

Prenatal-to-3 State Policy Roadmap 2025

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 enacted S.B. 199, which provides paid parental leave for eligible state employees and public school teachers beginning in July 2025. Mothers receive up to 8 weeks of leave and fathers receive up to 2 weeks of leave.</p>
Alaska	<p>Alaska does not have a paid family and medical leave program.</p> <p>In the last year, legislators introduced H.B. 193, which would have created a statewide paid parental leave program providing between 8 and 26 weeks of leave, depending on fund solvency. Legislators also introduced S.B. 10, which would have created a private, voluntary paid family and medical leave insurance program in the state. State employees would have been automatically covered, but private employers and individuals would have had the option to opt in to the program. These bills 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 Hobbs, the state Department of Administration adopted a Paid Parental Leave Pilot Program. The policy was implemented in September 2023, but provided retroactive coverage for any birth, adoption, or placement of a child for foster care that occurred during or after January 2023. The next review of the policy was scheduled for September 2025; as of September 15, no information about the review was publicly available.</p> <p>In the last year, legislators introduced H.B. 2461, which would have created a statewide paid family and medical leave program providing up to 24 weeks of benefits for eligible workers to bond with a new child. The bill 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 a bill 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 enacted H.B. 1017, which requires all school districts to provide 12 weeks of paid maternity leave for public school teachers, effective August 2025. The funding is provided by the state. Previously, school districts could provide up to 12 weeks of paid maternity leave, but the state required a 50/50 cost-sharing agreement, and few school districts opted into the program. Legislators also enacted H.B. 1719, which requires that holidays and non-instructional days do not count toward a teacher’s maternity leave.</p>

California	<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 in July 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, with the most recent increase implemented in January 2025. Depending on income, most workers currently receive between 70% and 90% of their average weekly wages while on leave. The weekly benefit is currently capped at \$1,681.</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 1.2% of wages.</p> <p>In the last year, legislators introduced S.B. 590, 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. Legislators also introduced A.B. 65, which would have required public schools and community colleges to provide their employees with up to 14 weeks of paid leave for pregnancy, miscarriage, or childbirth. These bills did not pass this session.</p>
Colorado	<p>Colorado passed their paid family and medical leave program through a ballot initiative in November 2020 and benefits became available to families in January 2024. 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 \$1,324.</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. 144, which expands Colorado's paid family and medical leave program to include an additional 12 weeks of paid leave for families with a baby in the neonatal intensive care unit (NICU), effective January 2026.</p>

Connecticut	<p>Connecticut's statewide paid family and medical leave program was enacted in 2019 and benefits became available to families in January 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 \$981.</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 H.B. 7288, which expands the paid family and medical leave program to cover non-certified employees at public and non-public elementary and secondary schools, effective in October 2025. Legislators also enacted H.B. 7045, which makes minor technical changes to 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 beginning in January 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 (0.80% total).</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 2019.</p> <p>In the last year, legislators enacted S.B. 200, which requires the state Department of Labor to conduct an actuarial study on the impact and potential premium rate changes associated with changing the paid family and medical leave application period from 24 months to 12 months. The actuarial report will be submitted to the General Assembly by April 2026. Legislators also enacted legislation which clarifies the documentation needed for approved private plans, establishes an advisory committee, and makes other minor technical changes to the paid family and medical leave program.</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 0.75% of wages. Although public sector workers are not eligible for the paid family and medical leave program, eligible District employees are provided with similar benefits.</p> <p>In the last year, councilmembers introduced B26-0182, which would have required that private-sector workers still receive paid family and medical leave benefits in the event of job loss as long as they are not collecting unemployment insurance benefits. Councilmembers also introduced B26-0326, which would have reduced the number of weeks of paid leave available to District employees to 2 weeks. As of September 2025, the bills had not passed. Additionally, Mayor Bowser’s Fiscal Year 2026 proposed budget included several provision which would have changed the paid family and medical leave program by limiting leaving to 2 weeks for caring for a family member, restricting the definition of family to include only immediate family members, creating a waiting period for family and medical leave, and requiring workers to commit to working at their current employer for 12-weeks upon returning to work after paid leave. Ultimately, these provisions were not included in the final enacted Fiscal Year 2026 budget.</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 in December 2023, after Governor DeSantis approved the new rule.</p> <p>In the last year, legislators introduced S.B. 76, which would have provided eligible state employees with 12 weeks of paid parental leave. The bill did not pass this session.</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 in July 2021. In 2024, legislators enacted a bill to expand the duration of leave to 6 weeks beginning in July 2024 and to expand coverage to include public school employees.</p> <p>In the last year, legislators did not introduce any bills to establish a statewide paid family and medical leave program.</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 that 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 enacted S.C.R. 145 and S.R. 117, which commission a working group to both study the impact of adopting a statewide paid family and medical leave program in Hawaii, and to develop recommendations.</p> <p>Legislators introduced several bills which would have created a statewide paid family and medical leave program of up to 12 weeks of paid leave to bond with a new child. Legislators also introduced several bills which would have provided eligible state and county employees with up to 12 weeks of paid family leave. These bills did not pass 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 Little adopted the state employee program through an executive order in January 2020 and benefits became effective in July 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 in January 2024. Although this policy is not explicitly paid family and medical leave, it could be used to bond with a new child.</p> <p>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 and was expanded to 10 weeks in 2019.</p> <p>In the last year, legislators introduced H.B. 3483 and S.B. 2413, which would have created a statewide paid family and medical leave program providing up to 18 weeks of leave. Legislators also introduced H.B. 2946, which would have created a statewide paid family and medical leave program providing up to 26 weeks of leave. These bills did not pass this session.</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 paid parental leave at full pay. Parents who give birth can take up to 9.75 weeks of paid leave and parents who do not give birth can take up to 3.75 weeks of paid leave. The program was first adopted through an executive order by then-Governor Holcomb in December 2017 and initially provided 150 hours (3.75 weeks) weeks of new parent leave beginning in January 2018. In the last year, Governor Braun signed an executive order to expand the program by providing an additional 6-8 weeks (depending on the type of birth) of childbirth recovery leave for parents who give birth. Only employees of the executive branch are eligible for the program.</p> <p>In the last year, legislators introduced S.B. 115, which would have created a statewide paid family and medical leave program providing up to 12 weeks of leave. Legislators also introduced S.B. 29, which would have allowed the state to contract with a third-party vendor to administer a voluntary paid family and medical leave program in the state. Specific details of the policy would have been at the discretion of the insurer. These bills did not pass this session.</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 enacted H.F. 889, which provides 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 beginning July 2025. Legislators introduced S.F. 109, which would have established a statewide paid family and medical leave program providing up to 12 weeks of leave. 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. Then-Governor Colyer adopted the paid parental leave program through executive order in 2018. In July 2021, Governor 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 S.B. 9, which will require public school districts to provide at least 30 days of maternity leave at full pay to teachers beginning in July 2030. Legislators introduced H.B. 711, which would have provided eligible state employees with 6 weeks of paid family leave, and H.B. 598, which would have required employers with 50 or more employees to provide 12 weeks of paid parental leave to their employees. These bills did not pass this session.</p> <p>Additionally, in the last year, the state adopted a new administrative regulation to provide Executive Branch employees with up to 6 weeks of paid family and medical leave beginning September 30, 2025. State employees are eligible for paid leave immediately upon hire and then become eligible for another 6 weeks of qualifying leave after 10 years of service and again after 20 years of service.</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 Governor Landry adopted the paid parental leave program for eligible state employees (Civil Service Rule 11.36) and benefits became available in January 2024.</p> <p>In the last year, legislators did not introduce any bills to establish a statewide paid family and medical leave program.</p>

Maine	<p>Maine's statewide paid family and medical leave program was enacted in 2023 and benefits will become available to families beginning in May 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 \$1,199.</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 enacted L.D. 894, which makes several more minor modifications to the paid family and medical leave program, as well as L.D. 1221, which amends the state constitution to clarify that all revenue relating to the paid family and medical leave program must be expended solely for the cost of program benefits and administration and may not be encumbered, or diverted to, other purposes.</p>
Maryland	<p>Maryland's statewide paid family and medical leave program was enacted in 2022, and benefits will become available to families in January 2028. 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 scheduled to be effective in October 2023, with benefits becoming available in January 2025. However, these scheduled timelines have been delayed on several occasions. Most recently, in 2025, legislators enacted companion bills H.B. 102/S.B. 225, which delays implementation such that premiums will now become effective in January 2027 and benefits will become available to families in January 2028.</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> <p>In the last year, in addition to the bill which delayed implementation of the paid family and medical leave program, legislators also enacted H.B. 1503, which provides 12 weeks of paid family and medical leave for executive branch employees. The benefit generally mirrors the statewide paid family and medical leave program. Benefits will be available to eligible state employees in July 2026. Previously, state employees had access to 12 weeks of paid parental leave only.</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 \$1,171.</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 H. 2152, which would have extended paid family leave to 16 weeks for families with a baby in the neonatal intensive care unit (NICU). Legislators also introduced multiple bills which would expand coverage to public school teachers, municipal employees, graduate student workers, as well as certain contract workers. As of September 2025, none of the bills had passed.</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 in October 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 in January 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 introduced several bills which would have repealed the paid family and medical leave program, as well as several bills to delay implementation of the program by one year. These 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 enacted H.B. 1063, which will provide eligible state employees who are primary caregivers with 6 weeks of paid parental leave at full pay beginning in January 2026. Legislators introduced H.B. 1047, which would have created a statewide paid family and medical leave program providing up to 12 weeks of leave, but the bill did not pass 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. Then-Governor 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 H.B. 1563 and S.B. 751, which would have created a statewide paid family and medical leave program providing up to 6 weeks of paid leave. These bills did not pass 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>In the last year, legislators introduced S.B. 325, which would have created a statewide paid family and medical leave program providing up to 12 weeks of paid leave. The bill did not pass this session.</p>
Nebraska	<p>Nebraska does not have a statewide paid family and medical leave program.</p> <p>In the last year, the labor union representing state employees negotiated a contract which included up to 6 weeks of paid maternity leave for state employees, effective July 1, 2025. Subsequently, the state adopted a new administrative rule expanding paid maternity leave coverage to all classified state employees.</p> <p>Additionally, legislators introduced L.B. 189, which would have created a statewide paid family and medical leave program providing up to 10 weeks of paid leave. Legislators also introduced L.B. 224, which would have provided eligible state employees with 12 weeks of paid maternity leave. These bills did not pass 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 in January 2024. Only executive branch employees are eligible for the program.</p> <p>In the last year, legislators passed A.B. 388, which would have increased the duration of family leave available to state employees from 8 to 12 weeks and would have expanded coverage to include the placement of a child in foster care, recovery from a serious health condition (including pregnancy or pregnancy loss), and for certain purposes resulting from domestic violence, stalking, or harassment. The bill would have also changed the wage replacement rate from a flat to a marginal-rate structure. State employees earning less than 110% of the state average weekly wage would have received 100% of their wages while on leave. The bill would have also required that employers with 50 or more employees provide a similar level of paid family leave benefit to their employees as offered to state employees. Governor Lombardo vetoed the bill; therefore, it was not enacted.</p>

<p>New Hampshire</p>	<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 in January 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.</p> <p>In the last year, legislators enacted H.B. 517, which repealed the marketing and outreach requirements for the state's voluntary paid family and medical leave program. Legislators introduced S.B. 246, which would have expanded job protection benefits for those taking paid family and medical leave to those working at an employer with 20 or fewer employees (from 50 or fewer employees currently). The bill did not pass this session.</p>
<p>New Jersey</p>	<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 in July 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 \$1,081 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%. The contribution rate for workers is currently 0.23% of wages. Paid family leave is funded through a payroll deduction currently set at 0.33% of wages.</p> <p>In the last year, legislators introduced A. 5208, which would have increased the wage replacement rate for paid family leave to 100% of wages and allowed eligible workers to take longer than 12 weeks of family leave by reducing their weekly benefit. As of September 2025, the bill 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 Lujan Grisham adopted the program in 2019, and benefits became available to state employees in January 2020. Only executive branch employees are eligible for the program.</p> <p>In the last year, legislators introduced H.B. 11, which would have provided up to 6 weeks of "family wellness leave" funded through payroll contributions collected from workers and employers. Family wellness leave would have included medical leave to care for oneself or a family member with a serious health condition, leave pertaining to a family member's military service, safe leave, bereavement leave, and foster leave for a family welcoming a foster child into their home. Family wellness leave would <i>not</i> have included parental leave to bond with a new child. Instead, the bill would have also created a new "welcome child" benefit, which would have provided one parent with \$3,000/month for the first 3 months immediately following the birth or adoption of a child. The welcome child benefit would have been funded through the state's Early Childhood Education and Care fund. The bill 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 in January 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 family leave. The maximum weekly benefit for paid family leave is currently \$1,177. 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 0.39% of wages.</p> <p>In 2024, legislators included a provision in the budget to provide eligible workers an additional 20 hours of paid sick leave specifically for prenatal care beginning in January 2025.</p> <p>In the last year, legislators introduced several bills to increase the wage replacement rate for TDI and paid family leave, including companion bills S. 172/A. 84 and companion bills S. 3235/A. 4906, which would have gradually increased the wage replacement benefit for the state's TDI program until it was 67% of a worker's average weekly wage and raised the maximum weekly benefit. The bills would have also introduced employee contribution limits for TDI. These bills did not pass this session.</p> <p>Additionally, legislators introduced companion bills S. 3524/A. 1399, which would have increased the duration of paid family leave to from 12 weeks to 26 weeks and would have increased the wage replacement rate. Legislators also introduced several bills which would have required a public employer to offer a comparable benefit to their employees if they opted out of the state's paid family leave program. These bills did not pass 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. Then-Governor 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 paid parental leave 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 2024.</p> <p>In the last year, legislators introduced several bills (H. 786, S. 708, S. 480/H. 499) 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. These 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>In the last year, legislators did not introduce any bills to establish a statewide paid family and medical leave program.</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 in October 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 in November 2023.</p> <p>In the last year, legislators enacted H.B. 1601, which allows public school teachers to use sick days to extend their maternity leave.</p> <p>Legislators introduced S.B. 87 and S.B. 314, which would have changed the maternity leave for state employees to parental leave for state employees, meaning all parents would have access to leave following the birth or adoption of a child. Legislators also introduced S.B. 277, which would have created a statewide paid family and medical leave program providing up to 16 weeks of paid leave, as well as S.B. 254, which would have required the state Department of Labor to conduct an actuarial study for a paid family and medical leave program. These bills 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 in September 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 \$1,637.</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 H.B. 2236, H.B. 3021, H.B. 3022, S.B. 69, S.B. 858, and S.B. 859, which all make several technical changes related to the administration of the state's paid family and medical leave program. These changes include clarifying that the state Bureau of Labor and Industries is responsible for the oversight of job protection, retaliation, and discrimination claims, directing the state Employment Department to provide repayments related to the program as needed, and allowing the state Department of Revenue to disclose information to help administer benefits.</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 in February 2024.</p> <p>In the last year, legislators introduced H.B. 200 and S.B. 906, which would have created 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. As of September 2025, these bills had not passed.</p>
Rhode Island	<p>Rhode Island's paid family leave program, called Temporary Caregiver Insurance, 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 in January 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 bills to increase the duration of paid family leave again to 7 weeks in 2025 and 8 weeks in 2026. Currently, parents who give birth may combine TDI and paid family leave to take 13 to 15 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 \$1,103 a week. Rhode Island also provides an additional dependent allowance, which currently ranges from \$20.00 to \$77.21, 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 1.3% of wages.</p> <p>In the last year, legislators enacted companion bills S.B. 974/H.B. 6066 which will increase the wage replacement rate to approximately 70% in 2027 and to approximately 75% in 2028. The bill will also increase the contribution wage base such that the premium will apply to annual wages up to \$100,000 beginning in 2026. The bill will also expand the definition of "family member" to include siblings for caregiving purposes, effective January 2026.</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 introduced S.B. 10, H.B. 3490, and H.B. 3645, 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. Legislators also introduced S.B. 11, which would have expanded eligibility for the state's paid parental leave program to cover employees at public institutions of higher education. These 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, then-Governor 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 in July 2023.</p> <p>In the last year, legislators enacted several bills related to paid parental leave for state employees and public school teachers. Companion bills S.B. 322/H.B. 915 will expand paid leave for state employees to include 6 weeks of paid leave to care for a family member at the end of their life, effective January 2026. Companion bills H.B. 676/S.B. 705 expand coverage to include special school teachers, and companion bills H.B. 1253/S.B. 1410 requires that all 6 weeks of paid parental leave for public school teachers be taken concurrently, except in extenuating circumstances, effective July 2025.</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 in September 2023.</p> <p>In the last year, legislators introduced H.B. 5326, which would have created a statewide paid family and medical leave program providing up to 12 weeks of paid leave, and H.B. 1351, which would have created a statewide paid family and medical leave program providing up to 6 weeks of paid leave. Legislators also introduced several bills, which would have provided paid parental leave only. S.B. 2072 would have created a 12-week paid parental leave program, and H.B. 3059 would have created a paid parental leave program providing 40 days for the birth of a child by the employee and 20 days for the birth of a spouse's child. Additionally, legislators introduced H.B. 5164 and H.B. 5598 which would have required all employers to provide at least 12 weeks of paid parental leave to their employees. Legislators also introduced H.B. 3822, which would have expanded paid parental leave for state employees to include public school teachers. These bills did not pass this session.</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 did not introduce any bills to establish a statewide paid family and medical leave program.</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 and medical 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 in July 2023. The state employee program provides up to 6 weeks of paid family and medical leave benefits and covers 60% of a worker's average weekly wages while on leave. The maximum weekly benefit is currently capped at \$2,032. Private employers could voluntarily purchase a paid family leave insurance policy for their employees beginning in July 2024. Individual workers, including those who are self-employed, will be able to purchase individual coverage beginning in July 2025.</p> <p>In the last year, legislators did not introduce any bills to establish a statewide paid family and medical leave program.</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. Then-Governor Northam adopted the program through an executive order in 2018.</p> <p>In the last year, legislators passed H.B. 2531, 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. Governor 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 \$1,542.</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 0.92% of wages.</p> <p>In the last year, legislators enacted H.B. 1213, which expands job protection benefits to those who have been employed at their current employer for at least 180 days, effective in January 2026. The bill also changes the minimum claim duration from 8 to 4 hours, requires the state to conduct regular outreach to employers to ensure they are aware of their responsibilities pertaining to the program, and requires employers to post information of the program in their workplace. Legislators introduced S.B. 5292, which would have changed the process for determining the premium each year. The bill 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. 2900, 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. Legislators also introduced companion bills H.B. 2850/S.B. 637, which would have created a paid parental leave pilot program providing up to 12 weeks of paid leave to eligible state employees. These bills did not pass 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 did not introduce any bills to establish a statewide paid family and medical leave program.</p>
Wyoming	<p>Wyoming does not have a paid family and medical leave program. However, in January 2025, the state began providing eligible state employees with up to 6 weeks of paid family and medical leave for the first time. Eligible employees receive full pay while on leave. The program was adopted through administrative rule.</p> <p>In the last year, legislators did not introduce any bills to establish a statewide paid family and medical leave program.</p>

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