

## Prenatal-to-3 State Policy Roadmap 2024

### PAID FAMILY AND MEDICAL LEAVE

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

State	State Context and Policy Progress
Alabama	<p>Alabama does not have a paid family and medical leave program and has a preemption law in place to prohibit localities from enacting one.</p> <p>In the last year, legislators introduced several bills which would have provided paid parental leave for state employees and teachers. S.B. 305 would have provided eligible state employees and public school employees with 8 weeks of paid maternity leave following the birth of a child and 8 weeks of paid parental leave following the adoption of a child. H.B. 309 would have provided 8 weeks of paid parental leave for eligible state employees, and H.B. 477 would have provided 12 weeks of paid parental leave for public school teachers. Although S.B. 305 and H.B. 309 advanced through their original chambers, the bills did not pass this session.</p>
Alaska	<p>Alaska does not have a paid family and medical leave program.</p> <p>In the last year, legislators introduced H.B. 100, which would have required the Commissioner of Labor and Workforce Development and the Commissioner of Administration to procure a paid family leave insurance plan for the state. The policy would have provided paid family leave benefits to eligible state employees at no cost. Other public and private employers, as well as individual workers, would have had the option to opt in. Specific details of the policy, including the duration of leave and wage replacement rate, would have been at the discretion of the Commissioner. The bill did not pass this session.</p>
Arizona	<p>Arizona does not have a statewide paid family and medical leave program. The state does, however, provide eligible state employees with up to 12 weeks of paid parental leave at full pay. Following a directive from Governor Katie Hobbs, the Department of Administration adopted a Paid Parental Leave Pilot Program. The policy was implemented on September 2, 2023, but provided retroactive coverage for any birth, adoption, or placement of a child for foster care that occurred on or after January 1, 2023. The next review of the policy will be on September 2, 2025.</p> <p>In the last year, legislators introduced H.B. 2349, H.B. 2715, and S.B. 1632, which would have created a paid family and medical leave program providing up to 24 weeks of benefits for eligible workers to bond with a new child. The bills did not pass this session.</p>
Arkansas	<p>Arkansas does not have a statewide paid family and medical leave program and has a preemption law in place to prohibit localities from enacting one. The state does, however, provide eligible state employees with up to 12 weeks of paid maternity leave at full pay. In 2023, legislators enacted S.B. 426, which increased the duration of leave from 4 to 12 weeks and extended the qualifying reasons for leave to include the placement of a child in foster care.</p> <p>In the last year, legislators did not introduce any bills to establish a statewide paid family and medical leave program.</p>

<p>California</p>	<p>California was the first state in the country to enact a paid family leave program. California’s paid family leave program was built on the state’s longstanding Temporary Disability Insurance (TDI) program, which provides paid medical leave only. The paid family leave program was enacted in 2002 and benefits became available to families for the first time on July 1, 2004. The program initially provided up to 6 weeks of paid family leave. In 2019, legislators enacted a bill which increased the maximum duration of leave to 8 weeks, beginning in July 2020. Parents who give birth may combine TDI and paid family leave to take 14 to 16 weeks of paid leave following the birth of a child, depending on the type of birth.</p> <p>The wage replacement rate in California has also increased over the years. Depending on their income, most workers currently receive between 60% and 70% of their average weekly wages while on leave. On January 1, 2025, the wage replacement rate for workers earning lower wages will increase to 90% of their average weekly wages. The weekly benefit is currently capped at \$1,620.</p> <p>Most private sector workers are automatically covered, however, public sector and self-employed workers must opt in to coverage. Workers cover the full cost of TDI and paid family leave through a payroll deduction currently set at 1.1% of wages.</p> <p>In the last year, legislators enacted A.B. 2123, which will sunset a provision allowing an employer to require their employees take 2 weeks of vacation time before accessing their paid family leave benefits, effective January 1, 2025. Legislators also enacted S.B. 1090, which will allow eligible workers to apply for paid family leave and TDI benefits up to 30 days in advance. This change will be incorporated in the state’s next upgrade of its integrated claims management system. Additionally, legislators also introduced A.B. 518, which would have expanded the definition of a family member to include individuals with an association that is equivalent to a familial relationship (i.e., chosen family) for the purposes of family caregiving leave, however the language was removed when the bill was amended in the Senate.</p>
<p>Colorado</p>	<p>This year Colorado became the 10<sup>th</sup> state to fully implement a statewide paid family and medical leave program when benefits became available to families on January 1, 2024. Colorado passed their paid family and medical leave program through a ballot initiative (Proposition 118) in November 2020. The program provides up to 12 weeks of paid leave, as well as an additional 4 weeks of prenatal or postnatal leave for parents who give birth.</p> <p>The program provides a marginal-rate wage replacement structure in which workers who earn lower wages receive a greater portion of their wages than higher earners. Workers earning lower wages receive 90% of their average weekly wages while on leave. The weekly benefit is currently capped at \$1,100.</p> <p>Most private sector workers are automatically covered, and self-employed workers can opt in to coverage. Local governments as employers can decline coverage. However, if they do, local government employees can still opt in to the program on their own. Workers and employers share the cost of paid family and medical leave through a payroll deduction currently set at 0.9% of wages.</p> <p>In the last year, legislators enacted S.B. 155, which makes technical changes regarding overpayments of paid family and medical leave benefits.</p>

Connecticut	<p>Connecticut's statewide paid family and medical leave program was enacted in 2019 and benefits became available to families on January 1, 2022. The program provides up to 12 weeks of paid leave, as well as an additional 2 weeks of prenatal leave for parents who give birth.</p> <p>The program is administered through the quasi-public Connecticut Paid Family Leave Authority, which contracts with AFLAC for claims processing.</p> <p>The program provides a marginal-rate wage replacement structure in which workers who earn lower wages receive a greater portion of their wages than higher earners. Workers earning lower wages receive 95% of their average weekly wages while on leave. The weekly benefit is currently capped at \$941.</p> <p>Most public and private sector workers are automatically covered, and self-employed workers can opt in to coverage. The program is funded by workers through a payroll deduction that is currently set at 0.5% of wages.</p> <p>In the last year, legislators enacted S.B. 222, which made various changes to the paid family and medical leave program, effective October 1, 2024. The changes include adding "federally recognized tribe" to the definition of an employer and thus allowing members of the tribe and tribally owned businesses to participate in the program; requiring health care providers to display informational posters about the program; making technical changes related to benefit overpayments; and extending safe leave protections to sexual assault survivors. Legislators also enacted S.B. 222, which clarifies the appeals process for the paid family and medical leave program.</p>
Delaware	<p>Delaware's statewide paid family and medical leave program was enacted in 2022 and benefits will become available to families on January 1, 2026. Once fully implemented, the program will provide up to 12 weeks of paid leave to bond with a new child.</p> <p>The program will provide a flat wage replacement rate in which workers will receive 80% of their average weekly wages up to a cap of \$900 a week.</p> <p>The program will cover most public and private sector workers, although domestic workers may not qualify due to employer size limitations. Self-employed workers can opt in to coverage. Workers and employers will share the cost of paid family and medical leave through a payroll deduction, which will initially be set at 0.32% of wages for bonding leave, 0.08% for caregiving leave, and 0.4% for medical leave.</p> <p>Delaware has also provided eligible state employees and public school employees with up to 12 weeks of paid parental leave at full pay since April 1, 2019.</p> <p>In the last year, legislators enacted companion bills S.B. 248/S.S. 1, which make technical changes by clarifying definitions under the state's paid family and medical leave law.</p>

District of Columbia	<p>The District of Columbia’s paid family and medical leave program was enacted in 2017 and benefits became available to families in July 2020. The program initially offered 8 weeks of benefits, but in 2022, the District of Columbia increased the maximum number of weeks to 12 weeks. The program also offers an additional 2 weeks of prenatal leave for parents who give birth.</p> <p>The program provides a marginal-rate wage replacement structure in which workers who earn lower wages receive a greater portion of their wages than higher earners. Workers earning lower wages receive 90% of their average weekly wages while on leave. The weekly benefit is currently capped at \$1,153.</p> <p>Most private sector workers are covered as long as they spend more than half of their work time in the District of Columbia. Self-employed workers and contracted workers may opt in to the program. Employers cover the full cost of the program through a payroll deduction that is currently set at 0.26% of wages. Although public sector workers are not eligible for the paid family and medical leave program, the District of Columbia does provide eligible District employees with similar benefits.</p> <p>In the last year, councilmembers did not introduce any bills to expand their statewide paid family and medical leave program.</p>
Florida	<p>Florida does not have a statewide paid family and medical leave program and has a preemption law in place to prohibit localities from enacting one. The state does, however, provide eligible state employees with up to 7 weeks of paid maternity leave and up to 2 weeks of paid parental leave (available to all parents), which can be combined to up to 9 weeks of paid leave for parents who give birth. Eligible employees receive full pay while on leave. Paid leave benefits became available to eligible state employees on December 11, 2023, after Governor Ron DeSantis approved the new rule.</p> <p>In the last year, legislators did not introduce any bills to establish a statewide paid family and medical leave program.</p>
Georgia	<p>Georgia does not have a statewide paid family and medical leave program and has a preemption law in place to prohibit localities from enacting one. The state does, however, provide eligible state employees with up to 6 weeks of paid parental leave at full pay. The program initially provided 3 weeks of paid leave for eligible state employees, beginning July 1, 2021.</p> <p>In the last year, legislators enacted H.B. 1010, which increased the duration of paid parental leave for eligible state employees from 3 to 6 weeks, effective July 1, 2024. The bill also expanded paid parental leave to public school employees.</p>
Hawaii	<p>Hawaii does not have a paid family leave program. However, Hawaii is one of five states with a longstanding Temporary Disability Insurance (TDI) program, which provides paid medical leave only. Hawaii’s TDI program requires employers provide their eligible workers with at least 26 weeks of paid medical leave, which includes pregnancy-related health needs or recovery from childbirth.</p> <p>In the last year, legislators introduced several bills which would have created a paid family leave program, with proposals ranging from 12 weeks to 16 weeks of paid leave. S.B. 2474 would have created a 16-week paid family leave program. The bill advanced through the original chamber but did not pass this session. Legislators also introduced several bills which would have provided eligible state and county employees with up to 12 weeks of paid family leave. None of the bills passed this session.</p>

Idaho	<p>Idaho does not have a statewide paid family and medical leave program. The state does, however, provide eligible state employees with up to 8 weeks of paid parental leave at full pay. Governor Brad Little adopted the state employee program through an executive order in January 2020 and benefits became effective July 1, 2020. Only employees of the executive branch are eligible for the program.</p> <p>In the last year, legislators did not introduce any bills to establish a statewide paid family and medical leave program.</p>
Illinois	<p>Illinois does not have a statewide paid family and medical leave program. However, legislators enacted a bill in 2023 which provides nearly all workers with up to 40 hours of paid leave for “any reason” within a 12-month period beginning January 1, 2024. Although this policy is not explicitly paid family and medical leave, it could be used to bond with a new child.</p> <p>Additionally, the state also provides eligible state employees with up to 10 weeks of paid parental leave at full pay. The program initially provided 4 weeks but was expanded to 10 weeks in 2019.</p> <p>In the last year, legislators did not introduce any bills to establish a statewide paid family and medical leave program.</p>
Indiana	<p>Indiana does not have a statewide paid family and medical leave program and has a preemption law in place to prohibit localities from enacting one. The state does, however, provide eligible state employees with up to 150 hours (or 3.75 weeks) of paid parental leave at full pay. Governor Eric Holcomb adopted the program through an executive order in December 2017 and benefits became effective January 1, 2018. Only employees of the executive branch are eligible for the program.</p> <p>In the last year, legislators did not introduce any bills to establish a statewide paid family and medical leave program.</p>
Iowa	<p>Iowa does not have a paid family and medical leave program and has a preemption law in place to prohibit localities from enacting one.</p> <p>In the last year, legislators introduced H.F. 2557, which would have provided eligible state employees with up to 4 weeks of paid parental leave for parents who give birth and up to 1 week for parents who do not give birth. The bill did not pass this session. Legislators also considered S.F. 95, which was carried over from the 2023 legislative session and would have established a 12-week statewide paid family leave program. The bill did not pass this session.</p>
Kansas	<p>Kansas does not have a statewide paid family and medical leave program and has a preemption law in place to prohibit localities from enacting one. The state does, however, provide eligible state employees with up to 8 weeks of paid parental for primary caregivers and up to 4 weeks for secondary caregivers. Governor Jeff Colyer adopted the paid parental leave program through executive order in 2018. In July 2021, Governor Laura Kelly increased the amount of available leave for eligible employees from 6 to 8 weeks for primary caregivers and from 3 to 4 weeks for secondary caregivers. Only employees of the executive branch are eligible for the program.</p> <p>In the last year, legislators did not introduce any bills to establish a statewide paid family and medical leave program.</p>

Kentucky	<p>Kentucky does not have a paid family and medical leave program and has a preemption law in place to prohibit localities from enacting one.</p> <p>In the last year, legislators enacted H.B. 179, which authorizes private insurers to sell paid family leave insurance. The legislation requires that the policy provide at least 2 weeks of paid leave, otherwise, the specific details of the policy are at the discretion of the insurance company. Legislators also introduced several bills that would have provided paid leave for eligible state employees and/or teachers. S.B. 142 would have provided eligible state employees with up to 4 weeks of paid parental leave for the birth or adoption of a new child and up to 2 weeks following the placement of a child in foster care. S.B. 205 and H.B. 756 would have provided up to 20 days (4 weeks) of maternity leave for public school employees following the birth of a child, and H.B. 366 would have provided up to 40 days (8 weeks) of maternity leave for public school employees following the birth of a child. None of the bills passed this session.</p>
Louisiana	<p>Louisiana does not have a statewide paid family and medical leave program. The state does, however, provide eligible state employees with up to 6 weeks of paid parental leave at full pay. In 2023, the State Civil Service Commission and the Governor adopted the paid parental leave program for eligible state employees (Civil Service Rule 11.36) and benefits became available on January 1, 2024.</p> <p>In the last year, legislators introduced S.B. 426, which would have provided paid parental leave for public school employees. The bill did not pass this session.</p>
Maine	<p>Maine's statewide paid family and medical leave program was enacted in 2023 and benefits will become available to families on May 1, 2026. Once fully implemented, the program will provide up to 12 weeks of benefits.</p> <p>The program will provide a marginal-rate wage replacement structure in which workers who earn lower wages will receive a greater portion of their wages than higher earners. Workers earning lower wages will receive 90% of their average weekly wages while on leave. The maximum weekly benefit will be 100% of the state's average weekly wage, which is currently \$1,145.</p> <p>Most public and private workers will be covered, although domestic workers may not qualify due to employer size limitations. Self-employed workers will be able to opt in to coverage. Workers and employers will share the cost of paid family and medical leave through a payroll deduction, which will initially be set at 1.0% of wages.</p> <p>In the last year, legislators did not introduce any bills to expand the state's paid family and medical leave program.</p>

Maryland	<p>Maryland's statewide paid family and medical leave program was enacted in 2022, and benefits will become available to families in July 2026. Once fully implemented, the program will provide up to 12 weeks of benefits (or 24 weeks if a worker has a new child and a serious personal health issue within the same benefit year). Parents who give birth will be able to combine medical leave and family leave to take 18 to 20 weeks of paid leave following the birth of a child, depending on the type of birth.</p> <p>Initially, premiums were going to be effective on October 1, 2023, and benefits were going to become available on January 1, 2025. However, these timelines have been pushed back a couple of times. Most recently, in 2024, legislators enacted companion bills S.B. 485/H.B. 571, which delay implementation such that premiums will now become effective in July 2025 and benefits will become available to families in July 2026.</p> <p>The program will provide a marginal-rate wage replacement structure in which workers who earn lower wages will receive a greater portion of their wages than higher earners. Workers earning lower wages will receive 90% of their average weekly wages while on leave. The weekly benefit will initially be capped at \$1,000. All public and private workers will be covered. Self-employed workers will be able to opt in to coverage.</p> <p>Workers and employers will share the cost of paid family and medical leave through a payroll deduction, which will initially be set at 0.9% of wages.</p>
Massachusetts	<p>Massachusetts' statewide paid family and medical leave program was enacted in 2018, and benefits became available to families in 2021. The program provides up to 12 weeks of paid leave to bond with a new child. Parents who give birth may combine medical leave and family leave to take 18 to 20 weeks of paid leave following the birth of a child, depending on the type of birth.</p> <p>The program provides a marginal-rate wage replacement structure in which workers who earn lower wages receive a greater portion of their wages than higher earners. Workers earning lower wages receive 80% of their average weekly wages while on leave. The maximum weekly benefit is currently \$1,150.</p> <p>Most public and private sector workers are covered. Public sector workers not automatically covered can opt in to coverage. Self-employed workers may also opt in to the program. Workers and employers share the cost of medical leave, and workers cover the full cost of paid family leave. The program is funded through a payroll deduction currently set at 0.88% of wages.</p> <p>In the last year, legislators introduced S. 2605, which would have modified the state's paid family and medical leave program by establishing an advisory council to provide regular input on implementation of the program, mandate that employers notify employees of their eligibility for paid leave, and require additional reporting on claimant demographics. Legislators also introduced H. 4270, which would have capped program administrative costs at 5% of the remaining amount in a trust fund at the end of the previous fiscal year. None of the bills passed this session.</p>
Michigan	<p>Michigan does not have a statewide paid family and medical leave program and has a preemption law in place to prohibit localities from enacting one. The state does, however, provide eligible state employees with up to 12 weeks of paid parental leave at full pay. The program became effective on October 1, 2020.</p> <p>In the last year, legislators did not introduce any bills to establish a statewide paid family and medical leave program.</p>

Minnesota	<p>Minnesota's statewide paid family and medical leave program was enacted in 2023 and benefits will become available to families on January 1, 2026. Once fully implemented, the program will provide up to 12 weeks of paid leave to bond with a new child. Parents who give birth will be able to combine medical leave and family leave to take 18 to 20 weeks of paid leave following the birth of a child, depending on the type of birth.</p> <p>The program will provide a marginal-rate wage replacement structure in which workers who earn lower wages will receive a greater portion of their wages than higher earners. Workers earning lower wages will receive 90% of their average weekly wages while on leave. The maximum weekly benefit will be 100% of the state's average weekly wage, which is currently \$1,372.</p> <p>Almost all public and private workers will be covered. Self-employed workers will be able to opt in to coverage. Workers and employers will share the cost of paid family and medical leave through a payroll deduction, which will initially be set at 0.7% of wages.</p> <p>Minnesota has provided eligible state employees with up to 6 weeks of paid parental leave at full pay since November 2016.</p> <p>In the last year, legislators enacted an omnibus bill, which modifies the state's paid family and medical leave program by authorizing the commissioner to adjust annual premium rates to ensure program solvency, providing a mechanism to appeal benefit determinations, and clarifying definitions. Legislators also introduced companion bills S.F. 3874/H.F. 3530, which would have limited the cumulative duration of leave any parent could take during a benefit year to 12 weeks, unless there were pregnancy complications, in which case parents who give birth would have received an additional 2 weeks of paid leave. The bill would have also made the definition of a family member more restrictive and limited access to the program for seasonal employees. The bills did not pass this session.</p>
Mississippi	<p>Mississippi does not have a paid family and medical leave program and has a preemption law in place to prohibit localities from enacting one.</p> <p>In the last year, legislators introduced S.B. 2089 and H.B. 1361, which would have created a statewide paid family and medical leave program providing up to 12 weeks of benefits for eligible workers to bond with a new child. Legislators also introduced S.B. 2732 and H.B. 1608, which would have provided eligible state employees with up to 6 weeks of paid parental leave for the primary caregiver and up to 3 weeks for the secondary caregiver. None of the bills passed this session.</p>
Missouri	<p>Missouri does not have a statewide paid family and medical leave program and has a preemption law in place to prohibit localities from enacting one. The state does, however, provide eligible state employees with up to 6 weeks of paid parental leave for primary caregivers and up to 3 weeks for secondary caregivers. Eligible state employees receive full pay while on leave. Governor Eric Greitens adopted the program through executive order in 2017. Only employees of the executive branch are eligible for the program.</p> <p>In the last year, legislators introduced S.B. 1069 and H.B. 2597, which would have created a statewide paid family and medical leave program providing up to 6 weeks of paid leave for eligible workers to bond with a new child. Legislators also introduced H.B. 2505, which would have created a statewide paid family and medical leave program providing up to 320 hours (8 weeks) of paid leave for eligible workers to bond with a new child, and S.B. 945 which would have required employers provide paid family and medical leave benefits to their employees. None of the bills passed this session.</p>
Montana	<p>Montana does not have a paid family and medical leave program and has a preemption law in place to prohibit localities from enacting one.</p> <p>Montana did not hold a regular legislative session this year.</p>



Nebraska	<p>Nebraska does not have a paid family and medical leave program.</p> <p>In the last year, legislators introduced L.B. 1139, which would have created a statewide paid family and medical leave program providing up to 10 weeks of paid leave for eligible workers to bond with a new child. Legislators also considered L.B. 67, which would have created a statewide paid family and medical leave program providing up to 12 weeks of paid leave for eligible workers, but neither bill passed this session.</p>
Nevada	<p>Nevada does not have a statewide paid family and medical leave program. The state does, however, provide eligible state employees with up to 8 weeks of paid family leave. Eligible state employees receive 50% of their regular wage while taking leave. Legislators enacted the program in 2023 and benefits became available on January 1, 2024. Only executive branch employees are eligible for the program.</p> <p>Nevada did not hold a regular legislative session this year.</p>
New Hampshire	<p>New Hampshire does not have a statewide paid family and medical leave program. However, in 2021, legislators enacted a bill which created a voluntary paid family and medical leave program, called the Granite State Paid Family Leave Plan. The program provides up to 6 weeks of benefits and replaces 60% of a worker's average weekly wages while on leave. The program began on January 1, 2023, and benefits were available to families beginning in August 2023. The program is unique in that it is administered through the private insurance market and is optional for private sector employers and workers. Large employers (defined as more than 50 employees) 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 a week by statute. Conversely, eligible state employees are automatically enrolled in the program and the state covers the full cost of the premiums for state employees. According to the state's first Paid Family and Medical Leave annual report, only 2.19% of the New Hampshire workers were covered under the program in 2023.</p> <p>In the last year, legislators did not introduce any bills to establish a statewide paid family and medical leave program.</p>

New Jersey	<p>New Jersey's paid family leave program was built on the state's longstanding Temporary Disability Insurance (TDI) program, which provides paid medical leave only. The paid family leave program was enacted in 2008 and benefits became available to families for the first time on July 1, 2009. The program initially provided up to 6 weeks of paid family leave. In 2019, legislators enacted a bill which increased the maximum duration of leave to 12 weeks, beginning in July 2020. Parents who give birth may combine TDI and paid family leave to take 18 to 20 weeks of paid leave following the birth of a child, depending on the type of birth.</p> <p>The wage replacement rate has also increased over the years. Currently workers receive 85% of their wages up to a maximum benefit of \$1,055 a week.</p> <p>Most public and private sector workers are automatically covered, although domestic workers are subject to a low minimum payment requirement. Self-employed workers are not covered. Workers and employers share the cost of TDI, and workers cover the full cost of paid family leave. TDI is funded through a payroll deduction and the contribution rate for employers ranges from 0.10% to 0.75%. In 2023, the TDI contribution rate for workers was reduced to 0% due to a surplus in the program's trust fund and remains at that rate again this year. Paid family leave is funded through a payroll deduction currently set at 0.09% of wages.</p> <p>In the last year, legislators introduced companion bills S. 2950/A. 3451, which would extend job protection benefits to more workers in the state by gradually reducing the employer threshold from those with 30 employees to those with 5 employees. Currently, only eligible employees working for an employer with 30 or more employees qualify for job protection while taking paid family leave. Legislators also introduced companion bills S. 852/A. 3451, which would reduce the taxable wage base for TDI and paid family leave premiums. Legislators also introduced companion bills S. 1070/A. 623, which would make several modifications to the state's paid leave program, including a provision to allow self-employed workers to opt in to coverage and changing the eligibility requirements so that workers earning at least \$1,000 during the base year are eligible for benefits. As of October 2024, the bills had not passed.</p>
New Mexico	<p>New Mexico does not have a statewide paid family and medical leave program. The state does, however, provide eligible state employees with up to 12 weeks of paid parental leave at full pay. Governor Michelle Lujan Grisham adopted the program in 2019, and benefits became available to state employees on January 1, 2020. Only executive branch employees are eligible for the program.</p> <p>In the last year, legislators nearly enacted S.B. 3, which would have created a statewide paid family and medical leave program providing up to 12 weeks of paid leave for eligible workers to bond with a new child. The bill advanced through the Senate but narrowly failed in the House, therefore the bill did not pass this session. In addition, legislators also introduced H.B. 6 and H.B. 11, which would have created a statewide paid family and medical leave program providing up to 12 weeks and 6 weeks of paid leave, respectively. The bills did not pass this session.</p>

New York	<p>New York's paid family leave program was built on the state's longstanding Temporary Disability Insurance (TDI) program, which provides paid medical leave only. The paid family leave program was enacted in 2016 and benefits became available to families for the first time on January 1, 2018. The program initially provided up to 8 weeks of paid family leave. The benefit was increased to 10 weeks in 2020 and to 12 weeks beginning in January 2021. Parents who give birth may combine TDI and paid family leave to take 18 to 20 weeks of paid leave following the birth of a child, depending on the type of birth.</p> <p>New York is the only state in which the wage replacement benefit for TDI and family leave differs. Currently workers receive about 67% of their average weekly wages while taking paid leave. The maximum weekly benefit for paid family leave is currently \$1,151. However, the maximum weekly benefit for TDI is currently \$170, which has been capped at that amount since 1989.</p> <p>Most private sector workers are automatically covered, and public sector and self-employed workers can opt in to coverage. Workers and employers share the cost of TDI, and workers cover the full cost of paid family leave. TDI and paid family leave are funded through a payroll deduction currently set at approximately 0.37% of wages.</p> <p>In the last year, legislators included a provision in the final enacted Fiscal Year 2025 budget which will provide eligible workers an additional 20 hours of paid sick leave for prenatal care, effective January 1, 2025.</p> <p>Legislators also introduced several bills to increase the wage replacement rate for TDI and paid family leave, including companion bills A. 4053B/S. 2821B, would have increased the wage replacement benefit for the state's TDI program by implementing a marginal-rate wage replacement structure and raising the maximum weekly benefit. The bills would have also expanded the definition of a family member to include "any other individual related by blood to the employee or whose close association with the employee is the equivalent of a family relationship" in the state's paid family leave program. Legislators also introduced several bills to expand coverage and increase the duration of leave. Additionally, legislators introduced companion bills S. 8342/A. 8908, which would have created a temporary commission to conduct a comprehensive study on the current utilization of paid family leave and provided recommendations on how to increase access to the program. None of the bills passed this session.</p>
North Carolina	<p>North Carolina does not have a statewide paid family and medical leave program and has a preemption law in place to prohibit localities from enacting one. The state does, however, provide eligible state employees and public school teachers with up to 8 weeks of paid parental leave for parents who give birth and up to 4 weeks for parents who do not give birth. Eligible employees receive full pay while on leave. Governor Roy Cooper first adopted the program through an executive order in 2019, and then in 2023, the legislature enacted a bill which enshrined the program into statute and expanded coverage to all state employees, including public school teachers. The state Board of Education also passed a temporary policy in October 2023. In 2024, the state Board of Education approved a final rule to make the paid parental leave program for public school teachers permanent, effective October 1, 2024.</p> <p>In the last year, legislators introduced S. 815 and S. 878, which would have created a statewide paid family and medical leave program providing up to 12 weeks of paid leave for eligible workers to bond with a new child. The bills did not pass this session.</p>
North Dakota	<p>North Dakota does not have a paid family and medical leave program and has a preemption law in place to prohibit localities from enacting one.</p> <p>North Dakota did not hold a regular legislative session this year.</p>

Ohio	<p>Ohio does not have a statewide paid family and medical leave program and has a preemption law in place to prohibit localities from enacting one. The state does, however, provide eligible state employees with up to 12 weeks of paid parental leave. Eligible employees receive 70% of their regular wages while on leave. The program initially provided up to 4 weeks of paid leave following a 14-day unpaid waiting period, however, in 2023 legislators enacted a bill which expanded the program from 4 to 12 weeks of leave and removed the waiting period, effective October 4, 2023.</p> <p>In the last year, legislators did not introduce any bills to establish a statewide paid family and medical leave program.</p>
Oklahoma	<p>Oklahoma does not have a statewide paid family and medical leave program. The state does, however, provide eligible state employees and public school employees with up to 6 weeks of paid maternity leave. In 2023, legislators enacted two bills to create each program and benefits became available on November 1, 2023.</p> <p>In the last year, legislators introduced S.B. 1315 and S.B. 1278, which would have extended paid leave for eligible public school employees to include the adoption of a child. S.B. 1278 would have also included the placement of a child in foster care. The bills advanced through their original chamber but did not pass this session.</p>
Oregon	<p>Oregon's statewide paid family and medical leave program was enacted in 2019 and benefits became available to families on September 3, 2023. The program provides up to 12 weeks of paid leave, as well as an additional 2 weeks of prenatal or postnatal leave for parents who give birth.</p> <p>The program provides a marginal-rate wage replacement structure in which workers who earn lower wages receive a greater portion of their wages than higher earners. Workers earning lower wages receive 100% of their average weekly wages while on leave. The maximum weekly benefit is currently capped at \$1,569.</p> <p>Almost all workers are automatically covered. Self-employed workers and tribal governments can opt in to coverage. Workers and employers share the cost of paid family and medical leave through a payroll deduction currently set at 1.0% of wages.</p> <p>In the last year, legislators enacted S.B. 1515, which makes several technical changes related to reporting requirements and alignment between programs. Legislators also enacted S.B. 1514, which requires the director of the Employment Department to periodically assess the solvency of the paid family and medical leave trust fund, and if necessary, reduce the number of weeks available to families (except for paid bonding leave).</p>
Pennsylvania	<p>Pennsylvania does not have a statewide paid family and medical leave program. The state does, however, provide eligible state employees with up to 8 weeks of paid parental leave. Eligible employees receive full pay while on leave. The program initially provided 6 weeks but was expanded to 8 weeks of paid parental leave, beginning February 15, 2024.</p> <p>In the last year, legislators introduced H.B. 181 and S.B. 580, which would create a statewide paid family and medical leave program providing up to 20 weeks of paid leave for eligible workers to bond with a new child. Both bills advanced through their respective committees in the House and Senate, but as of October 2024, neither bill had passed.</p>

Rhode Island	<p>Rhode Island's paid family leave program, called Temporary Caregiver Insurance (TCI), was built on the state's longstanding Temporary Disability Insurance (TDI) program, which provides paid medical leave only. The paid family leave program was enacted in 2013 and benefits became available to families for the first time on January 1, 2014. The program initially provided up to 4 weeks of paid family leave. However, in 2021, legislators enacted a bill which increased the maximum duration of family leave to 5 weeks in 2022 and 6 weeks in 2023. In 2024, legislators enacted companion bills S.B. 2121/H.B. 7171, which will further increase the duration of paid family leave to 7 weeks in 2025 and 8 weeks in 2026. Currently, parents who give birth may combine TDI and paid family leave to take 12 to 14 weeks of paid leave following the birth of a child, depending on the type of birth.</p> <p>The program provides a flat wage replacement rate in which workers receive about 60% of their average weekly wages, up to a cap of \$1,070 a week. Rhode Island also provides an additional dependent allowance, which currently ranges from \$10.00 to \$74.90, per child (up to 5 children), per week of leave.</p> <p>Most private sector workers are automatically covered, although domestic workers are subject to a low minimum payment requirement. Public sector workers can opt in to coverage. Self-employed workers are not covered. Workers cover the full cost of TDI and paid family leave through a payroll deduction currently set at 1.2% of wages.</p>
South Carolina	<p>South Carolina does not have a statewide paid family and medical leave program and has a preemption law in place to prohibit localities from enacting one. The state does, however, provide eligible state employees with up to 6 weeks of paid parental leave for parents who give birth and up to 2 weeks for parents who do not give birth. Eligible employees receive full pay while on leave. The program began in 2022, and legislators enacted a bill which expanded coverage to include public school teachers in 2023.</p> <p>In the last year, legislators enacted H.B. 4832, which authorizes private insurers to sell paid family leave insurance. The legislation requires that the policy provide at least 2 weeks of paid leave, otherwise, the specific details of the policy are at the discretion of the insurance company. Legislators also considered companion bills S.B. 27/H.B. 3617, which would have increased the duration of paid parental leave for eligible state employees from 6 to 12 weeks for parents who give birth and from 2 to 4 weeks for parents who do not give birth. The bills also would have expanded coverage to include employees at public institutions of higher education. The bills did not pass this session.</p>
South Dakota	<p>South Dakota does not have a statewide paid family and medical leave program. The state does, however, provide eligible state employees with up to 12 weeks of paid parental leave. Eligible employees receive full pay while on leave. Prior to 2023, eligible state employees were given up to 8 weeks of paid parental leave and received 60% of their regular pay while taking leave. In 2023, Governor Kristi Noem and the state Bureau of Human Resources expanded the duration of leave to 12 weeks and increased the wage replacement rate such that state employees now receive 100% of their regular pay while on leave.</p> <p>In the last year, legislators did not introduce any bills to establish a statewide paid family and medical leave program.</p>
Tennessee	<p>Tennessee does not have a statewide paid family and medical leave program and has a preemption law in place to prohibit localities from enacting one. The state does, however, provide eligible state employees and public school teachers with up to 6 weeks of paid parental leave. Eligible employees receive full pay while on leave. The program was created when legislators enacted a bill during the 2023 legislative session and benefits became available on July 1, 2023.</p> <p>In the last year, legislators introduced companion bills S.B. 1545/H.B. 1554, which would have expanded paid parental leave for state employees to include the placement of a child in foster care. S.B. 1545 advanced through the Senate but failed in the House. Ultimately, neither bill passed this session.</p>

Texas	<p>Texas does not have a statewide paid family and medical leave program and has a preemption law in place to prohibit localities from enacting one. The state does, however, provide eligible state employees with up to 8 weeks of paid parental leave for parents who give birth and up to 4 weeks for parents who do not give birth. Eligible state employees receive full pay while on leave. The program was created when legislators enacted a bill during the 2023 legislative session and benefits became available on September 1, 2023.</p> <p>Texas did not hold a regular legislative session this year.</p>
Utah	<p>Utah does not have a statewide paid family and medical leave program and has a preemption law in place to prohibit localities from enacting one. The state does, however, provide eligible state employees with up to 3 weeks of paid postpartum recovery leave for parents who give birth and up to 3 weeks of paid parental leave (available to all parents), which can be combined for up to 6 weeks of paid leave for parents who give birth. Eligible employees receive full pay while on leave. The state employee program was expanded in 2022 to include the adoption of a child, the birth of a child through surrogacy, and the appointment of a legal guardianship of a child or an incapacitated adult as qualifying reasons for leave.</p> <p>In the last year, legislators enacted several bills which will modify and expand the paid parental leave program for eligible state employees. H.B. 75 expanded coverage to include foster parents in the paid parental leave program for state employees, effective May 1, 2024. The bill also authorizes the director of the Division of Human Resource Management to allow eligible state employees to take postpartum recovery leave intermittently. H.B. 431 will require K-12 public schools to provide all eligible employees with up to 3 weeks of paid postpartum recovery leave, which is equivalent to what is provided to eligible state employees, effective July 1, 2027.</p>
Vermont	<p>Vermont does not have a statewide paid family and medical leave program. In 2022, legislators enacted a bill which created a paid family leave program for eligible state employees, with an option for private employers and individual workers to voluntarily opt in to the program in future years. The program is administered through private insurance. State employees were automatically covered beginning July 1, 2023. The state employee program provides up to 6 weeks of paid family leave benefits and covers 60% of a worker's average weekly wages while on leave. Private employers could voluntarily purchase a paid family leave insurance policy for their employees beginning on July 1, 2024. Individual workers, including those who are self-employed, will be able to purchase individual coverage beginning on July 1, 2025.</p> <p>In the last year, legislators considered S. 148, which would have created a paid parental leave program providing up to 12 weeks of paid leave for eligible parents. The bill did not pass this session.</p>
Virginia	<p>Virginia does not have a statewide paid family and medical leave program. The state does, however, provide eligible state employees with up to 8 weeks of paid parental leave. Eligible employees receive full pay while on leave. Governor Ralph Northam adopted the program through an executive order in 2018.</p> <p>In the last year, legislators passed S.B. 373, which would have created a statewide paid family and medical leave program providing up to 8 weeks of paid leave for eligible workers to bond with a new child. Legislators originally proposed 12 weeks of paid leave, but the bill was amended to 8 weeks in committee. Governor Glenn Youngkin vetoed the bill; therefore, it was not enacted.</p>

Washington	<p>Washington's statewide paid family and medical leave program was enacted in 2017 and benefits became available to families in January 2020. The program provides up to 12 weeks of paid family leave. Parents who give birth may combine medical leave and family leave to take up to 16 weeks of paid leave following the birth of a child, depending on the type of birth. The program also provides an additional 2 weeks of prenatal leave.</p> <p>Washington's paid family and medical leave program provides a marginal-rate wage replacement structure in which workers who earn lower wages receive a greater portion of their wages than higher earners. Workers earning lower wages receive 90% of their average weekly wages while on leave. The maximum weekly benefit is currently capped at \$1,456.</p> <p>Almost all public and private workers are automatically covered. Self-employed workers can opt in to coverage. Workers and employers share the cost of medical leave, and workers cover the full cost of family leave. The program is funded through a payroll deduction currently set at 0.74% of wages.</p> <p>In the last year, legislators introduced companion bills S.B. 6177/H.B. 2102, which would have allowed health care providers to disclose patient health information for the purposes of a paid family and medical leave claim. Legislators also considered H.B. 1959, which would have repealed the provision that exempts employers with 50 or more employees from paying the employer portion of the premium. The bills did not pass this session.</p>
West Virginia	<p>West Virginia does not have a paid family and medical leave program.</p> <p>In the last year, legislators introduced H.B. 4489, which would have created a statewide paid family and medical leave program providing up to 12 weeks of paid leave for eligible workers to bond with a new child. Additionally, legislators also introduced several bills which would have created a paid parental leave pilot program providing up to 12 weeks of paid leave to eligible state employees, as well as a bill which would have required the Joint Committee on Government and Finance to study the impacts of paid parental leave for state employees. None of the bills passed this session.</p>
Wisconsin	<p>Wisconsin does not have a paid family and medical leave program and has a preemption law in place to prohibit localities from enacting one.</p> <p>In the last year, legislators introduced companion bills S.B. 1064/A.B. 1156, which would have created a statewide paid family and medical leave program providing up to 12 weeks of paid leave for eligible workers. Legislators also considered companion bills S.B. 469/A.B. 478, which would have repealed the paid family and medical leave preemption law. None of the bills passed this session.</p>
Wyoming	<p>Wyoming does not have a paid family and medical leave program.</p> <p>In the last year, legislators introduced H.B. 174, which would have required the Department of Workforce Services to choose a paid family and medical leave insurance carrier to provide voluntary paid family and medical leave insurance to workers in the state. State employees, private employers, and individuals would have had the option to opt in to the program. Each paid family and medical leave insurance policy would have had to provide at least 12 weeks of paid leave with 60% of a worker's wages provided while on leave. Otherwise, specific details of the policy would have been at the discretion of the insurer. The bill did not pass this session.</p>

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