

# State of the Line

2025 MID-YEAR

## Statutory and paid leave

State-paid leave claims surged year over year, fueled by strong participation in New York's and California's PFML programs. Usage was highest among mid-career employees, but older employees are increasingly tapping into family leave benefits — signaling a shift in workforce needs and caregiving demands.



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**8.1%**

**Increase overall in new claim volume**

From mid-year 2024 to mid-year 2025, state-paid leave programs have continued to grow.

**10.3%** ↑

**Increase in New York Paid Family Leave (NYPFL) claims year over year**

This is the largest contributor to statutory paid leave claims, with an incident rate that rose slightly from 7.4 to 7.5.

**6.1%** ↑

**Increase in California Paid Family Leave (CAPFL) claims year over year**

This is the second largest contributor to statutory paid leave claims, with an incident rate that remained stable at 5.2.

**Together, NYPFL and CAPFL accounted for 84.9% of all state-paid leave volumes managed by Sedgwick.**

### Age group trends

The 25-35 and 35-45 age groups remained the most active users across all state programs.

- For NYPFL, usage in the 35-45 group increased from 39% to 39.9%.
- For CAPFL, usage in the 35-45 group represented 47.3% of new claims, followed by 25-35 at 36.2%.
- The 55-plus age group is emerging as a growing segment:
  - Overall usage of statutory paid leave grew from 9% to 9.7% for this age group.
  - NYPFL usage in those who are 55 or older increased from 11.5% to 12.1%, primarily for family leave.

### Length of service (LOS) trends

- Employees in the “5–10 years” category showed the highest usage. Usage increased from 28.3% to 29.8%.
- Usage by employees in the “less than 3 years” category declined from 33.1% to 28.4%, though this age group still represents a significant portion of usage.

### Claim type insights

NYPFL

- Family leave: 47.3% of claims
- Bonding with newborn: 52.3%
- Claim frequency:
  - Continuous: 55%
  - Periodic: 45%

CAPFL

- Bonding with newborn: 68.6%
- Care for parent: 14.6%