



DELAWARE

Paid Leave is here.

Family and Medical Leave Insurance Program

Here's what health care providers need to know.

As of January 2026, Delaware employees can now take paid time off for major life events, including medical and family caregiver leave. When they file a claim, their health care provider will be required to confirm their condition and eligibility.

As a provider, you'll be responsible for determining:

- If the illness or injury meets the FMLA (Family and Medical Leave Act) definition of a serious health condition.
- How many weeks the employee should take off.
- Which type of leave is appropriate (continuous, intermittent, or reduced).

How the process works:

- When the employee files their claim, they'll receive a Certification of Serious Health Condition (CSHC) access link and code.
- They'll bring this code to you, their health care provider.
- You'll use this code to access Delaware LaborFirst, the online paid leave management portal, and complete the CSHC.
- You'll have the final say in determining the validity and eligibility of your patient's claim.

Note: No diagnosis or HIPAA-protected medical details will ever be requested of you.



Your role is essential.

Whether you're completing it for your patient or for a patient's family member who's requesting time off to care for their loved one, submission of the CSHC when requested will ensure that Delaware workers get the benefits they need.

Be ready and learn more.

A step-by-step guide is available to walk you through the process. Scan the QR code to visit the Health Care Provider page for more information.

de.gov/paidleaveproviders



OUT-OF-STATE PROVIDERS: If you have patients residing in Delaware, you may still be required to complete and submit a CSHC for their claims.