



November 2023

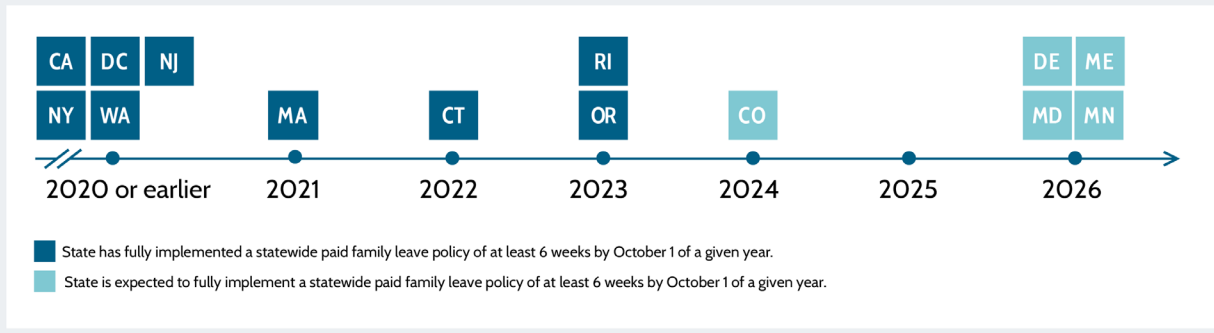
2023 Roadmap Snapshot: Paid Family Leave Across States

Paid family leave is one of 12 evidence-based policies included in our 2023 Prenatal-to-3 State Policy Roadmap, which details states' progress toward adopting and implementing policies that are proven to impact the prenatal-to-3 system of care. State paid family leave programs require employers to allow eligible parents time off from work to bond with a new child while receiving a portion of their wages. By providing parents both the time and financial security to stay home and to bond with a new child, rigorous research indicates that state paid family leave programs of at least 6 weeks can improve the economic security of the family, support child and parental health, and help new parents build the foundation for a healthy attachment.

As of October 2023, 14 states have adopted a paid family leave program of at least 6 weeks. Nine of those states have already implemented their programs, and the remaining five states will do so by the end of 2026.

Implementation Timeline: Paid Family Leave

14 states have adopted a statewide paid family leave program of at least 6 weeks

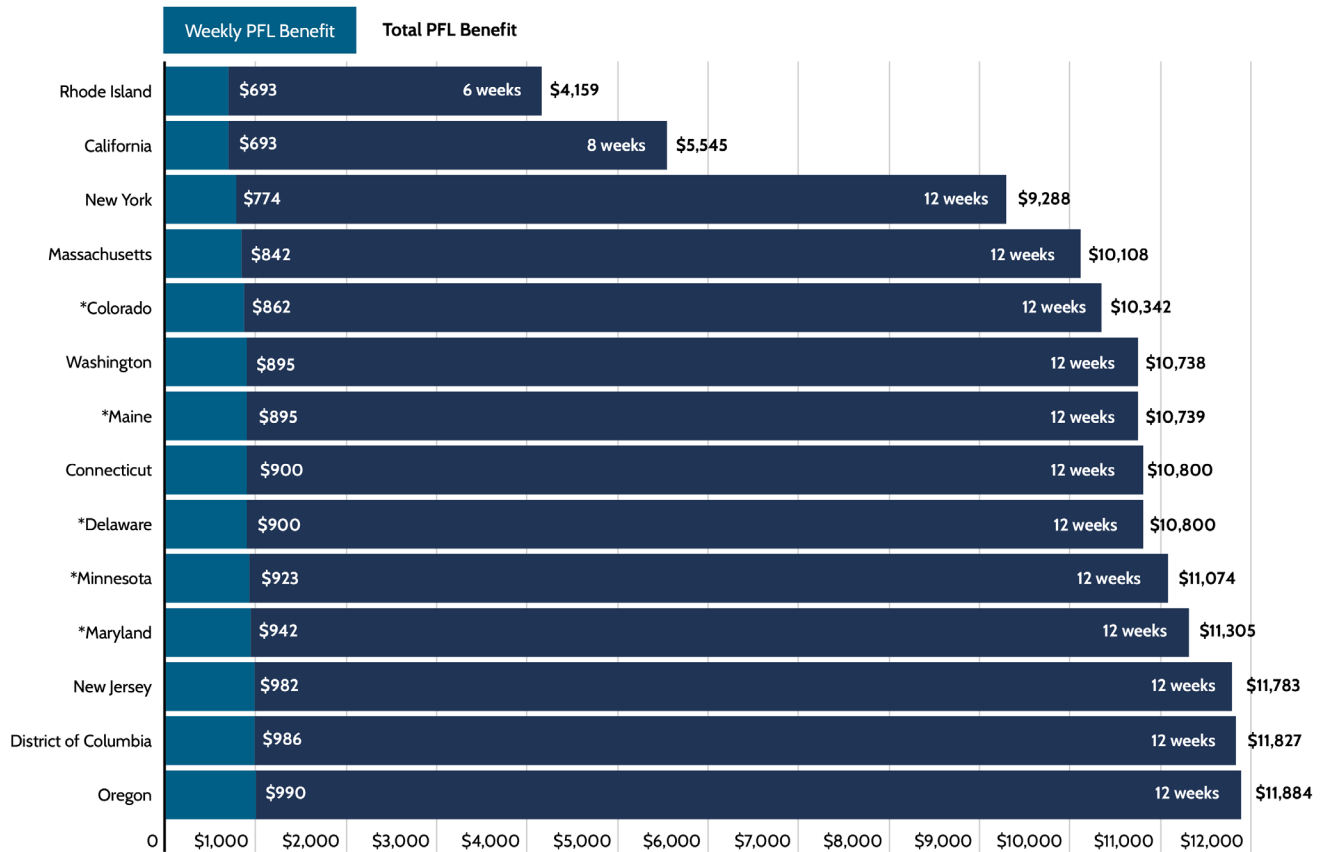


How Do Paid Family Leave Programs and Benefits Vary Across States?

States' paid family leave programs vary depending on several [policy choices](#) which can impact equitable access to, and take up, of the state family leave program.

In the Roadmap, we illustrate the impact of variation in the length of leave and wage replacement benefits across the 14 states that have enacted a statewide paid family leave program. To do so, we estimated the total paid family leave benefit a full-time female worker with wages at the national median (about \$52,300 per year) would receive during her leave in each state. Weekly benefits range from \$700 in Rhode Island and California to \$996 in Oregon.

Projected Paid Family Leave (PFL) Benefits Based on National Median Earnings for Full-Time Workers



Notes: Estimates calculated using state parameters as of November 10, 2023. An "*" indicates estimated benefits based on policy guidelines; paid family leave programs in these states were not yet fully implemented and workers could not yet receive these benefits in 2023. Benefit estimates are pre-tax estimates based on median earnings for full-time female workers in the state, estimated at 2022 levels. Weekly totals may not precisely add to total benefits because of rounding.

What Progress Have States Made Over the Last Year to Adopt and Implement Paid Family Leave?

This year, 34 states introduced—and several successfully enacted—legislation to establish or modify a paid family leave program. Additionally, two states that previously passed legislation began implementing programs of at least 6 weeks.

- Rhode Island and Oregon began implementing paid family leave programs of at least 6 weeks. Rhode Island increased its existing program from 5 to 6 weeks in January 2023 and Oregon began fully implementing a 12-week program in September 2023.
- Maine and Minnesota enacted legislation to create 12-week paid family leave programs this year that will begin in 2026.
- Maryland enacted legislation to delay the implementation of its paid family leave program from 2025 to 2026 to accommodate program changes such as requiring equal premium cost-sharing between employers and workers and capping premiums.
- Colorado enacted legislation to ensure the calculation of a worker's average weekly wage includes all relevant earnings. The program, enacted in 2020, will be fully implemented in 2024.
- Although unsuccessful, 23 states without a statewide program introduced legislation to adopt a statewide paid family leave program of at least 6 weeks.

Visit the [Roadmap](#) to learn more!