detail, including the *State & Local Leave Law Resource* (<https://bit.ly/3VaGGU8>).

State	Act/Website	Permits Intermittent or Reduced Schedule Bonding Leave
Alabama	Adoption Promotion Act	With employer agreement
California	Family Rights Act	Without employer agreement (but must be taken in 2-week increments, except on 2 occasions where it may be taken for less than 2 weeks).
	Paid Family Leave	<i>Likely mirrors CFRA</i>
Colorado	Family Care Act	With employer agreement
	Paid Family and Medical Leave	<i>Likely mirrors CO FCA</i>
Connecticut	Family and Medical Leave	With employer agreement
	Paid Family and Medical Leave	With employer agreement
D.C.	Family and Medical Leave Act	With employer agreement
	Paid Family and Medical Leave	<i>Likely mirrors DC FMLA</i>
Delaware	Paid Family and Medical Leave	TBD, further rulemaking needed
Hawaii	Family Leave Law	Without employer agreement
Kentucky	Adoption Leave	Not specified
Maine	State FMLA	With employer agreement
	Paid Family and Medical Leave	With employer agreement
Maryland	Parental Leave	Not specified
	Paid Family and Medical Leave	Employee must try to schedule intermittent leave so as not to unduly disrupt the employer's operation.
Massachusetts	Parental Leave Act	Not specified
	Paid Family and Medical Leave	TBD, further rulemaking needed
Minnesota	Pregnancy and Parental Leave Act	Not specified. However, if agreed to by the employer, the employee may work part time during the leave period without forfeiting the right to return to full-time work at the end of the leave.
	Paid Family and Medical Leave	TBD, further rulemaking needed
New Jersey	Family Leave Act	Without employer agreement
	Family Leave Insurance Benefits	Without employer agreement
New York	Paid Family Leave	Without employer agreement
Oregon	Family Leave Act	With employer agreement, except when leave is used to attend the birth, effectuate the adoption, or foster care placement.
	Paid Family and Medical Leave	<i>Likely mirrors OFLA</i>
Rhode Island	Parental and Family Medical Leave Act	Not specified
	Temporary Caregiver Insurance	Intermittent Leave not permitted
Washington	Paid Family and Medical Leave Law	Without employer agreement
Wisconsin	Family and Medical Leave	Without employer agreement so long as the partial absences do not "unduly disrupt" the employer's operations.