

# MetLife's State Disability and PFML Coverage at a Glance

State	Benefits available through the state?	Type of leave for Employee's own healthcare need	Family leave included in state mandate	MetLife products/ services available	Does MetLife offer a fully-insured plan?	Does MetLife offer both advice to pay and check cutting self-insured plan administration?
California	Available	Disability	Yes	Family and Disability	N/A	Yes
Colorado Benefits starts 1/1/2024	Available	SeriousHealth Condition	Yes	Family and Medical	N/A	Yes
Connecticut Benefits start 1/1/2022	Available	SeriousHealth Condition	Yes	Family and Medical	Yes	Yes
District of Columbia	Required	SeriousHealth Condition	Yes	N/A (District run program only)	N/A	N/A
Hawaii	Not Available	Disability	No	Disability only	Yes	Yes
Massachusetts Benefits start 1/1/2021	Available	SeriousHealth Condition	Yes	Family and Medical	Yes	Yes
New Jersey	Available	Disability	Separate	Disability only	Yes	Yes
New York	Available	Disability	Separate	Family and Disability	Yes	Yes
Oregon Benefits start 1/1/2023	Available	SeriousHealth Condition	Yes	Family and Medical	N/A	Yes
Puerto Rico	Available	Disability	No	Disability only	Yes	No
Rhode Island	Required	Disability	Yes	N/A (State run program only)	N/A	N/A
Washington	Available	SeriousHealth Condition	Yes	Family and Medical	N/A	Yes

Like most insurance policies, insurance policies offered by MetLife and its affiliates contain certain exclusions, exceptions, waiting periods, reductions, limitations, and terms for keeping them in force. Please contact MetLife or your plan administrator for complete details.

