

2021 Prenatal-to-3 State Policy Roadmap

Methods and Sources

Effective Policies

PAID FAMILY LEAVE

What is paid family leave and why is it important?

All references for this section are provided in the Notes and Sources section at the bottom of each webpage. Additionally, search the [Prenatal-to-3 Policy Clearinghouse](#) for an ongoing inventory of rigorous evidence reviews, including more information on paid family leave programs.

What impact does paid family leave have?

The following studies meet standards of strong causal evidence to demonstrate the impacts of paid family leave for the health and wellbeing of young children and their families:

- A. Bailey, M., Byker, T., Patel, E., & Ramnath, S. (2019). *The long-term effects of California's 2004 paid family leave act on women's careers: Evidence from US tax data* (No. w26416). National Bureau of Economic Research. <https://www.nber.org/papers/w26416.pdf>
- B. Baum, C., & Ruhm, C. (2016). The effects of paid leave in California on labor market outcomes. *Journal of Policy Analysis and Management*, 35(2), 333–356. <https://onlinelibrary.wiley.com/doi/epdf/10.1002/pam.21894>
- C. Bullinger, L. R. (2019). The effect of paid family leave on infant and parental health in the United States. *Journal of Health Economics*, 66, 101–116. <https://doi.org/10.1016/j.jhealeco.2019.05.006>
- D. Byker, T. S. (2016). Paid parental leave laws in the United States: Does short-duration leave affect women's labor-force attachment? *American Economic Review*, 106(2), 242–246. <https://www.aeaweb.org/articles?id=10.1257/aer.p20161118>
- E. Choudhury, A.R. & Polachek, S.W. (2019). *The impact of paid family leave on the timing of infant vaccinations* (No. 12483). IZA Institute of Labor Economics. <https://www.iza.org/publications/dp/12483/the-impact-of-paid-family-leave-on-the-timing-of-infant-vaccinations>
- F. Das, T. & Polachek, S. W. (2015). Unanticipated effects of California's paid family leave program. *Contemporary Economic Policy*, 33(4), 619–635. <https://doi.org/10.1111/coep.12102>
- G. Hamad, R., Mordrek, S. & White, J. S. (2019). Paid family leave effects on breastfeeding: A quasi-experimental study of US policies. *American Journal of Public Health*, 109(1), 164–166. <https://doi.org/10.2105/AJPH.2018.304693>

- H. Huang, R. & Yang, M. (2015). Paid maternity leave and breastfeeding practice before and after California's implementation of the nation's first paid family leave program. *Economics and Human Biology*, 16, 45–59. <https://doi.org/10.1016/j.ehb.2013.12.009>
- I. Klevens, J., Luo, F., Xu, L., Peterson, C., & Latzman, N. E. (2016). Paid family leave's effect on hospital admissions for pediatric abusive head trauma. *Journal of the International Society for Child and Adolescent Injury Prevention*, 22(6), 442–445. <http://dx.doi.org/10.1136/injuryprev-2015-041702>
- J. Lichtman-Sadot, S., & Bell, N. P. (2017). Child health in elementary school following California's paid family leave program. *Journal of Policy Analysis and Management*, 36, 790–827. <https://doi.org/10.1002/pam.22012>
- K. Pac, J., Bartel, A., Ruhm, C., & Waldfogel, J. (2019). *Paid family leave and breastfeeding: Evidence from California* (No. w25784). National Bureau of Economic Research. <https://www.nber.org/papers/w25784>
- L. Pihl, A. & Basso, G. (2018). Did California paid family leave impact infant health? *Journal of Policy Analysis and Management*, 38(1), 155–180. <https://doi.org/10.1002/pam.22101>
- M. Stanczyk, A. B. (2019). Does paid family leave improve household economic security following a birth? Evidence from California. *Social Service Review*, 93(2), 262–304. <https://doi.org/10.1086/703138>
- N. Rossin-Slater, M., Ruhm, C., & Waldfogel, J. (2013). The effects of California's paid family leave program on mothers' leave-taking and subsequent labor market outcomes. *Journal of Policy Analysis and Management*, 32(2), 224–245. <https://doi.org/10.1002/pam.21676>
- O. Bana, S., Bedard, K., & Rossin-Slater, M. (2020). The impacts of paid family leave benefits: Regression kink evidence from California administrative data. *Journal of Policy Analysis and Management*, 39(4), 888–929. <https://doi.org/10.1002/pam.22242>
- P. Lee, B., Modrek, S., White, J., Batra, A., Collin, D., & Hamad, R. (2020). The effect of California's paid family leave policy on parent health: A quasi-experimental study. *Social Science & Medicine*, 251, 1–8. <https://doi.org/10.1016/j.socscimed.2020.112915>
- Q. Jones, K., & Wilcher, B. (2019). *Reducing maternal labor market detachment: A role for paid family leave*. American University Working Paper. <https://ideas.repec.org/p/amu/wpaper/2019-07.html>
- R. Bartel, A. P., Rossin-Slater, M., Ruhm, C. J., Stearns, J., & Waldfogel, J. (2018). Paid family leave, fathers' leave-taking and leave-sharing in dual earner households. *Journal of Policy Analysis and Management*, 37(1), 10–37. <https://doi.org/10.1002/pam.22030>
- S. Montoya-Williams, D., Passarella, M., & Lorch, S. (2020). The impact of paid family leave in the United States on birth outcomes and mortality in the first year of life. *Health Services Research*, 1-8. <https://doi.org/10.1111/1475-6773.13288>
- T. Doran, E., Bartel, A., Ruhm, C., & Waldfogel, J. (2020). California's paid family leave law improves maternal psychological health. *Social Science & Medicine*, 256, 1-8. <https://doi.org/10.1016/j.socscimed.2020.113003>
- U. Choudhury, A. (2020). Long term impact of California's paid family leave policy on breastfeeding. *The Empirical Economics Letters*, 19(1), 43-53. https://www.researchgate.net/publication/341767260_Long_Term_Impact_of_California's_Paid_Family_Leave_Policy_on_Breastfeeding
- V. Kang, J. (2020). The effect of paid maternity leave on low-income families' welfare use in the US. *Social Policy Administration*, 1-19. <https://doi.org/10.1111/spol.12618>

- W. Goodman, J., Elser, H., & Dow, W. (2020). Among low-income women in San Francisco, low awareness of paid parental leave benefits inhibits take-up. *Health Affairs*, 39(7), 1157-1165.
<https://doi.org/10.1377/hlthaff.2020.00157>
- X. Rodgers, L. (2020). The impact of paid family leave on household savings. *Labor Economics*, 67, 1-13.
<https://doi.org/10.1016/j.labeco.2020.101921>
- Y. Lenhart, O. (2021). The effects of paid family leave on food insecurity – evidence from California. *Review of the Economics of the Household*. <https://doi.org/10.1007/s11150-020-09537-4>
- Z. Steenland, M., Short, S., Galarraga, O. (2021). Association between Rhode Island's paid family leave policy and postpartum care use. *Obstetrics & Gynecology* [Online ahead of print].
<https://doi.org/10.1097/aog.0000000000004303>

What progress have states made in the last year to adopt and fully implement paid family leave?

To assess progress in adopting and fully implementing a statewide paid family leave program of a minimum of 6 weeks, we have developed a ranking methodology that gives states credit for

- Implementing a statewide paid family leave program, or a more limited program for state employees
- The number of weeks of benefits provided in the paid family leave program
- Any legislative initiative between July 1, 2020 and August 1, 2021 to create or expand a paid family leave program

These state actions are assigned a ranking on a scale of 0 to 10, according to the below schema.

Progress assessment methodology: Has a state adopted and fully implemented a paid family leave program of a minimum of 6 weeks?

Progress	Detail	
Yes	10	
	9	
	8	Yes, and the state has adopted and fully implemented a paid family leave program that provides more than 6 weeks of benefits.
	7	Yes, the state has adopted and fully implemented a paid family leave program that provides 6 weeks of benefits.
Some Progress	6	No, but the state has enacted a paid family leave program that will provide at least 6 weeks of benefits once fully implemented.
	5	No, but the state has a paid family leave program that provides fewer than 6 weeks of benefits.
	4	No, but the state has a paid family leave program for eligible state employees.
No	3	No, but there has been considerable legislative initiative to adopt and implement a paid family leave program.
	2	No, but there has been some legislative initiative to adopt and implement a paid family leave program.
	1	No, and there has been little to no legislative initiative to adopt and implement a paid family leave program.

Regressive	0	No, and the state passed legislation to limit approaches to adopt a paid family leave program.
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Additionally, we further evaluated state progress towards adopting and implementing a paid family leave program of at least 6 weeks, by comparing the state’s current status on this metric to that in the 2020 State Policy Roadmap. States are assessed as having adopted and fully implemented this policy, having made some progress towards adopting and fully implementing this policy, or having made no progress towards adopting and fully implementing this policy for both the 2020 and 2021 State Policy Roadmaps.

A state’s current paid family leave policies were confirmed by analyzing state statutes, state administrative codes, ballot initiatives, legislation, and other relevant government agency documents. The sources referenced to assess progress towards adopting and fully implementing a paid family leave program of a minimum of 6 weeks in each individual state are listed below.

We also performed an electronic search using Quorum State between July 1, 2020 and August 15, 2021 to assess legislative progress pertaining to paid family leave. The main search strategy used combinations of keywords for Paid family leave (paid WITHIN 10 of leave, OR Temporary Disability Insurance OR Maternity Leave Program OR Maternity Leave OR Parental Leave OR Paid WITHIN 5 of Parental Leave OR Paid parental leave OR Family and medical leave OR Paid family medical leave). Research staff conducted searches, analyzed results for relevant state legislation, and summarized the progress states made toward adopting and fully implementing a paid family leave program with at least 6 weeks of available benefits. Research staff also analyzed results for relevant state legislation and summarized actions states have taken to adopt and implement paid family leave programs for state employees and/or paid family leave programs with fewer than 6 weeks of available benefits.

Sources:

State	Source
All States	1. A Better Balance. (July 28, 2021). <i>Comparative Chart of Paid Family and Medical Leave Laws in the United States</i> . Retrieved on July 28, 2021 from https://www.abetterbalance.org/resources/paid-family-leave-laws-chart/
Alabama	(no additional sources)
Alaska	(no additional sources)
Arizona	1. H.B. 2858, 55th Leg., 1st Reg. Sess., (Ariz. 2021). 2. S.B. 1173, 55th Leg., 1st Reg. Sess., (Ariz. 2021). 3. S.B. 1756, 55th Leg., 1st Reg. Sess., (Ariz. 2021). 4. S.B. 2756, 55th Leg., 1st Reg. Sess., (Ariz. 2021).
Arkansas	1. S.B. 642, 93rd Leg., Reg. Sess., (Ark. 2021). 2. Uniform Attendance and Leave Policy Act, Ark. Code Ann. § 21-4-203(5) (2017).
California	1. A.B. 123, 2020 Leg., Reg. Sess., (Cal. 2020). 2. Cal. Unemp. Ins. Code § 2601 et seq. (2015). 3. California Employment Development Department. (2021). <i>California paid family leave</i> . Retrieved on August 1, 2021, from https://edd.ca.gov/disability/paid-family-leave/

State	Source
	<ol style="list-style-type: none"> 4. California Employment Development Department. (2021). <i>Overview of California's paid family leave</i>. Retrieved on August 1, 2021, from https://edd.ca.gov/disability/paid-family-leave/ 5. S.B. 1661, 2002 Leg., Reg. Sess., (Cal. 2002). 6. Zucker, G. (2021, March 31). <i>Implementing paid family and medical leave</i>. Retrieved on August 1, 2021, from, https://www.newamerica.org/better-life-lab/reports/implementing-paid-family-and-medical-leave/
Colorado	<ol style="list-style-type: none"> 1. Colo. Rev. Stat. § 8-13.3 (2020). 2. S.B. 21-251, 73rd Leg., 1st Reg. Sess., (Colo. 2021).
Connecticut	<ol style="list-style-type: none"> 1. (2019) Conn. Acts No. 19-25 (Reg. Sess.). 2. Connecticut Paid Leave. (2021). <i>About the paid leave authority</i>. Retrieved on August 1, 2021, from https://ctpaidleave.org/s/about-us?language=en_US 3. H.B. 5561, 2021 Leg., Reg. Sess., (Conn. 2021). 4. H.B. 5955, 2021 Leg., Reg. Sess., (Conn. 2021). 5. H.B. 5962, 2021 Leg., Reg. Sess., (Conn. 2021). 6. S.B. 1, 2019 Leg., Reg. Sess., (Conn. 2019). 7. S.B. 223, 2021 Leg., Reg. Sess., (Conn. 2021).
Delaware	<ol style="list-style-type: none"> 1. Del. Code tit. 14, § 5120 (2018). 2. S.B. 1, 151st Leg., Reg. Sess., (Del. 2021).
District of Columbia	<ol style="list-style-type: none"> 1. Austermuhle, M. (2017). <i>City official: D.C.'s paid family leave program may face delays cost more than planned</i>. Retrieved on August 1, 2021, from https://wamu.org/story/17/10/10/city-official-d-c-s-paid-family-leave-program-may-face-delays-cost-planned/ 2. P.R. 24-0158, 24th Leg., Reg. Sess., (D.C. 2021). 3. Paid Leave Compensation Act of 2017. D.C. Code § 32-541.01 et seq. (2017). 4. Washington D.C. Department of Employment Services. (2021). <i>DC paid family leave</i>. Retrieved on August 1, 2021, from https://does.dc.gov/page/dc-paid-family-leave 5. Washington D.C. Department of Employment Services. (2020, June). <i>DC paid family leave employee handbook</i>. Retrieved on August 1, 2021, from http://dcpaidfamilyleave.dc.gov/wp-content/uploads/2020/06/PFL-Employee-Handbook-June-2020.pdf
Florida	<ol style="list-style-type: none"> 1. H.B. 1245, 2021 Leg., Reg. Sess., (Fla. 2021) 2. H.B. 1247, 2021 Leg., Reg. Sess., (Fla. 2021) 3. H.B. 1249, 2021 Leg., Reg. Sess., (Fla. 2021) 4. S.B. 1586, 2021 Leg., Reg. Sess., (Fla. 2021). 5. S.B. 1596, 2021 Leg., Reg. Sess., (Fla. 2021).
Georgia	<ol style="list-style-type: none"> 1. H.B. 146, 2021 Leg., Reg. Sess., (Ga. 2021). 2. H.B. 698, 2021 Leg., Reg. Sess., (Ga. 2021). 3. H.B. 1094, 2019-2020 Leg., Reg. Sess., (Ga. 2020). 4. S.B. 55, 2021 Leg., Reg. Sess., (Ga. 2021).
Hawaii	<ol style="list-style-type: none"> 1. H.B. 5, 31st Leg., Reg. Sess., (Haw. 2021). 2. H.B. 466, 31st Leg., Reg. Sess., (Haw. 2021). 3. H.B. 1272, 31st Leg., Reg. Sess., (Haw. 2021). 4. H.C.R. 104, 31st Leg., Reg. Sess., (Haw. 2021). 5. S.B. 679, 31st Leg., Reg. Sess., (Haw. 2021).

State	Source
	6. S.C.R. 98, 31st Leg., Reg. Sess., (Haw. 2021).
Idaho	Idaho Exec. Order No. 2020-03 (Jan. 22, 2020).
Illinois	1. H.B. 74, 102nd Leg., Reg. Sess., (Ill. 2021). 2. H.B. 616, 102nd Leg., Reg. Sess., (Ill. 2021). 3. H.B. 2625, 102nd Leg., Reg. Sess., (Ill. 2021). 4. H.B. 3433, 102nd Leg., Reg. Sess., (Ill. 2021). 5. H.R. 219, 102nd Leg., Reg. Sess., (Ill. 2021).
Indiana	1. H.B. 1136, 122nd Leg., 1st Reg. Sess., (Ind. 2021) 2. H.B. 1570, 122nd Leg., 1st Reg. Sess., (Ind. 2021). 3. Ind. Exec. Order No. 17-31 (Dec. 11, 2017). 4. S.B. 313, 122nd Leg., 1st Reg. Sess., (Ind. 2021).
Iowa	1. S.F. 137, 89th Leg., Reg. Sess., (Iowa 2021).
Kansas	1. Ks. Exec. Order No. 18-19 (Nov. 21, 2018).
Kentucky	1. H.B. 42, 2021 Leg., Reg. Sess., (Ky. 2020). 2. H.B. 54, 2021 Leg., Reg. Sess., (Ky. 2020). 3. H.B. 33, 2021 Leg., Reg. Sess., (Ky. 2020). 4. S.B. 285, 2021 Leg., Reg. Sess., (Ky. 2021).
Louisiana	1. H.R. 118, 2021 Leg., Reg. Sess., (La. 2021).
Maine	1. L.D. 1559, 130th Leg., 1st Reg. Sess., (Me. 2021).
Maryland	1. H.B. 375, 2021 Leg., Reg. Sess., (Md. 2021). 2. S.B. 211, 2021 Leg., Reg. Sess., (Md. 2021).
Massachusetts	1. H. 1947, 192nd Leg., Reg. Sess., (Mass. 2021). 2. H. 2044, 192nd Leg., Reg. Sess., (Mass. 2021). 3. H. 2048, 192nd Leg., Reg. Sess., (Mass. 2021). 4. H. 4186, 192nd Leg., Reg. Sess., (Mass. 2021). 5. S. 1160, 192nd Leg., Reg. Sess., (Mass. 2021). 6. Mass. Gen. Laws Ch. 23, §1-25. 7. Massachusetts Department of Family and Medical Leave. (2021). <i>Paid family and medical leave in Massachusetts</i> . Retrieved on August 1, 2021 from https://www.mass.gov/topics/paid-family-and-medical-leave-in-massachusetts 8. Massachusetts Department of Family and Medical Leave. (2021). <i>What to expect when you apply for paid family and medical leave benefits</i> . Retrieved on August 1, 2021 from https://www.mass.gov/topics/paid-family-and-medical-leave-in-massachusetts 9. Zucker, G. (2021, March 31). <i>Implementing paid family and medical leave</i> . Retrieved on August 1, 2021, from, https://www.newamerica.org/better-life-lab/reports/implementing-paid-family-and-medical-leave/
Michigan	1. H.B. 6160, 100th Leg., Reg. Sess., (Mich. 2020).
Minnesota	1. H.F. 1200, 92nd Leg., Reg. Sess., (Minn. 2021). 2. S.F.1205, 92nd Leg., Reg. Sess., (Minn. 2021).
Mississippi	1. S.B. 2303, 2021 Leg., Reg. Sess., (Miss. 2021). 2. S.B. 2333, 2021 Leg., Reg. Sess., (Miss. 2021).
Missouri	1. H.B. 68, 100th Leg., 2nd Reg. Sess., (Mo. 2020). 2. H.B. 1372, 101st Leg., 1st Reg. Sess., (Mo. 2021).

State	Source
	<ol style="list-style-type: none"> 3. H.C.R. 25, 101st Leg., 1st Reg. Sess., (Mo. 2021). 4. Mo. Exec. Order No. 17-09. (Mar. 13, 2017). 5. S.B. 416, 101st Leg., Reg. Sess., (Mo. 2021).
Montana	<ol style="list-style-type: none"> 1. H.B. 228, 67th Leg., Reg. Sess., (Mont. 2021).
Nebraska	<ol style="list-style-type: none"> 1. L.B. 290, 107th Leg., Reg. Sess., (Neb. 2021). 2. L.B. 459, 107th Leg., 1st Sess., (Neb. 2021). 3. L.R. 441, 106th Leg., 2nd Sess., (Neb. 2020).
Nevada	<ol style="list-style-type: none"> 1. (no additional sources)
New Hampshire	<ol style="list-style-type: none"> 1. H.B. 243, 2021 Leg., Reg. Sess., (N.H. 2021). 2. RSA 21-I: 96. (2020).
New Jersey	<ol style="list-style-type: none"> 1. A. 873, 213th Leg., Reg. Sess., (N.J. 2008). 2. A. 2498, 219th Leg., (N.J. 2021). 3. Cutlip, J. (2008, April 15). <i>New Jersey legislature passed paid family leave act</i>. Retrieved on August 1, 2021, from https://www.jacksonlewis.com/resources-publication/new-jersey-legislature-passes-paid-family-leave-act 4. N.J. Stat. Ann. § 43:21-25 et seq. (2014). 5. New Jersey Department of Labor and Workforce Development Division of Temporary Disability and Family Leave Insurance. (2020). <i>How you'll get your money</i>. Retrieved on August 1, 2021, from https://www.myleavebenefits.nj.gov/worker/resources/debitcard.shtml 6. S.3738, 219th Leg., (N.J. 2021). 7. Zucker, G. (2021, March 31). <i>Implementing paid family and medical leave</i>. Retrieved on August 1, 2021, from, https://www.newamerica.org/better-life-lab/reports/implementing-paid-family-and-medical-leave/
New Mexico	<ol style="list-style-type: none"> 1. H.B. 38, 55th Leg., 1st Sess., (N.M. 2021). 2. N.M. Exec. Order No. 2019-036 (Dec. 31, 2019).
New York	<ol style="list-style-type: none"> 1. A. 2142, 2021 Leg., Reg. Sess., (N.Y. 2021). 2. A. 2534, 2021 Leg., Reg. Sess., (N.Y. 2021). 3. A. 4560, 2021 Leg., Reg. Sess., (N.Y. 2021). 4. A. 5231A, 2021 Leg., Reg. Sess., (N.Y. 2021). 5. A. 5452, 2021 Leg., Reg. Sess., (N.Y. 2021). 6. A. 5513, 2021 Leg., Reg. Sess., (N.Y. 2021). 7. A. 6098A, 2021 Leg., Reg. Sess., (N.Y. 2021). 8. A. 6865, 2021 Leg., Reg. Sess., (N.Y. 2021). 9. A. 6958, 2021 Leg., Reg. Sess., (N.Y. 2021). 10. A. 7571, 2021 Leg., Reg. Sess., (N.Y. 2021). 11. A. 8092, 2021 Leg., Reg. Sess., (N.Y. 2021). 12. A. 10977A, 2020 Leg., Reg. Sess., (N.Y. 2020). 13. N.Y. Workers' Comp. Law § 200 et seq. 14. New York State. (2021). <i>New York State paid family leave</i>. Retrieved on August 1, 2021, from https://paidfamilyleave.ny.gov/ 15. S. 1901, 2021 Leg., Reg. Sess., (N.Y. 2021). 16. S. 1958, 2021 Leg., Reg. Sess., (N.Y. 2021).

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	<ol style="list-style-type: none"> 17. S. 1968, 2021 Leg., Reg. Sess., (N.Y. 2021). 18. S. 2928A, 2021 Leg., Reg. Sess., (N.Y. 2021). 19. S. 3244, 2021 Leg., Reg. Sess., (N.Y. 2021). 20. S. 3733, 2021 Leg., Reg. Sess., (N.Y. 2021). 21. S. 4743, 2021 Leg., Reg. Sess., (N.Y. 2021). 22. S. 6198, 2021 Leg., Reg. Sess., (N.Y. 2021). 23. S. 6406, 2016 Leg., Reg. Sess., (N.Y. 2016). 24. S. 6848, 2021 Leg., Reg. Sess., (N.Y. 2021). 25. S. 7308, 2021 Leg., Reg. Sess., (N.Y. 2021). 26. S. 8776, 2020 Leg., Reg. Sess., (N.Y. 2020). 27. S. 8919A, 2020 Leg., Reg. Sess., (N.Y. 2020). 28. Small Business Majority. (2021). <i>New York State paid family leave program: what small businesses need to know</i>. Retrieved on August 1, 2021, from, https://smallbusinessmajority.org/resources/new-york-state-paid-family-leave-program-what-small-businesses-need-know
North Carolina	<ol style="list-style-type: none"> 1. H. 597, 2021 Leg., Reg. Sess., (N.C. 2021). 2. H. 655, 2021 Leg., Reg. Sess., (N.C. 2021). 3. N.C. Exec. Order No. 95 (May 23, 2019). 4. S. 564, 2021 Leg., Reg. Sess., (N.C. 2021). 5. S. 648, 2021 Leg., Reg. Sess., (N.C. 2021).
North Dakota	<ol style="list-style-type: none"> 1. H.B. 1275, 67th Leg., Reg. Sess., (N.D. 2021). 2. H.B. 1441, 67th Leg., Reg. Sess., (N.D. 2021).
Ohio	<ol style="list-style-type: none"> 1. (no additional sources)
Oklahoma	<ol style="list-style-type: none"> 1. H.B. 2456, 58th Leg., 1st Sess., (Okla. 2021). 2. H.B. 1615, 58th Leg., 1st Sess., (Okla. 2021). 3. S.B. 426, 58th Leg., 1st Sess., (Okla. 2021).
Oregon	<ol style="list-style-type: none"> 1. H.B. 2005 § 63, 80th Leg., Reg. Sess., (Or. 2019). 2. H.B. 3398, 81st Leg., Reg. Sess., (Or. 2021). 3. H.B. 2474, 81st Leg., Reg. Sess., (Or. 2021). 4. Oregon Employment Department. (n.d.) <i>Paid family and medical leave: General information</i>. Retrieved on August 1, 2021, from, https://www.oregon.gov/employ/PFMLI/Pages/PFMLI-General-Information.aspx 5. Zucker, G. (2021, March 31). <i>Implementing paid family and medical leave</i>. Retrieved on August 1, 2021, from, https://www.newamerica.org/better-life-lab/reports/implementing-paid-family-and-medical-leave/
Pennsylvania	<ol style="list-style-type: none"> 1. H.B. 788, 2021 Leg., Reg. Sess., (Pa. 2021). 2. H.B. 1200, 2021 Leg., Reg. Sess., (Pa. 2021). 3. S.B. 580, 2021 Leg., Reg. Sess., (Pa. 2021). 4. S.B. 746, 2021 Leg., Reg. Sess., (Pa. 2021).
Rhode Island	<ol style="list-style-type: none"> 1. H.B. 5261, 2021 Leg., Reg. Sess., (R.I. 2021). 2. H.B. 5789, 2021 Leg., Reg. Sess., (R.I. 2021). 3. H.B. 5889, 2013 Leg., Reg. Sess., (R.I. 2013).

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	<ol style="list-style-type: none"> 4. Rhode Island Department of Labor and Training. (2021). <i>About temporary caregiver insurance (TCI)</i>. Retrieved on August 1, 2021, from http://ripaidleave.net/about-paid-leave/ 5. R.I. Gen. Laws § 28-41-35 et seq. 6. S.B. 270, 2021 Leg., Reg. Sess., (R.I. 2021). 7. S.B. 436, 2021 Leg., Reg. Sess., (R.I. 2021). 8. S.B. 6090, 2021 Leg., Reg. Sess., (R.I. 2021). 9. Zucker, G. (2021, March 31). Implementing paid family and medical leave. Retrieved on August 1, 2021, from, https://www.newamerica.org/better-life-lab/reports/implementing-paid-family-and-medical-leave/
South Carolina	<ol style="list-style-type: none"> 1. H.B. 3560, 124th Leg., Reg. Sess., (S.C. 2021). 2. S.B. 11, 124th Leg., Reg. Sess., (S.C. 2021).
South Dakota	<ol style="list-style-type: none"> 1. S.B. 186, 2020 Leg., Reg. Sess., (S.D. 2020).
Tennessee	<ol style="list-style-type: none"> 1. S.B. 548, 112th Leg., Reg. Sess., (Tenn. 2021). 2. S.B. 672, 112th Leg., Reg. Sess., (Tenn. 2021). 3. S.B.926, 112th Leg., Reg. Sess., (Tenn. 2021). 4. S.B.1542, 112th Leg., Reg. Sess., (Tenn. 2021). 5. H.B. 1295, 112th Leg., Reg. Sess., (Tenn. 2021). 6. H.B. 1296, 112th Leg., Reg. Sess., (Tenn. 2021). 7. H.B. 1391, 112th Leg., Reg. Sess., (Tenn. 2021). 8. H.B. 1404, 112th Leg., Reg. Sess., (Tenn. 2021).
Texas	<ol style="list-style-type: none"> 1. H.B. 361, 87th Leg., Reg. Sess., (Tex. 2021). 2. H.B. 4100, 87th Leg., Reg. Sess., (Tex. 2021).
Utah	<ol style="list-style-type: none"> 1. H.B. 351, 2021 Leg., Reg. Sess., (Utah 2021). 2. S.B. 207, 2020 Leg., Reg. Sess., (Utah 2020). 3. S.B. 210, 2021 Leg., Reg. Sess., (Utah 2021).
Vermont	<ol style="list-style-type: none"> 1. H. 134, 2021 Leg., Reg. Sess., (Vt. 2021). 2. S. 65, 2021 Leg., Reg. Sess., (Vt. 2021).
Virginia	<ol style="list-style-type: none"> 1. H.B. 2016, 2021 Leg., Reg. Sess., (Va. 2021). 2. S.B. 1219, 2021 Leg., Spec. Sess. I, (Va. 2021). 3. S.B. 1330, 2021 Leg., Reg. Sess., (Va. 2021). 4. Va. Exec. Order No. 12 (June 25, 2018).
Washington	<ol style="list-style-type: none"> 1. H.B.1073, 67th Leg., Reg. Sess., (Wash. 2021). 2. S.B. 5097, 67th Leg., Reg. Sess., (Wash. 2021). 3. S.B. 5975, 65th Leg., 3rd Spec. Sess., (Wash. 2017). 4. Wash. Rev. Stat. § 50A.04.005 et seq. 5. Washington State Employment Security Department. (2021). <i>Washington paid family & medical leave</i>. Retrieved on August 1, 2021, from https://paidleave.wa.gov/
West Virginia	<ol style="list-style-type: none"> 1. H.B. 2156, 2021 Leg., Reg. Sess., (W. Va. 2021). 2. H.B. 2638, 2021 Leg., Reg. Sess., (W. Va. 2021). 3. H.B. 2907, 2021 Leg., Reg. Sess., (W. Va. 2021). 4. H.B. 3123, 2021 Leg., Reg. Sess., (W. Va. 2021). 5. S.B. 303, 2021 Leg., Reg. Sess., (W. Va. 2021). 6. S.B. 322, 2021 Leg., Reg. Sess., (W. Va. 2021).

State	Source
	7. S.B. 527, 2021 Leg., Reg. Sess., (W. Va. 2021). 8. S.B. 607, 2021 Leg., Reg. Sess., (W. Va. 2021). 9. S.C.R. 68, 2021 Leg., Reg. Sess., (W. Va. 2021).
Wisconsin	(no additional sources)
Wyoming	(no additional sources)

How does paid family leave vary across states?

Data were collected for 1 measure to assess how states vary in their paid family leave policies. The datasets, calculations, and sources referenced for each state are listed below.

Measure 1: State paid family leave policies

Definition:

Data is displayed for a variety of aspects of existing state paid family leave policies, including

1. implementation timeline,
2. current maximum number of weeks of benefit,
3. current maximum dollar value of weekly benefit,
4. current benefit as a percentage of wages, and
5. funding and administration mechanisms.

Notes:

Data and sources are only displayed for states who have implemented a universal paid family leave policy.

Sources:

State	Source
All States	1. A Better Balance. (July 28, 2021). <i>Comparative Chart of Paid Family and Medical Leave Laws in the United States</i> . Retrieved on July 28, 2021 from https://www.abetterbalance.org/resources/paid-family-leave-laws-chart/
California	1. California Employment Development Department. (2021). <i>California paid family leave</i> . Retrieved on August 1, 2021, from https://edd.ca.gov/disability/paid-family-leave/ 2. California Employment Development Department. (2021). <i>Overview of California's paid family leave</i> . Retrieved on August 1, 2021, from https://edd.ca.gov/disability/paid-family-leave/ 3. S.B. 1661, 2002 Leg., Reg. Sess., (Cal. 2002). 4. Zucker, G. (2021, March 31). <i>Implementing paid family and medical leave</i> . Retrieved on August 1, 2021, from, https://www.newamerica.org/better-life-lab/reports/implementing-paid-family-and-medical-leave/
Colorado	1. Colo. Rev. Stat. § 8-13.3 (2020).
Connecticut	1. S.B. 1, 2019 Leg., Reg. Sess., (Conn. 2019).

State	Source
	<ol style="list-style-type: none"> Connecticut Paid Leave. (2021). <i>About the paid leave authority</i>. Retrieved on August 1, 2021, from https://ctpaidleave.org/s/about-us?language=en_US
District of Columbia	<ol style="list-style-type: none"> Austermuhle, M. (2017). <i>City official: D.C.'s paid family leave program may face delays cost more than planned</i>. Retrieved on August 1, 2021, from https://wamu.org/story/17/10/10/city-official-d-c-s-paid-family-leave-program-may-face-delays-cost-planned/ Paid Leave Compensation Act of 2017. D.C. Code § 32-541.01 et seq. (2017). Washington D.C. Department of Employment Services. (2021). <i>DC paid family leave</i>. Retrieved on August 1, 2021, from https://does.dc.gov/page/dc-paid-family-leave Washington D.C. Department of Employment Services. (2020, June). <i>DC paid family leave employee handbook</i>. Retrieved on August 1, 2021, from http://dcpaidfamilyleave.dc.gov/wp-content/uploads/2020/06/PFL-Employee-Handbook-June-2020.pdf
Massachusetts	<ol style="list-style-type: none"> Mass. Gen. Laws Ch. 23, §1-25. Massachusetts Department of Family and Medical Leave. (2021). <i>Paid family and medical leave in Massachusetts</i>. Retrieved on August 1, 2021 from https://www.mass.gov/topics/paid-family-and-medical-leave-in-massachusetts Massachusetts Department of Family and Medical Leave. (2021). <i>What to expect when you apply for paid family and medical leave benefits</i>. Retrieved on August 1, 2021 from https://www.mass.gov/topics/paid-family-and-medical-leave-in-massachusetts Zucker, G. (2021, March 31). <i>Implementing paid family and medical leave</i>. Retrieved on August 1, 2021, from, https://www.newamerica.org/better-life-lab/reports/implementing-paid-family-and-medical-leave/
New Jersey	<ol style="list-style-type: none"> A. 873, 213th Leg., Reg. Sess., (N.J. 2008). Cutlip, J. (2008, April 15). <i>New Jersey legislature passed paid family leave act</i>. Retrieved on August 1, 2021, from https://www.jacksonlewis.com/resources-publication/new-jersey-legislature-passes-paid-family-leave-act New Jersey Department of Labor and Workforce Development Division of Temporary Disability and Family Leave Insurance. (2020). <i>How you'll get your money</i>. Retrieved on August 1, 2021, from https://www.myleavebenefits.nj.gov/worker/resources/debitcard.shtml Zucker, G. (2021, March 31). <i>Implementing paid family and medical leave</i>. Retrieved on August 1, 2021, from, https://www.newamerica.org/better-life-lab/reports/implementing-paid-family-and-medical-leave/
New York	<ol style="list-style-type: none"> S. 6406, 2016 Leg., Reg. Sess., (N.Y. 2016). Small Business Majority. (2021). <i>New York State paid family leave program: what small businesses need to know</i>. Retrieved on August 1, 2021, from, https://smallbusinessmajority.org/resources/new-york-state-paid-family-leave-program-what-small-businesses-need-know New York State. (2021). <i>New York State paid family leave</i>. Retrieved on August 1, 2021, from https://paidfamilyleave.ny.gov/
Oregon	<ol style="list-style-type: none"> Oregon Employment Department. (n.d.) <i>Paid family and medical leave: General information</i>. Retrieved on August 1, 2021, from, https://www.oregon.gov/employ/PFMLI/Pages/PFMLI-General-Information.aspx

State	Source
	<ol style="list-style-type: none"> <li data-bbox="402 359 1476 453">2. Zucker, G. (2021, March 31). <i>Implementing paid family and medical leave</i>. Retrieved on August 1, 2021, from https://www.newamerica.org/better-life-lab/reports/implementing-paid-family-and-medical-leave/
Rhode Island	<ol style="list-style-type: none"> <li data-bbox="402 474 911 499">1. H. 5889, 2013 Leg., Reg. Sess., (R.I. 2013). <li data-bbox="402 506 1476 569">2. Rhode Island Department of Labor and Training. (2021). <i>About temporary caregiver insurance (TCI)</i>. Retrieved on August 1, 2021, from http://ripaidleave.net/about-paid-leave/ <li data-bbox="402 575 1476 674">3. Zucker, G. (2021, March 31). <i>Implementing paid family and medical leave</i>. Retrieved on August 1, 2021, from https://www.newamerica.org/better-life-lab/reports/implementing-paid-family-and-medical-leave/
Washington	<ol style="list-style-type: none"> <li data-bbox="402 695 1013 720">1. S.B. 5975, 65th Leg., 3rd Spec. Sess., (Wash. 2017). <li data-bbox="402 726 1476 789">2. Washington State Employment Security Department. (2021). <i>Washington paid family & medical leave</i>. Retrieved on August 1, 2021, from https://paidleave.wa.gov/