

Paid Family and Medical Leave Across States

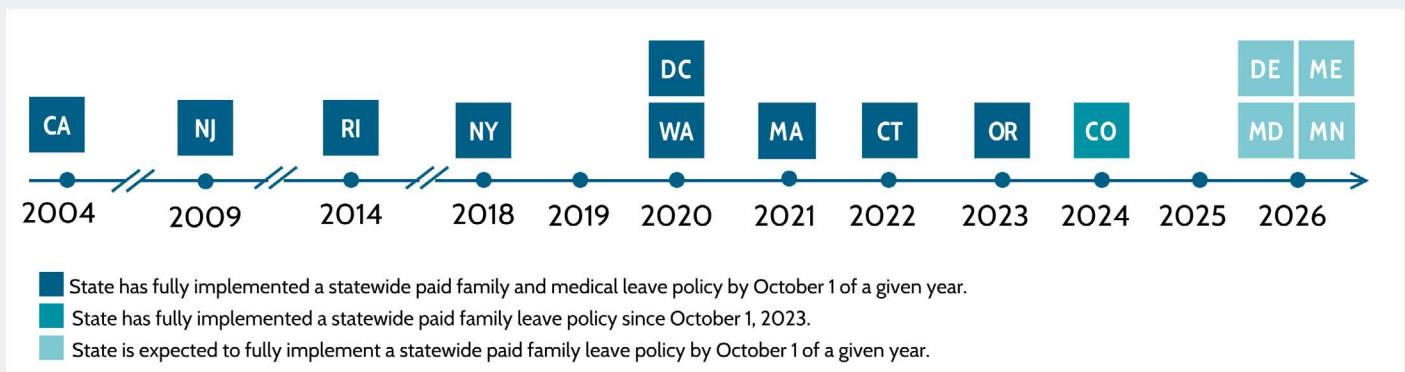
Paid family and medical leave (PFML) is one of 12 evidence-based policies included in our [2024 Prenatal-to-3 State Policy Roadmap](#), which details states' progress toward adopting and implementing policies that are proven to impact the prenatal-to-3 system of care. State paid family and medical leave policies allow workers to take time off work and receive a portion of their income for qualifying reasons, which include the birth, adoption, or fostering of a child, caring for a loved one with a serious medical condition, or recovering from one's own serious medical condition. The most rigorous research to date shows a state policy that provides at least 12 weeks of paid leave for parents who give birth and at least 6 weeks for all other parents with a new child improves economic security, supports child and parental health, and helps new parents build the foundation for a healthy attachment.

How Many States Have Fully Implemented a Paid Family and Medical Leave Program?

As of October 1, 2024, 14 states have adopted a PFML program in which all parents are allowed to take between 6 and 12 weeks off work to bond with a new child. Ten of those states have implemented their programs, and the remaining four states will do so by the end of 2026. This year, one state—Colorado—began fully implementing its paid family and medical leave program.

Implementation Timeline: Paid Family and Medical Leave

14 states have implemented or will soon implement a comprehensive state paid family and medical leave program for all parents to bond with a new child.



Note: The first four states (California, New Jersey, Rhode Island, and New York) to adopt a paid family leave program, did so by amending pre-existing Temporary Disability Insurance laws. The dates listed on the timeline above indicate the year paid family leave benefits became available to families in those states, in addition to pre-existing medical leave.

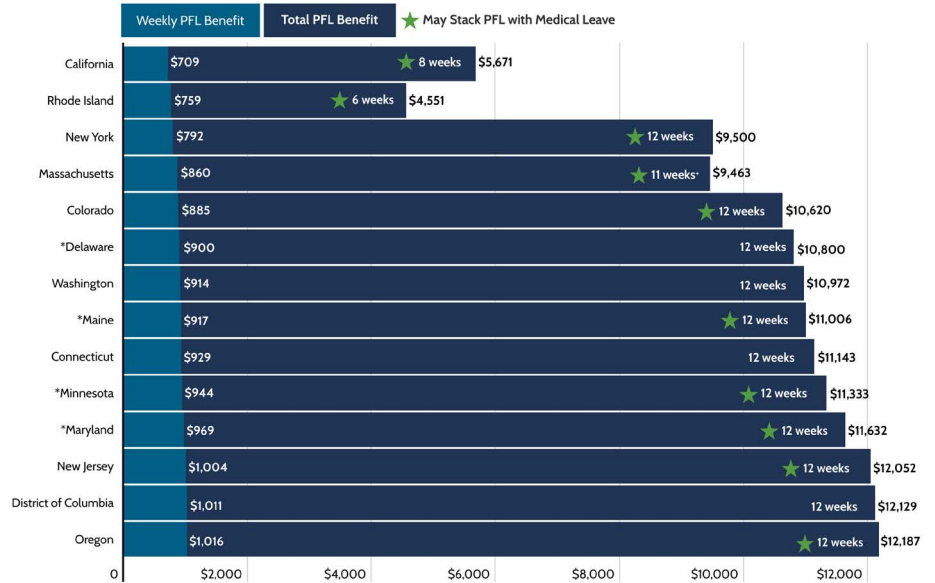
Source: State paid family and medical leave statutes. For more details, please see [Methods and Sources](#).

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

States' PFML leave programs vary depending on several **policy choices** which can impact equitable access to, and take up of, the program. The projected benefits are for a full-time worker earning the national median wage (about \$61,440 per year). Weekly benefits for these workers range from \$709 in California to \$1,016 in Oregon. The chart shows green stars for the states where a birthing parent could take additional weeks of leave by stacking medical leave and family leave.

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



What Progress Have States Made in the Last Year?

In the last year, 27 states introduced legislation to establish or modify a PFML program. Fifteen of those states introduced, but did not enact, legislation which would have established a new statewide PFML program and eight of those states enacted legislation to modify existing PFML programs.

- In 2024, one new state—Colorado—began fully implementing a PFML program, which provides 12 weeks of paid leave for all parents to bond with a new child, as well as an additional 4 weeks of prenatal or postnatal leave for parents who give birth.
- Although no state enacted legislation to newly adopt a PFML program over the last year, Virginia, New Mexico, and Hawaii made significant progress in moving towards program adoption.
- Rhode Island legislators enacted companion bills which will increase the duration of paid family leave from 6 to 7 weeks in 2025 and to 8 weeks in 2026.
- Maryland enacted legislation to delay the implementation of its PFML program. Benefits will now become available to families in July 2026.
- Lawmakers in California enacted two bills to make paid leave benefits more accessible for eligible workers in the state. One of the bills will remove a provision that allows employers to require their employees use up to 2 weeks of accrued vacation time before accessing paid family leave benefits, and the other bill will allow workers to file a PFML claim up to 30 days in advance.



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