

# State of the Line

2025 YEAR-END

## Statutory and paid leave claims

From 2024 to 2025, state-paid leave programs grew, driven primarily by New York and California. New York Paid Family Leave led growth in new claims, while California Paid Family Leave also recorded modest increases in both claim volume and incidence.




[Dive deeper into the stats with the full report here](#)

**7.3%**


increase overall in new claim volume for state-paid leave programs from 2024-2025.



**8.9%** 

increase in New York Paid Family Leave (NY PFL) claims year over year.

This is the largest contributor to statutory paid leave claims, with an incident rate that rose slightly from 6.1% to 6.8%.

**3.7%** 

increase in California Paid Family Leave (CA PFL) claims year over year.

This is the second-largest contributor to statutory paid leave claims, with an incident rate that rose slightly from 4.5% to 4.8%.

Together, NY PFL and CA PFL accounted for 85% of all state-paid leave volumes managed by Sedgwick.

### Age group trends

25–35 and 35–45 age groups remain the most active users across all state programs.

- In NY PFL, the 35–45 group increased from 34.7% to 35.7%.
- In CA PFL, the 35–45 group represents 47.2% of new claims, followed by 25–35 at 35.8%.

The 55-plus age group is growing slightly:

- NY PFL: Increased from 11.7% to 11.9%, primarily for Family Leave.
- Overall Statutory Paid Leave: Decreased from 9.2% to 9.0%.

### Length-of-service trends

Employees with 5–10 years of service show the highest usage:

- Increased from 28.6% to 29.6% year over year.

Those with less than three years of service declined from 32.7% to 27.0%.

### Claim type insights

NY PFL

- Family leave: 45.8% of claims.
- Bonding with newborn: 53.8%
- Claim frequency:
  - Continuous: 54%
  - Periodic: 46%

CA PFL

- Bonding with newborn: 67.3%
- Care for child: 7.7%