

2023 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>
- AA. Kang, J. Y., Lee, A., Kwon, E., & Park, S. (2021). The Effects of California Paid Family Leave on Labor Force Participation Among Low-Income Mothers One Year after Childbirth. *Cambridge University Press* <http://doi.10.1017/S0047279421000246>
- BB. Irish, A., White, J., Modrek, S., & Hamad, R. (2021). Paid Family Leave and Mental Health in the US: A Quasi-Experimental Study of State Policies. *American Journal of Preventive Medicine*. <https://doi.org/10.1016/j.amepre.2021.03.018>
- CC. Schenck, S. (2021). Assessing the Employment Effects of California’s Paid Family Leave Program. *Eastern Economic Journal* 47:406-429. <https://doi.org/10.1057/s41302-021-00193-9>
- DD. Stock, W. & Inglis, M. (2021). The longer-term labor market impacts of paid parental leave. *Growth and Change: A Journal of Urban and Regional Policy*, Volume 2, Issue 2. <https://doi.org/10.1111/grow.12486>
- EE. Chatterji, P., Nguyen T., Ncube, B., & Dennison, B. (2022). Effects of New York paid family leave on early immunizations. *Social Science & Medicine* Volume 315. <https://doi.org/10.1016/j.socscimed.2022.115539>
- FF. Chen, F. (2022). Does paid family leave save infant lives? Evidence from California's paid family leave program. *Contemporary Economic Policy* Volume 41, Issue 2. <http://doi.org/10.1111/coep.12589>

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

State statutes, state administrative code, state websites, and other relevant government agency documents were used as sources to evaluate states’ progress toward adopting and fully implementing a paid family leave program of a minimum of 6 weeks. The sources and detailed methodology used to assess a state’s current paid family leave program can be found in the next section (measure 1). All other sources used to assess states’ progress can be found below.

We also performed an electronic search using Quorum State between September 15, 2022 and August 15, 2023 to assess legislative progress pertaining to paid family leave. For states that were still in legislative session on August 15, 2023, we continued to track their legislative progress until October 1, 2023. The main search strategy used combinations of keywords (Paid family leave, OR Paid WITHIN 5 OF leave, OR “paid parental leave,” OR “Parental Leave,” OR “maternity leave,” OR “paternity leave program,” OR Paid WITHIN 5 of Parental Leave, OR “Paid parental leave” OR “Family and medical leave,” OR Paid family medical leave, OR “private family leave insurance.” OR “family leave insurance,” OR “Temporary Disability Insurance.”). 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.

This section also contains the sources for the information presented in the individual state Roadmaps.

Sources:

State	Source
Alabama	1. H.B. 141, 2023 Reg. Sess., (Ala. 2023).
Alaska	1. H.B. 100, 33rd Leg., Reg. Sess., (Alaska 2023).
Arizona	1. H.C.R. 2043, 56th Leg., Reg. Sess., (Ariz. 2023). 2. S.B. 1568, 56th Leg., Reg. Sess., (Ariz. 2023). 3. H.B. 2130, 56th Leg., Reg. Sess., (Ariz. 2023).
Arkansas	1. S.B. 426, 94th Leg., Reg. Sess., (Ark. 2023). 2. S.B. 111, 94th Leg., Reg. Sess., (Ark. 2023).
California	1. A.B. 575, 2023-2024 Reg. Sess., (Cal. 2023). 2. A.B. 1123, 2023-2024 Reg. Sess., (Cal. 2023).
Colorado	1. S.B. 23-046, 74th Leg., Reg Sess., (Colo. 2023). 2. H.B. 23-1104, 74th Leg., Reg Sess., (Colo. 2023).
Connecticut	1. S.B. 1179, 2023 Reg. Sess., (Conn. 2023). 2. S.B. 851, 2023 Reg. Sess., (Conn. 2023). 3. H.B. 6371, 2023 Reg. Sess., (Conn. 2023). 4. S.B. 806, 2023 Reg. Sess., (Conn. 2023). 5. H.B. 6269, 2023 Reg. Sess., (Conn. 2023). 6. H.B. 6278, 2023 Reg. Sess., (Conn. 2023). 7. S.B. 804, 2023 Reg. Sess., (Conn. 2023). 8. S.B. 486, 2023 Reg. Sess., (Conn. 2023). 9. H.B. 6129, 2023 Reg. Sess., (Conn. 2023).
Delaware	1. S.B. 178, 152nd Leg, Reg. Sess., (Del. 2023)
District of Columbia	1. B25-0389, 25th Council, (D.C. 2023). 2. B25-0390, 25th Council, (D.C. 2023). 3. B25-0130, 25th Council, (D.C. 2023). 4. B25-0127, 25th Council, (D.C. 2023).
Florida	1. H.B. 721, 2023 Leg., Reg. Sess., (Fla. 2023).
Georgia	(No additional sources)
Hawaii	1. H.B. 1409, 32nd Leg., Reg. Sess., (Haw. 2023). 2. H.R. 48, 32nd Leg., Reg. Sess., (Haw. 2023). 3. H.C.R. 44, 32nd Leg., Reg. Sess., (Haw. 2023). 4. S.B. 360, 32nd Leg., Reg. Sess., (Haw. 2023). 5. H.B. 491, 32nd Leg., Reg. Sess., (Haw. 2023). 6. S.B. 1007, 32nd Leg., Reg. Sess., (Haw. 2023). 7. S.B. 1051, 32nd Leg., Reg. Sess., (Haw. 2023). 8. H.B. 166, 32nd Leg., Reg. Sess., (Haw. 2023).

State	Source
	9. H.B. 236, 32nd Leg., Reg. Sess., (Haw. 2023). 10. H.B. 490, 32nd Leg., Reg. Sess., (Haw. 2023).
Idaho	(No additional sources)
Illinois	1. H.B. 1102, 103rd Leg., Reg. Sess., (Ill. 2023). 2. H.B. 1530, 103rd Leg., Reg. Sess., (Ill. 2023). 3. S.B. 1234, 103rd Leg., Reg. Sess., (Ill. 2023). 4. S.B. 2217, 103rd Leg., Reg. Sess., (Ill. 2023). 5. H.B. 3908, 103rd Leg., Reg. Sess., (Ill. 2023). 6. H.B. 1006, 103rd Leg., Reg. Sess., (Ill. 2023).
Indiana	1. S.B. 0364, 124th Leg., Reg. Sess., (Ind. 2023). 2. H.B. 1243, 124th Leg., Reg. Sess., (Ind. 2023). 3. S.B. 0017, 124th Leg., Reg. Sess., (Ind. 2023).
Iowa	1. H.F. 578, 90th Leg., Reg. Sess., (Iowa 2023). 2. S.F. 324, 90th Leg., Reg. Sess., (Iowa 2023). 3. H.S.B. 201, 90th Leg., Reg. Sess., (Iowa 2023). 4. S.S.B. 1139, 90th Leg., Reg. Sess., (Iowa 2023). 5. S.S.B. 1133, 90th Leg., Reg. Sess., (Iowa 2023). 6. S.S.B. 1116, 90th Leg., Reg. Sess., (Iowa 2023). 7. S.F. 95, 90th Leg., Reg. Sess., (Iowa 2023).
Kansas	(No additional sources)
Kentucky	1. H.B. 280, 2023 Reg. Sess., (Ky. 2023).
Louisiana	1. H.B. 596, 2023 Leg., Reg., Sess., (La. 2023).
Maine	1. L.D. 258 (H.P. 163), 131st Leg., 1st Spec., Sess., (Me. 2023).
Maryland	1. S.B. 0828, 2023 Leg., Reg. Sess., (Md. 2023). 2. H.B. 0988, 2023 Leg., Reg. Sess., (Md. 2023).
Massachusetts	1. H. 4053, 193rd Leg., Reg. Sess., (Mass. 2023). 2. S. 1198, 193rd Leg., Reg. Sess., (Mass. 2023). 3. H. 1888, 193rd Leg., Reg. Sess., (Mass. 2023). 4. H. 1889, 193rd Leg., Reg. Sess., (Mass. 2023).
Michigan	1. S.B. 0333, 2023 Leg., Reg. Sess., (Mich. 2023). 2. S.B. 0332, 2023 Leg., Reg. Sess., (Mich. 2023).
Minnesota	1. H.F. 2, 93rd Leg., Reg. Sess., (Minn. 2023). 2. H.F. 776, 93rd Leg., Reg. Sess., (Minn. 2023). 3. S.F. 513, 93rd Leg., Reg. Sess., (Minn. 2023).
Mississippi	1. S.B. 2292, 2023 Leg., Reg. Sess., (Miss. 2023). 2. S.B. 2286, 2023 Leg., Reg. Sess., (Miss. 2023). 3. S.B. 2440, 2023 Leg., Reg. Sess., (Miss. 2023). 4. S.B. 2483, 2023 Leg., Reg. Sess., (Miss. 2023). 5. S.B. 2746, 2023 Leg., Reg. Sess., (Miss. 2023).
Missouri	1. H.B. 1126, 102nd Leg., 1st Reg. Sess., (Mo. 2023). 2. H.B. 1255, 102nd Leg., 1st Reg. Sess., (Mo. 2023). 3. S.B. 548, 102nd Leg., 1st Reg. Sess., (Mo. 2023). 4. S.B. 193, 102nd Leg., 1st Reg. Sess., (Mo. 2023).

State	Source
Montana	1. S.B. 177, 2023 Leg., Reg. Sess., (Mont. 2023). 2. H.B. 561, 2023 Leg., Reg. Sess., (Mont. 2023).
Nebraska	1. L.B. 57, 108th Leg., Reg. Sess., (Neb. 2023).
Nevada	1. A.B. 376, 82nd Leg., Reg. Sess., (Nev. 2023).
New Hampshire	(No additional sources)
New Jersey	1. A. 5703, 220th Leg., Reg. Sess., (N.J. 2023). 2. S. 4054, 220 th Leg., Reg. Sess., (N.J. 2023). 3. S. 3825, 220th Leg., Reg. Sess., (N.J. 2023). 4. A. 5166, 220 th Leg., Reg. Sess., (N.J. 2023).
New Mexico	1. S.B. 11, 2023 Leg., Reg. Sess., (N.M. 2023).
New York	1. S. 1554B, 2023-2024 Leg., Reg. Sess., (N.Y. 2023). 2. A.4676A, 2023-2024 Leg., Reg. Sess., (N.Y. 2023). 3. A.7347, 2023-2024 Leg., Reg. Sess., (N.Y. 2023). 4. S. 6344, 2023-2024 Leg., Reg. Sess., (N.Y. 2023). 5. A. 4053A, 2023-2024 Leg., Reg. Sess., (N.Y. 2023). 6. S. 2821A, 2023-2024 Leg., Reg. Sess., (N.Y. 2023). 7. A. 2752, 2023-2024 Leg., Reg. Sess., (N.Y. 2023). 8. S. 1668, 2023-2024 Leg., Reg. Sess., (N.Y. 2023). 9. S. 1489, 2023-2024 Leg., Reg. Sess., (N.Y. 2023).
North Carolina	1. S. 20, 2023-2024 Leg., Reg. Sess., (N.C. 2023). 2. S. 418, 2023-2024 Leg., Reg. Sess., (N.C. 2023).
North Dakota	1. S.C.R. 4018, 68th Leg., Reg. Sess., (N.D. 2023). 2. H.B. 1460, 68th Leg., Reg. Sess., (N.D. 2023).
Ohio	1. H.B. 33, 135th Leg., Reg. Sess., (Ohio. 2023).
Oklahoma	1. S.B. 16, 59th Leg., Reg. Sess., (Okla. 2023). 2. S.B. 1121, 59th Leg., Reg. Sess., (Okla. 2023). 3. H.B. 1994, 59th Leg., Reg. Sess., (Okla. 2023). 4. H.B. 2100, 59th Leg., Reg. Sess., (Okla. 2023). 5. S.B 990, 59th Leg., Reg. Sess., (Okla. 2023).
Oregon	1. S.B. 913, 82nd Leg., Reg. Sess., (Or. 2023). 2. S.B. 999, 82nd Leg., Reg. Sess., (Or. 2023). 3. S.B. 912, 82nd Leg., Reg. Sess., (Or. 2023). 4. S.B. 31, 82nd Leg., Reg. Sess., (Or. 2023). 5. H.B. 2138, 82nd Leg., Reg. Sess., (Or. 2023).
Pennsylvania	1. H.B. 181, 2023-2024 Leg., Reg. Sess., (Pa. 2023). 2. H.B. 710, 2023-2024 Leg., Reg. Sess., (Pa. 2023). 3. H.B. 474, 2023-2024 Leg., Reg. Sess., (Pa. 2023).
Rhode Island	1. S.B. 139, 2023 Leg., Reg. Sess., (R.I. 2023). 2. S.B. 145, 2023 Leg., Reg. Sess., (R.I. 2023). 3. S.B. 534, 2023 Leg., Reg. Sess., (R.I. 2023). 4. H.B. 5990, 2023 Leg., Reg. Sess., (R.I. 2023). 5. H.B. 5447, 2023 Leg., Reg. Sess., (R.I. 2023).

State	Source
	6. H.B. 5781, 2023 Leg., Reg. Sess., (R.I. 2023).
South Carolina	<ol style="list-style-type: none"> 1. H.B. 3908, 125th Leg., Reg. Sess., (S.C. 2023). 2. H.B. 4226, 125th Leg., Reg. Sess., (S.C. 2023). 3. S.B. 0552, 125th Leg., Reg. Sess., (S.C. 2023). 4. H.B. 3617, 125th Leg., Reg. Sess., (S.C. 2023). 5. S.B. 0027, 125th Leg., Reg. Sess., (S.C. 2023). 6. H.B. 3429, 125th Leg., Reg. Sess., (S.C. 2023).
South Dakota	1. H.B. 1151, 98th Leg., Reg. Sess., (S.D. 2023).
Tennessee	<ol style="list-style-type: none"> 1. H.B. 0323, 113th Leg., Reg. Sess., (Tenn. 2023). 2. H.B. 0983, 113th Leg., Reg. Sess., (Tenn. 2023). 3. S.B. 0276, 113th Leg., Reg. Sess., (Tenn. 2023). 4. S.B. 1458, 113th Leg., Reg. Sess., (Tenn. 2023). 5. S.B. 0275, 113th Leg., Reg. Sess., (Tenn. 2023). 6. S.B. 0454, 113th Leg., Reg. Sess., (Tenn. 2023). 7. S.B. 0016, 113th Leg., Reg. Sess., (Tenn. 2023). 8. H.B. 0324, 113th Leg., Reg. Sess., (Tenn. 2023). 9. H.B. 0673, 113th Leg., Reg. Sess., (Tenn. 2023). 10. S.B. 0390, 113th Leg., Reg. Sess., (Tenn. 2023). 11. H.B. 0609, 113th Leg., Reg. Sess., (Tenn. 2023).
Texas	<ol style="list-style-type: none"> 1. S.B. 222, 88th Leg. Reg. Sess. (Tex. 2023). 2. H.B. 1996, 88th Leg. Reg. Sess. (Tex. 2023). 3. S.B. 1618, 88th Leg. Reg. Sess. (Tex. 2023). 4. H.B. 2604, 88th Leg. Reg. Sess. (Tex. 2023). 5. H.B. 2298, 88th Leg. Reg. Sess. (Tex. 2023). 6. S.B. 1079, 88th Leg. Reg. Sess. (Tex. 2023). 7. H.B. 494, 88th Leg. Reg. Sess. (Tex. 2023).
Utah	(No additional sources)
Vermont	<ol style="list-style-type: none"> 1. H. 66, 2023-2024 Leg., Reg. Sess., (Vt. 2023). 2. S. 62, 2023-2024 Leg., Reg. Sess., (Vt. 2023).
Virginia	<ol style="list-style-type: none"> 1. S.B. 1000, 2023 Leg., Reg. Sess., (Va. 2023). 2. H.B. 1886, 2023 Leg., Reg. Sess., (Va. 2023). 3. S.B. 1101, 2023 Leg., Reg. Sess., (Va. 2023).
Washington	<ol style="list-style-type: none"> 1. S.B. 5586, 68th Leg., Reg. Sess., (Wash. 2023). 2. H.B. 1502, 68th Leg., Reg. Sess., (Wash. 2023).
West Virginia	<ol style="list-style-type: none"> 1. H.B. 3277, 86th Leg., 1st Reg., Sess., (W.Va. 2023). 2. H.B. 3083, 86th Leg., 1st Reg., Sess., (W.Va. 2023). 3. H.B. 3030, 86th Leg., 1st Reg., Sess., (W.Va. 2023). 4. S.B. 197, 86th Leg., 1st Reg., Sess., (W.Va. 2023). 5. S.B. 22, 86th Leg., 1st Reg., Sess., (W.Va. 2023). 6. S.B. 63, 86th Leg., 1st Reg., Sess., (W.V. 2023). 7. S.B. 16, 86th Leg., 1st Reg., Sess., (W.V. 2023).
Wisconsin	(No additional sources)
Wyoming	(No additional sources)

How does paid family leave vary across states?

Data were collected for one measure to assess how states vary in their paid family leave policies. The datasets, calculations, and sources referenced for each state are listed below. This section also contains the sources for the information presented in the individual state Roadmaps.

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;
5. Funding and administration mechanisms;
6. Workers who benefit from the policy (public, private, domestic, and self-employed workers);
7. Equivalent benefits for birthing parent/non-birthing parent (i.e. are both parents are allowed access to the same amount of paid family leave benefits?);
8. Inclusion of job projection within the paid family leave policy
9. Prenatal leave (paid leave specifically designed for the prenatal period, separate from paid medical leave, that allows workers to attend to pregnancy-related health needs, including routine medical appointments)

Notes:

1. Data and sources are only displayed for states that have adopted or implemented a statewide paid family leave policy.
2. The maximum length of leave displayed on the Roadmap reflects the maximum length of leave offered for family leave only. Several states (California, Massachusetts, Minnesota, New Jersey, New York, Rhode Island, Washington) provide higher cumulative maximums for paid family and medical leave.
3. Some states offer job protection during paid leave through other state laws; however, the data displayed on the Roadmap only reflect if job protection was specifically included within the statewide paid family leave law itself.
4. States that offer job projection may have certain requirements to qualify, such as tenure requirements. California, Colorado, Connecticut, Maine, Minnesota, and Oregon require workers be employed a certain number of days before taking leave in order for it to be job-protected leave.

Sources:

State	Source
All States	1. A Better Balance. (2023, July 11). <i>Comparative chart of paid family and medical leave laws in the United States</i> . Retrieved on August 1, 2023 from https://www.abetterbalance.org/resources/paid-family-leave-laws-chart/
California	1. Cal. Unemp. Ins. Code § 2601 et seq. (2015). 2. California Employment Development Department. (2023). <i>California paid family leave</i> . Retrieved on September 15, 2022 from https://edd.ca.gov/disability/paid-family-leave/ 3. California Employment Development Department. (2023). <i>Employer eligibility and benefits FAQs</i> . Retrieved on September 15, 2022 from https://edd.ca.gov/en/disability/faqs-employers-eligibility-benefits#:~:text=No.,through%20mandatory%20employee%20payroll%20contributions. 4. California Employment Development Department. (2023). <i>Paid Family Leave Benefit Payment Amounts</i> . Retrieved on September 15, 2023 from https://edd.ca.gov/en/disability/calculating_pfl_benefit_payment_amounts
Colorado	1. Colo. Rev. Stat. § 8-13.3-501 et seq (2020). 2. Colorado Division of Family and Medical Leave Insurance. (2023). <i>Welcome to the Division of Family and Medical Leave Insurance</i> . Colorado Department of Labor and Employment. Retrieved on September 15, 2023 from https://famli.colorado.gov/ .
Connecticut	1. (2019) Conn. Acts No. 19-25 (Reg. Sess.). 2. Connecticut Paid Leave. (2023). <i>About the paid leave authority</i> . Retrieved on September 15, 2023 from https://ctpaidleave.org/s/about-us?language=en_US
Delaware	1. Del. Code Ann. tit. 19 §3701 et seq.
District of Columbia	1. Paid Leave Compensation Act of 2017. D.C. Code § 32-541.01 et seq. (2017). 2. Washington D.C. Department of Employment Services. (2022). <i>DC paid family leave</i> . Retrieved on September 15, 2023 from https://does.dc.gov/page/dc-paid-family-leave
Maine	1. H.P. 163, L.D. 258, 131st Leg., 1st Spec., Sess., (Me. 2023). 2. Maine Workers Compensation Board. (2023, July 1). <i>State Average Weekly Wage</i> . Retrieved on September 15, 2023 from https://www.maine.gov/wcb/Departments/claims/state_www.html .
Maryland	1. Md. Code Ann., Lab & Empl. §8.3-101 et. seq.
Massachusetts	1. Mass. Gen. Laws Ch. 23, §1-25. 2. Massachusetts Department of Family and Medical Leave. (2023). <i>Paid family and medical leave in Massachusetts</i> . Retrieved on September 15, 2023 from https://www.mass.gov/topics/paid-family-and-medical-leave-in-massachusetts 3. Massachusetts Department of Family and Medical Leave. (2023). <i>Paid family and medical leave (PFML) overview and benefits</i> . Retrieved on September 15, 2023 from https://www.mass.gov/info-details/paid-family-and-medical-leave-pfml-overview-and-benefits
Minnesota	1. H.F. 2, 93rd Leg., Reg. Sess., (Minn. 2023). 2. Minnesota Department of Labor and Industry. (n.d). <i>Work Comp: Rate Information, Statewide Average Weekly Wage (SAWW)</i> . Retrieved on September 15, 2023 from https://www.dli.mn.gov/business/workers-compensation/work-comp-rate-information-statewide-average-weekly-wage-saww#:~:text=Note%3A%20The%20SAWW%20effective%20Oct,%2C%202023%2C%20will%20be%20%241%2C337.

State	Source
	3. Minnesota Employment and Economic Development. (n.d.) <i>Paid Family and Medical Leave</i> . Retrieved on September 15, 2023 from https://mn.gov/deed/programs-services/paid-family/ .
New Jersey	1. N.J. Stat. Ann. § 43:21-25 et seq. (2020). 2. New Jersey Department of Labor and Workforce Development Division of Temporary Disability and Family Leave Insurance. (2023). <i>Family leave insurance</i> . Retrieved on October 1, 2023 from https://nj.gov/labor/myleavebenefits/worker/fli/
New York	1. N.Y. Workers' Comp. Law § 200 et seq. (2016). 2. New York State. (n.d.). <i>New York State paid family leave</i> . Retrieved on September 15, 2023, from https://paidfamilyleave.ny.gov/ 3. The Hartford Insurance. (2022). <i>New York disability benefits and paid family leave</i> . Retrieved on September 15, 2022 from https://www.thehartford.com/paid-family-medical-leave/ny 4. New York State. (n.d.) <i>Insurance Companies with Approved Paid Family Leave (PFL) Insurance Policy Forms in 2023</i> . Retrieved on September 15, 2023, from https://www.dfs.ny.gov/apps_and_licensing/health_insurers/pfl_carriers . 5. New York Office of Budget Policy and Analysis. (2023, April). <i>Economic and Policy Insights: New York's Paid Family Leave Program</i>. Retrieved on September 15, 2023, from https://www.osc.state.ny.us/reports/new-yorks-paid-family-leave-program
Oregon	1. H.B. 2005 § 63, 80th Leg., Reg. Sess., (Or. 2019). 2. Oregon Employment Department. (n.d.) <i>Paid leave Oregon</i> . Retrieved on September 15, 2023 from https://www.oregon.gov/employ/PFMLI/Pages/PFMLI-General-Information.aspx 3. Oregon Department of Consumer and Business Services, Workers' Compensation Division. (2022, May 23). <i>Bulletin no. 111 (revised)</i> . Retrieved on September 1, 2023 from https://wcd.oregon.gov/Bulletins/bul_111.pdf 4. Oregon Employment Department. (n.d.) <i>Common questions about Paid Leave</i> . Retrieved on September 15, 2023 from https://paidleave.oregon.gov/resources/common-questions.html .
Rhode Island	1. R.I. Gen. Laws § 28-41-35 et seq. 2. Rhode Island Department of Labor and Training. (n.d.). <i>About temporary caregiver insurance (TCI)</i> . Retrieved on September 15, 2022 from http://ripaidleave.net/about-paid-leave/
Washington	1. Wash. Rev. Stat. § 50A.04.005 et seq. 2. Washington State Employment Security Department. (2022). <i>Washington paid family & medical leave</i> . Retrieved on September 15, 2023 from https://paidleave.wa.gov/ 3. Washington State Employment Security Department. (2022). <i>About us</i> . Retrieved on September 15, 2023 from https://paidleave.wa.gov/about-us/

Measure 2: State employee paid family leave policies

Definition:

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

1. Current maximum number of weeks of benefit,
2. Current benefit as a percentage of wages;
3. Equivalent benefits for birthing parent/non-birthing parent (i.e. are both parents are allowed access to the same amount of paid family leave benefits?)

Notes:

1. Data and sources are only displayed for states that have adopted or implemented a state employee paid family leave policy.

Sources:

State	Source
All States	1. A Better Balance. (2023, September 25). <i>Map of Paid Parental & Family Caregiving Leave Policies for State Employees</i> . Retrieved on September 25, 2023 from https://www.abetterbalance.org/resources/map-of-paid-parental-family-caregiving-leave-policies-for-state-employees/
Arizona	2. ADOA Human Resources Division. (September 2, 2023). Arizona State Personnel System, Statewide Policies and Procedures. Retrieved on October 1, 2023 from https://drive.google.com/file/d/11yNKdFisMiZ6ru3EhTL9-ASbKUpfiswL/view
Arkansas	1. S.B. 426, 95 th Leg., Reg. Sess., (Ark. 2023). 2. Ark. Code Ann. § 21-4-214 (2017). 3. Lenora, J. (April 24, 2023). Arkansas governor signs maternity leave bill for state employees. <i>Little Rock Public Radio</i> . https://www.ualrpublicradio.org/local-regional-news/2023-04-24/arkansas-governor-signs-maternity-leave-bill-for-state-employees
Delaware	1. Delaware Department of Human Resources. (April 1, 2021). Parental Leave Policy and Procedure. Retrieved on October 1, 2023 from https://dhr.delaware.gov/policies/documents/parental-leave-policy-procedure.pdf
District of Columbia	1. B24-0615, 24th Council, (D.C. 2022).
Georgia	1. Ga. Code Ann. § 45-20-17 (2021). 2. Georgia Department of Administration. (n.d). Paid Parental Leave (PPL) Frequently Asked Questions. Retrieved on October 1, 2023 from https://doas.ga.gov/assets/Human%20Resources%20Administration/PAID%20PARENTAL%20LEAVE%20TOOLS/PPL%20FAQs%207-27-21.pdf
Idaho	1. Idaho Exec. Order No. 2020-03 (Jan. 22, 2020). 2. Idaho Division of Human Services. (July 1, 2020). Statewide Executive Branch Policy, Section 10: Paid Parental Leave. Retrieved on October 1, 2023 from https://dhr.idaho.gov/wp-content/uploads/2020/Policies/Paid-Parental-Leave-Final-6.15.2020.pdf
Illinois	1. Ill. Admin. Code tit. 80 § 303.130 (2019).
Indiana	1. Ind. Exec. Order No. 17-31 (Dec. 11, 2017). 2. Indiana State Personnel Department. (August 2019.). New Parent Leave Frequently Asked Questions. Retrieved on October 1, 2023 from https://www.in.gov/spd/files/New-Parent-Leave-Frequently-Asked-Questions.pdf
Kansas	1. Ks. Exec. Order No. 21-24 (July 6, 2021). 2. Ks. Exec. Order No. 18-19 (Nov. 21, 2018).
Louisiana	1. Decoteau, Jr. B., State Civil Service Director. (August 31, 2023). General Circular Number 2023-050, Proposed Changes to Civil Service Rules Chapter 11. Louisiana State Civil Service. Retrieved from https://www.civilservice.louisiana.gov/files/general_circulars/2023/GC2023-050.pdf .
Michigan	1. Office of Governor Gretchen Whitmer. (October 1, 2020). <i>Paid Parental Leave Effective Today for State Employees</i> [Press release]. https://www.michigan.gov/whitmer/news/press-

State	Source
	releases/2020/10/01/paid-parental-leave-effective-today-for-state-employees#:~:text=A%20paid%20parental%20leave%20lasts,if%20on%20paid%20sick%20leave
Minnesota	<ol style="list-style-type: none"> 1. Minnesota Management and Budget. (January 28, 2020). HR/LR Policy #1435 Paid Parental Leave. Enterprise Human Resources/Labor Relations. Retrieved on October 1, 2023 from https://mn.gov/mmb-stat/policies/1435-PaidParentalLeave.pdf 2. Minnesota Management and Budget (January 28, 2020). HR/LR Memo # 2016-1 Paid Parental Leave Frequently Asked Questions. Enterprise Human Resources and Labor Relations. Retrieved on October 1, 2023 from https://mn.gov/mmb-stat/policies/1435-paid-parental-leave-memo.pdf
Missouri	<ol style="list-style-type: none"> 1. Mo Exec. Order No. 17-09. (Mar. 13, 2017).
New Hampshire	<ol style="list-style-type: none"> 1. RSA 21-I: 99. (2022)
New Mexico	<ol style="list-style-type: none"> 1. N.M. Exec. Order No. 2019-036 (Dec. 31, 2019).
New York	<ol style="list-style-type: none"> 1. New York State Department of Civil Service. (February 2023). Attendance and Leave Manual Policy bulletin 2023-01. Retrieved on October 1, 2023 from https://listen.sdpb.org/politics/2023-05-02/expanded-parental-leave-approved-for-state-employees.
North Carolina	<ol style="list-style-type: none"> 1. S.B. 20, 2022-2023Leg., Reg. Sess., (N.C. 2023). 2. Walkenhorst, E. (July 7, 2023). All North Carolina state employees will soon get paid parental leave. Here’s what it could look like. <i>WRAL News</i>. https://www.wral.com/story/all-nc-state-employees-will-soon-get-paid-parental-leave-here-s-what-it-could-look-like/20943260/ 3. N.C. Exec. Order No. 95 (May 23, 2019).
Ohio	<ol style="list-style-type: none"> 1. Ohio Rev. Code § 124.136 (2021). 2. H.B. 33, 2023 Leg., Reg. Sess., (Ohio 2023).
Pennsylvania	<ol style="list-style-type: none"> 1. Pennsylvania Office of Administration. (2020). HR-WS003 Parental Leave. Retrieved on October 1, 2023 from https://www.oa.pa.gov/Policies/hr/Documents/WS003.pdf.
South Carolina	<ol style="list-style-type: none"> 1. S.C. Code Ann. § 8-11-150 (2022). 2. The South Carolina Department of Administration. (2018). Parental Leave. Retrieved on October 1, 2023 from https://admin.sc.gov/dshr/parental_leave.
South Dakota	<ol style="list-style-type: none"> 1. State of South Dakota. (n.d.). Paid family leave FAQ. Retrieved on July 14, 2023 from https://bhr.sd.gov/policies-forms/pfl2023/PFL_FAQ2023.pdf 2. Rusche, J. (May 2, 2023). Expanded parental leave approved for state employees. <i>South Dakota Public Broadcasting</i>. https://listen.sdpb.org/politics/2023-05-02/expanded-parental-leave-approved-for-state-employees.
Tennessee	<ol style="list-style-type: none"> 1. S.B. 276, 114th Leg., Reg. Sess., (Tenn. 2023).
Texas	<ol style="list-style-type: none"> 1. S.B. 222, 88th Leg., Reg. Sess., (Tex. 2023).
Utah	<ol style="list-style-type: none"> 1. Utah Code Ann. § 63A-17-511 (2022).
Vermont	<ol style="list-style-type: none"> 1. Office of Governor Phil Scott. (December 6, 2022). <i>Governor Phil Scott Launches Voluntary Paid Family and Medical Leave Program</i> [Press release]. https://governor.vermont.gov/press-release/governor-phil-scott-launches-voluntary-paid-family-and-medical-leave-program
Virginia	<ol style="list-style-type: none"> 1. Va. Exec. Order No. 12, (June 25, 2018). 2. Va. Code Ann. § 2.2-1210. (2019).

State	Source
	3. Virginia Department of Human Resource Management (2019). Parents in the Workplace: A Resource Guide for Virginia State Employees. Retrieved on October 1, 2023 from https://www.dhrm.virginia.gov/docs/default-source/hr/new-parents-packet-2019.pdf?sfvrsn=4#:~:text=The%20Family%20Medical%20Leave%20Act,the%20start%20of%20the%20leave.

Measure 3: Paid family leave preemption laws

Definition: The state has a preemption law that prohibits localities from adopting and implementing paid family leave policies

Notes:
(none)

Sources:

State	Source
All States	1. New America. (2023, September). <i>Categorization of State's Abortion Laws, Paid Family and Medical Leave Programs and Local Preemption Prohibitions on Paid Leave</i> . Retrieved on October 1, 2023 from https://datawrapper.dwcdn.net/1V7BY/12/ .
Alabama	1. Ala. Code § 11-80-16 (2014).
Alaska	No statute found.
Arizona	No statute found.
Arkansas	1. Ark. Code § 11-4-222 (2017).
California	No statute found.
Colorado	No statute found.
Connecticut	No statute found.
Delaware	No statute found.
District of Columbia	No statute found.
Florida	1. Fla. Stat. § 218.077 (2015).
Georgia	1. Ga. Code Ann. § 34-4-3.1 (2022).
Hawaii	No statute found.
Idaho	No statute found.
Illinois	No statute found.
Indiana	1. Ind. Code § 22-2-16-3 (2016).
Iowa	1. Iowa Code § 364.3 (2021).
Kansas	1. Kan. Stat. Ann. § 12-16,130 (2016).
Kentucky	1. Ky. Rev. Stat. Ann. § 65.016 (2017).
Louisiana	No statute found.
Maine	No statute found.
Maryland	No statute found.

State	Source
Massachusetts	No statute found.
Michigan	1. Mich. Comp. Laws § 123.1388 (2015). 2. Mich. Comp. Laws § 123.1391 (2015).
Minnesota	No statute found.
Mississippi	1. Miss. Code Ann. § 17-1-51 (2013).
Missouri	1. Mo. Rev. Stat. § 290.528 (2017).
Montana	1. Mont. Code Ann. § 7-1-4203 (2021).
Nebraska	No statute found.
Nevada	No statute found.
New Hampshire	No statute found.
New Jersey	No statute found.
New Mexico	No statute found.
New York	No statute found.
North Carolina	1. N.C. Gen. Stat. § 95-25.1
North Dakota	1. N.D. Cent. Code § 34-01-15.1 (2022).
Ohio	1. Ohio Rev. Code § 4113.85 (2016).
Oklahoma	No statute found.
Oregon	No statute found.
Pennsylvania	No statute found.
Rhode Island	No statute found.
South Carolina	1. S.C. Code Ann. § 41-1-25 (2017).
South Dakota	No statute found.
Tennessee	1. Tenn. Code Ann. § 7-51-1802 (2017).
Texas	1. Tex. Labor Code, tit. 1 § 1.005 (2023).
Utah	1. Utah Code Ann. § 10-8-84.5 (2012).
Vermont	No statute found.
Virginia	No statute found.
Washington	No statute found.
West Virginia	No statute found.
Wisconsin	1. Wis. Stat. § 103.10 (1m) (2011).
Wyoming	No statute found.

Measure 4: Increase in paid family leave benefits in 2023 compared to 2022 for a worker earning minimum wage

Definition: The increase in additional dollars a worker earning the minimum wage would receive in 2023 compared to 2022 while on paid family leave.

Notes:

1. The additional paid family leave benefits in 2023 over 2022 was calculated by subtracting the total benefits for an eligible minimum wage worker in 2022 from the same worker's benefits in 2023.

Therefore, differences could be due to an increase in the minimum wage (California, Connecticut, DC, Massachusetts, New Jersey, New York, Rhode Island, and Washington), expanding the benefit's generosity (Rhode Island increased PFL from 5 to 6 weeks), or enacting a new policy (Oregon).

Sources: No additional sources. See measure 1 above for paid family leave benefits for 2023 and see our 2022 Prenatal-to-3 State Policy Roadmap Methods and Sources for paid family leave benefits for 2022.