

## Prenatal-to-3 State Policy Roadmap 2021

### PAID FAMILY LEAVE

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

State	Policy Progress
Alabama	Alabama does not have a paid family leave program, and legislators took no initiative to adopt one through legislation in the last year.
Alaska	Alaska does not have a paid family leave program, and legislators took no initiative to adopt one through legislation in the last year.
Arizona	Arizona does not have a paid family leave program; however, in the last year, legislators introduced five bills to create one. Four bills, H.B. 2858, S.B. 1756, H.B. 2756, and S.B. 1173, would have created a statewide paid family leave program with at least 12 weeks of benefits, and one bill, H.B. 2264, would have created a paid family leave program only for eligible state employees. All bills failed.
Arkansas	Arkansas does not have a statewide paid family leave program. The state does, however, have a paid family leave program for eligible state employees. In the last year, legislators introduced one bill (S.B. 642) to create tax credits for employers who provide their employees up to 4 weeks of available leave. As of August 1, 2021, the state legislature was still in session, and the bill was in committee.
California	California has a paid family leave program that provides up to 8 weeks of benefits. California first enacted a 6-week paid family leave program in 2002, with benefits available in 2004. In 2019, California increased the length of the benefit to 8 weeks, effective in July 2020. California's paid family leave program is built upon the state's existing Temporary Disability Insurance program. Public sector employees have to opt into the program. Employees cover the full cost of the program and contribute 1.2% of wages, capped at wages of \$128,298, through a payroll deduction. Most workers receive between 60% and 70% of their average weekly wage, depending on their income. The maximum weekly benefit is capped at \$1,357. In the last year, legislators introduced one bill, A.B. 123, to increase the weekly benefit amount to 90% of a "very low-wage" employee's wages. As of August 1, 2021, the state legislature was still in session and A.B. 123 had passed the House and was referred to the Senate Committee on Appropriations.
Colorado	Colorado passed their paid family leave program through a ballot initiative (Proposition 118) in November 2020, after failing to enact it through legislation during the 2020 legislative session. The new program will provide up to 12 weeks of benefits when fully implemented and is funded by a payroll tax shared evenly by employers and employees. The maximum weekly benefit is capped at \$1,000. Employers and employees will begin paying premiums on January 1, 2023 and benefits will become available on January 1, 2024. In the last year, legislators passed SB21-251 that will transfer \$1,500,000 from the state's general fund to the Family and Medical Leave fund to help offset expenses incurred by the newly-created Division of Family and Medical Leave Insurance before they are able to collect premiums.
Connecticut	Connecticut has a paid family leave program that will provide up to 12 weeks of benefits when fully implemented. Legislators enacted the program in 2019 and the state began collecting premiums on January 1, 2021. Benefits will become available on January 1, 2022. The state established the new, quasi-public Connecticut Paid Family Leave Authority to administer the program. The program is funded completely by employees through a wage tax that cannot exceed 0.5% of wages. Self-employed individuals may opt into the program as long as they remain enrolled for at least three years. Employees are paid a percentage of their average weekly wage, based on a threshold amount of 40 times the state minimum wage. The maximum weekly benefit is capped at \$780. In the last

	year, legislators proposed four bills (H.B. 5955, H.B. 5962, H.B. 5561, and S.B. 223) to repeal or delay the implementation of the program. Legislators also proposed H.B. 5704 to allow individuals to opt out of the program on an annual basis. None of the bills moved past introduction.
Delaware	Delaware does not have a statewide paid family leave program. The state does, however, have a paid family leave program for eligible state employees. The program provides up to 12 weeks of available benefits for eligible state employees (full-time state employees and public school teachers). In the last year, legislators proposed S.B. 1 to create a statewide paid family leave program with up to 12 weeks of benefits. As of August 1, 2021, the state legislature was still in session, and the bill had not moved past introduction.
District of Columbia	The District of Columbia has a paid family leave program that provides up to 8 weeks of benefits. The District enacted its paid family leave program in 2017 and benefits became effective in July 2020. The Department of Employment Services created the Office of Paid Family Leave to administer the program. Employees are eligible for the program if they spend more than half of their work time in the District. Self-employed individuals and contracted employees may opt into the program. The program is funded by a 0.62% payroll tax on employers. Employers who pay into the District of Columbia's unemployment insurance program are required to pay the paid family leave payroll tax. The maximum weekly benefit is capped at \$1,000 per week, and is adjusted annually for inflation. In the last year, legislators passed PR24-0158, which prohibits insurance companies from using paid family leave benefits to offset short-term disability plan payments.
Florida	Florida does not have a paid family leave program. In the last year, legislators proposed two bills, S.B. 1596 and H.B. 1245, to create a paid family leave program with 12 weeks of benefits. Legislators also proposed three bills (H.B. 1249, H.B. 1247, and S.B. 1586) to create a fund for the administration of a paid family leave program. All of bills died in committee.
Georgia	Georgia does not have a statewide paid family leave program. The state does, however, have a paid family leave program for eligible state employees that provides up to 3 weeks of benefits. Previously, only members of the Georgia state legislature were eligible, but in the last year, legislators passed H.B. 146 to expand the existing state employee program to include public school teachers and public officers. Additionally, legislators introduced two bills (H.B. 698 and S.B. 55) to adopt a statewide paid family leave program of up to 3 and 6 weeks, respectively, and one resolution, S.R. 42, to create a Family Medical Leave Fund. All bills had been read and then referred to committee before they died.
Hawaii	Hawaii does not have a paid family leave program. In the last year, legislators proposed two companion bills (H.B. 466/S.B. 679) to create a paid family leave program with up to 8 weeks of benefits. Legislators also proposed two bills, H.B. 1272 and H.B. 5, to create a paid family leave program with up to 16 weeks of benefits. All of the bills died in committee. Legislators introduced three resolutions (H.R. 86/H.C.R. 104/S.C.R. 98), which requests, but does not enforce, the Director of Labor and Industrial Relations to convene a task force to study, design, and develop a paid family leave pilot program with coverage limited to certain employers and employees. H.R. 86 and S.C.R. 98 were both approved, but H.C.R. 104 was not. Concurrent resolutions require approval in both the House and Senate chambers, and therefore neither H.C.R. 104 nor S.C.R. 98 were adopted.
Idaho	Idaho does not have a statewide paid family leave program. The state does, however, have a paid family leave program for eligible state employees that provides up to 12 weeks of leave. Governor Little enacted the program through an Executive Order in January 2020 and benefits became effective July 1, 2020. Executive branch employees are eligible for the program and although elected officials, independent commissions, the state legislature, and the judiciary have been encouraged to adopt similar paid family leave policies, none have created their own program. In the last year, legislators took no initiative to enact a statewide paid family leave program.
Illinois	Illinois does not have a statewide paid family leave program. The state does, however, have a paid family leave program for eligible state employees that provides up to 10 weeks of benefits. The program was enacted through a contract between the American Federation of State, County, and Municipal Employees and the state of Illinois. The program became effective on June 22, 2019 and runs through June 20, 2023. The previous state contract provided up to 4 weeks of benefits. All state

	employees who have worked for at least one year are eligible for the program. In the last year, legislators passed H.R. 0219, which urges policymakers to support programs that provide women with accessible healthcare and safety resources, such as a paid family leave program. In the same session, legislators proposed four bills (H.B. 0616, H.B. 0074, H.B. 2625, and H.B. 3433) to create a statewide paid family leave program with up to 6 weeks of benefits (with the exception of H.B. 3433, which did not describe a benefit amount). As of August 1, 2021, the state legislature was still in session, and the bills had not moved past introduction.
Indiana	Indiana does not have a statewide paid family leave program. The state does, however, have a paid family leave program for eligible state employees that provides up to 6 weeks of benefits. In the last year, legislators proposed one bill in the House and a companion bill in the Senate (H.B. 1136/S.B. 0313) to create a paid family leave program with 12 weeks of benefits. Legislators also proposed H.B. 1570, which would create a family leave insurance program that is voluntary for both employees and employers. As of August 1, 2021, the state legislature was still in session, and all of the bills had been read and referred to committee.
Iowa	Iowa does not have a paid family leave program. In the last year, legislators proposed one bill, S.F. 137, to create a paid family leave program with 12 weeks of benefits. The bill died in committee.
Kansas	Kansas does not have a statewide paid family leave program. The state does, however, have a paid family leave program for eligible state employees. In 2018, then-Governor Colyer signed an executive order to create a paid family leave program for executive branch employees that provided up to 6 weeks up of benefits. In July 2021, Governor Kelly increased the amount of available leave for eligible employees to up to 8 weeks. In the last year, legislators took no initiative to enact a statewide paid family leave program.
Kentucky	Kentucky does not have a paid family leave program. In the last year, legislators proposed one bill, S.B. 285, to create a statewide paid family leave program with up to 12 weeks of benefits. Legislators also proposed two bills, H.B. 54 and H.B. 42, to create a program for eligible state employees with up to 12 weeks of benefits, and one bill, H.B. 33, to create a paid family leave program for employers with 50 or more employees. All four bills died in committee.
Louisiana	Louisiana does not have a paid family leave program, but in the last year, legislators passed a resolution, H.R. 118, to create a task force to study and make recommendations for implementing a paid family leave program in the state.
Maine	Maine does not have a paid family leave program, but in the last year, legislators passed a resolution, L.D. 1559, to create The Commission to Develop a Paid Family and Medical Leave Program to study and develop a plan to implement a paid family leave program in the state. The Commission must submit a report by the next legislative session on January 15, 2022.
Maryland	Maryland does not have a paid family leave program. In the last year, legislators proposed companion bills (H.B. 375/S.B. 211) to create a paid family leave program with 12 weeks of benefits. Both of the bills were heard in committee and then died.
Massachusetts	This year, Massachusetts fully implemented a paid family leave program that provides benefits of up to 12 weeks, becoming the sixth state to fully implement a program that provides at least 6 weeks of benefits and the fourth state to fully implement a program that provides up to 12 weeks of benefits. The state enacted the program in 2018 and employees began paying premiums in July 2019. The newly created Department of Family and Medical Leave administers the program. The program is funded by a 0.13% payroll tax on employers for both the state's family leave benefits. The maximum weekly benefit is capped at \$850. In the last year, legislators introduced four bills (H.D. 4186, S. 1160, H. 2044, and H. 1947) to expand the eligibility criteria for paid family leave, and one bill (H. 2048) to create a paid family and medical leave advisory board. As of August 1, 2021, the state legislature was still in session, and all five bills were pending.
Michigan	Michigan does not have a paid family leave program. In the last year, legislators proposed one bill, H.B. 6160, to create a paid family leave program with 4 weeks of benefits, but the bill died in committee.

Minnesota	Minnesota does not have a paid family leave program. In the last year, legislators proposed companion bills (H.F. 1200/S.F. 1205) to create a paid family leave program with up to 12 weeks of benefits. H.F. 1200 had 35 sponsors in the House, was endorsed by Lieutenant Governor Flanagan, and moved out of committee, but did not pass this session.
Mississippi	Mississippi does not have a paid family leave program. In the last year, legislators proposed two bills, S.B. 2303 and S.B. 2333, to create a paid family leave program with up to 12 weeks of benefits. Both bills died in committee.
Missouri	Missouri does not have a statewide paid family leave program. The state does, however, have a paid family leave program for eligible state employees that provides up to 6 weeks of benefits. In 2017, then-Governor Greitens signed Executive Order 17-09 and created a program for all executive branch employees in the state. In the last year, legislators proposed three bills (H.B. 1372, H.B. 68, and S.B. 416) to create a statewide paid family leave program with up to 6 weeks of benefits and one bill (H.C.R. 25) to create a paid family leave program for state municipal employees with up to 14 weeks of benefits. All of the bills were referred to committee but then died.
Montana	Montana does not have a paid family leave program. In the last year, legislators proposed one bill, H.B. 228, to create a paid family leave program with up to 12 weeks of benefits. The bill was referred and read in committee, but then died.
Nebraska	Nebraska does not have a paid family leave program. In the last year, legislators proposed two bills (L.B. 459 and L.B. 290) to fund and enact (respectively) a paid family leave program with 12 weeks of benefits. L.B. 459 was indefinitely postponed and L.B. 290 moved out of committee, but did not pass. In 2019, legislators proposed L.R. 441 to conduct an interim study to examine the need for a paid family leave program in the state and the impact of a program on the workforce. Legislators heard the bill in November 2020, but the bill did progress further that session.
Nevada	Nevada does not have a paid family leave program, and legislators took no initiative to adopt one through legislation in the last year.
New Hampshire	New Hampshire does not have a statewide paid family leave program. In the last year, however, New Hampshire enacted a new paid family leave program for eligible state employees. The program will provide up to 6 weeks of benefits beginning in August 2023. State employees are automatically enrolled in the program. The state will cover premiums for state employees. Private sector employers and employees have the option to buy into the program through private insurance. Employers for large companies (defined as more than 50 employees) will have the option to pay the premiums entirely or share the cost with their employees. Large employers receive tax credits if they choose to provide the program to their employees. Employees for small employers (50 employees or fewer) can buy into the program by paying individual premiums, which are capped at \$5 by statute. Premiums are capped at \$5 by both a tax imposed on insurers and donations.
New Jersey	New Jersey first enacted a 6-week paid family leave program in 2008, with benefits available in 2009. The program builds upon the state's existing Temporary Disability Insurance program. In 2019, New Jersey enacted legislation to extend the length of the benefit to 12 weeks, available in July 2020. Workers cover the full cost of the program through a payroll deduction, currently set at 0.28% of wages. This deduction does not apply to wages above \$138,200 per year. Benefits are set at 85% of the worker's average weekly wage. The maximum weekly benefit is capped at \$903. In the last year, legislators proposed companion bills (S. 3738/A. 2498) to create a public webinar about paid family leave benefits to help promote the state's paid family leave program. As of August 1, 2021, the state legislature was still in session, and the bills were pending.
New Mexico	New Mexico does not have a statewide paid family leave program. The state does, however, have a paid family leave program for eligible state employees. In the last year, legislators proposed one bill (H.B. 38) to create a paid family leave program with up to 12 weeks of benefits. The bill died after leaving committee.
New York	New York has a paid family leave program that currently provides up to 12 weeks of benefits. The state enacted its paid family leave program in 2016 and built upon the state's existing Temporary Disability Insurance program. The program initially provided up to 8 weeks of benefits in 2018. This

	benefit was increased to 10 weeks, effective in 2020, and then to 12 weeks, effective in January 2021. Private sector employees, with some exceptions, are automatically eligible for the program. Public sector, self-employed, and contracted workers can opt into the program. Employees are paid 67% of their average weekly wage up to a cap of \$972 per week. In the last year, legislators proposed nearly 20 bills related to expanding the eligibility criteria for the state's existing paid family leave program. As of August 1, 2021, the state legislature was still in session, but none of the bills had passed.
North Carolina	North Carolina does not have a statewide paid family leave program. The state does, however, have a paid family leave program with 8 weeks of benefits for eligible state employees, who include employees of any North Carolina department, agency, board, or commission that operates under the oversight of the governor. In the last year, legislators proposed two companion bills (H.597/ S.564) to create a statewide paid family leave program with up to 12 weeks of benefits. Legislators also proposed two bills (S.648 and H.655) to expand eligibility of the current state employee program. As of August 1, 2021, the state legislature was still in session, and all four bills were pending in committee.
North Dakota	North Dakota does not have a statewide paid family leave program, and legislators passed a bill (H.B. 1398) in the last year, that prohibits political subdivisions from creating their own paid family leave programs. Legislators proposed two other bills (H.B. 1441 and H.B. 1275) to require the state to study the implementation of a paid family leave program, and to divert money from the Workforce Development and Lifelong Education Fund to support the development and implementation of a paid family leave program, respectively. H.B. 1441 passed the House, but did not progress further this legislative session. H.B. 1275 passed out of committee, but then died.
Ohio	Ohio does not have a paid family leave program, and legislators took no initiative to adopt one through legislation in the last year.
Oklahoma	Oklahoma does not have a paid family leave program. In the last year, legislators proposed three bills, H.B. 1615, S.B. 426, and H.B. 2456, to create a paid family leave program with between 6 and 8 weeks of benefits. All bills died in committee.
Oregon	Oregon has a paid family leave program that will provide up to 12 weeks of benefits when fully implemented. Oregon adopted their paid family leave program in 2019, and the state intended to begin collecting premiums in January 2022. However, in the last year, legislators passed H.B. 3398 to delay the collection of premiums until January 2023, and delay the implementation of the program from January 2023 to September 2023. Acting Director of the Oregon Employment Department explained that capacity for the preparation of the program was limited after staff attention was diverted to implementing new and expanded federal unemployment benefit programs created in response COVID-19. Workers and employers will share the cost of the program. Employees will be paid a percentage of their average weekly wage, based on a threshold amount of 65% of the average weekly wage. The maximum weekly benefit is capped at \$1,497. In the last year, legislators also passed H.B. 2474 to remove gendered language from the paid family leave law, and to expand eligibility during public health emergencies.
Pennsylvania	Pennsylvania does not have a paid family leave program. In the last year, legislators proposed four bills (H.B. 1200, S.B. 580, H.B. 788, and S.B. 746) to create a statewide paid family leave program. H.B. 1200 and S.B. 580 would each create a program with up to 20 weeks of benefits, and H.B. 788 and S.B. 746 would each create a program with up to 12 weeks of benefits. As of August 1, 2021, the state legislature was still in session, and all bills were pending in committee.
Rhode Island	Rhode Island currently has a paid family leave program that provides up to 4 weeks of benefits. The state enacted the program in 2013, building upon its existing Temporary Disability Insurance program. The paid family leave program was fully implemented in 2014. In the past year, legislators passed H.B. 6090 and S.B. 688 to gradually increase the weeks of benefits in the existing program. Benefits will increase to 5 weeks beginning on January 1, 2022, and increase to 6 weeks beginning on January 1, 2023. Employees cover the full cost of the program, through a 1.3% payroll deduction that does not apply to wages above \$72,300 per year. Employees will receive a 60% wage replacement and the maximum weekly benefit is capped at \$978. This past year, legislators also passed two bills,

	H.B. 5261 and S.B. 270, to expand employee protections to address potential employer wage discrimination against leave-taking employees. Legislators also proposed two bills, H.B. 5789 and S.B. 436, to increase the length of the benefit to 12 weeks and to expand eligibility to self-employed workers. The bills were both held in committee for further study.
South Carolina	South Carolina does not have a paid family leave program. In the last year, legislators proposed companion bills (H.B. 3560/S.B. 0011) to create a paid family leave program for eligible state employees with 12 weeks of benefits. The bill that progressed the furthest, H.B. 3560, passed the House with 35 sponsors, but then died in the Senate.
South Dakota	South Dakota does not have a statewide paid family leave program. The state does, however, have a paid family leave program with up to 8 weeks of benefits for eligible state employees. Employees are eligible for the program if they are permanently employed by the state and have worked for 6 continuous months. In the last year, legislators did not introduce any bills related to paid family leave.
Tennessee	Tennessee does not have a paid family leave program. In the last year, however, legislators proposed companion bills (H.B. 1295/S.B. 0672) to create a statewide paid family leave program with up to 12 weeks of benefits, and although the bills did not pass this legislative session, they were placed on the calendar for the start of the 2022 session. Legislators also proposed four bills (companion bills H.B. 1404/S.B. 1542 and H.B. 1391/S.B. 0962) to create a paid family leave program for eligible state employees with up to 4 and 12 weeks of benefits, respectively. H.B. 1404 left committee, but then died, and H.B. 1391, S.B. 1542, and S.B. 0962 all died in committee. Additionally, legislators also proposed two companion bills (H.B. 1296/ S.B. 0548) to create a program for eligible state employees and teachers with up to 12 weeks of benefits, but both bills died in committee.
Texas	Texas does not have a paid family leave program. In the past year, legislators proposed one bill, H.B. 4100, to create a paid family leave program with up to 12 weeks of benefits and one bill, H.B. 361, to create tax credits for taxable entities who provide paid family leave benefits to employees. Neither bill made it out of committee.
Utah	Utah does not have a statewide paid family leave program. The state does, however, have a paid family leave program for eligible state employees, that currently allows for up to 3 weeks of benefits. Employees are eligible for the program if they receive retirement benefits under the Utah State Retirement and Insurance Benefit Act. In the past year, legislators proposed two bills, H.B. 351 and S.B. 210, to expand the definition of caregiver to be more inclusive. H.B. 351 died in committee, and S.B. 210 passed in the Senate, and was then referred to the House, which struck the enacting clause and killed the bill.
Vermont	Vermont does not have a paid family leave program. In the past year, legislators proposed two bills, H. 134 and S. 65, to create a paid family leave program with 12 weeks of benefits, but both bills died in committee.
Virginia	Virginia does not have a statewide paid family leave program. The state does, however, have a paid family leave program for eligible state employees that provides up to 8 weeks of benefits. Employees are eligible if they have been employed by the state for at least 12 months. In the last year, legislators proposed two bills (H.B. 2016 and S.B. 1330) to create a statewide paid family leave program with up to 12 weeks of benefits. H.B. 2016 was left in appropriations and S.B. 1330 died in committee. Legislators passed one bill, S.B. 1219, to direct the State Corporation Commission's Bureau of Insurance to review the state's progress on goals that were identified in the 2020 "Paid Family and Medical Leave Study" and make recommendations.
Washington	Washington has a paid family leave program that provides up to 12 weeks of available benefits. Washington enacted its paid family leave program in 2017 and benefits became available in January 2020. In the last year, legislators passed one bill, S.B. 5097, to expand the eligibility criteria for the state's paid family leave program to include a more inclusive definition of caregiver. S.B. 5097 became effective in July 2021. Legislators also passed H.B. 1073 to provide financial assistance with American Rescue Plan Act funds to workers who are not otherwise eligible for paid family and medical leave due to COVID-19's impact on their ability to meet the hours worked threshold. The Washington Employment Security Department administers the program. Employees cover the full

	cost of premiums, which are set at approximately 0.13% of wages. Self-employed individuals may opt into the program. Employees are paid a percentage of their average weekly wage, based on a threshold amount of 50% of the average weekly wage. The maximum weekly benefit is capped at \$1,000.
West Virginia	West Virginia does not have a paid family leave program. In the last year, legislators proposed one bill, H.B. 3123, to create a paid family leave program with up to 4 weeks of benefits. The bill was referred to committee before it died. Legislators also proposed one bill, H.B. 2638, to create a paid family leave program for full-time county board of education employees with up to 3 months of benefits, and one bill, S.B. 607, to create a paid family leave program for eligible state employees with up to 12 weeks of benefits, but both bills died in committee. Additionally, legislators proposed companion bills (H.B. 2156/S.B. 322) to create a paid family leave program for eligible state employees with up to 12 weeks of benefits, but requires that individuals use all vacation time before they can begin to access paid family leave benefits. Both bills died in committee. Legislators also proposed three bills (S.B. 527, and companion bills H.B. 2907/S.B. 303) to prohibit political subdivisions from enacting their own paid family leave laws, but all bills died in committee. Finally, legislators proposed S.C.R. 68 that requests the Joint Committee on Government and Finance to study paid family leave for state employees and employees of county boards of education. The resolution was adopted in the Senate, but died in the House.
Wisconsin	Wisconsin does not have a paid family leave program, and legislators took no initiative to adopt one through legislation in the last year.
Wyoming	Wyoming does not have a paid family leave program, and legislators took no initiative to adopt one through legislation in the last year.

Find additional information on the [methods and sources](#) used throughout the Roadmap and for each state.