

Delaware Paid Family & Medical Leave Insurance Program (DE PFML)

The Delaware Paid Family and Medical Leave (DE PFML) program, also known as the Healthy Delaware Families Act, is a state-mandated program that provides eligible Delaware workers with paid leave for certain family and medical reasons.

The program provides paid leave for:

- Parental leave: Up to 12 weeks per year to bond with a new child.
- Family caregiving: Up to 6 weeks every 24 months to care for a family member with a serious health condition.
- Medical leave: Up to 6 weeks every 24 months for the employee's own serious health condition.
- Military exigency: Up to 6 weeks every 24 months to address issues arising from a family member's military deployment.

Eligibility

- Employees must have worked for at least one year and 1,250 hours with a single employer.
- The employer must be covered by the program.
- Please click [here](#) for further information on eligibility.

Weekly Benefit

- Covered individuals are entitled to receive 80% of their average weekly wage while on approved leave, up to \$900 per week.
- Average weekly wage consists of all income received from an employer including base salary, commissions, tips, and bonuses.
- For clarification on benefits, click [here](#) to access a benefit calculator.

Waiting Period

- There is no waiting period before DE PFML is effective.

Job and Benefits Protection

- Delaware's Paid Family and Medical Leave (DE PFML) program provides job and benefits protection for eligible employees taking leave for qualifying family and medical reasons.
- When applicable, a worker should request leave under the federal Family and Medical Leave Act (FMLA) concurrently, which our Leave Management office can assist with.

Coverage Period

- Bonding: Up to 12 weeks per year.
- Family Care/Personal Serious Health Condition: Up to 6 weeks every 24 months.
- Military Exigency: Up to 6 weeks every 24 months.

Filing for Disability

- To apply you must file a claim directly with the state.
- To file a claim, visit the state website [here](#).