

2025 Prenatal-to-3 State Policy Roadmap

Methods and Sources

Effective Policies

PAID FAMILY AND MEDICAL LEAVE

What is paid family and medical leave and why is it important?

All references for this section are provided in the Notes and Sources section at the bottom of each webpage. Additionally, search the [Prenatal-to-3 Policy Clearinghouse](#) for an ongoing inventory of rigorous evidence reviews, including more information on paid family leave programs.

What impact does paid family and medical leave have?

The following studies meet standards of strong causal evidence to demonstrate the impacts of paid family and medical leave for the health and wellbeing of young children and their families:

- A. Bailey, M., Byker, T., Patel, E., & Ramnath, S. (2019). *The long-term effects of California's 2004 paid family leave act on women's careers: Evidence from US tax data* (No. w26416). National Bureau of Economic Research. <https://www.nber.org/papers/w26416.pdf>
- B. Baum, C., & Ruhm, C. (2016). The effects of paid leave in California on labor market outcomes. *Journal of Policy Analysis and Management*, 35(2), 333–356. <https://onlinelibrary.wiley.com/doi/epdf/10.1002/pam.21894>
- C. Bullinger, L. R. (2019). The effect of paid family leave on infant and parental health in the United States. *Journal of Health Economics*, 66, 101–116. <https://doi.org/10.1016/j.jhealeco.2019.05.006>
- D. Byker, T. S. (2016). Paid parental leave laws in the United States: Does short-duration leave affect women's labor-force attachment? *American Economic Review*, 106(2), 242–246. <https://www.aeaweb.org/articles?id=10.1257/aer.p20161118>
- E. Choudhury, A.R. & Polachek, S.W. (2019). *The impact of paid family leave on the timing of infant vaccinations* (No. 12483). IZA Institute of Labor Economics. <https://www.iza.org/publications/dp/12483/the-impact-of-paid-family-leave-on-the-timing-of-infant-vaccinations>
- F. Das, T. & Polachek, S. W. (2015). *The impact of paid family leave on the timing of infant vaccinations* *Contemporary Economic Policy*, 33(4), 619–635. <https://doi.org/10.1111/coep.12102>
- G. Hamad, R., Mordrek, S. & White, J. S. (2019). Paid family leave effects on breastfeeding: A quasi-experimental study of US policies. *American Journal of Public Health*, 109(1), 164–166. <https://doi.org/10.2105/AJPH.2018.304693>
- H. Huang, R. & Yang, M. (2015). Paid maternity leave and breastfeeding practice before and after California's implementation of the nation's first paid family leave program. *Economics and Human Biology*, 16, 45–59. <https://doi.org/10.1016/j.ehb.2013.12.009>
- I. Klevens, J., Luo, F., Xu, L., Peterson, C., & Latzman, N. E. (2016). Paid family leave's effect on hospital admissions for pediatric abusive head trauma. *Journal of the International Society for Child and Adolescent Injury Prevention*, 22(6), 442–445. <http://dx.doi.org/10.1136/injuryprev-2015-041702>
- J. Lichtman-Sadot, S., & Bell, N. P. (2017). Child health in elementary school following California's paid family leave program. *Journal of Policy Analysis and Management*, 36, 790–827. <https://doi.org/10.1002/pam.22012>

- K. Pac, J., Bartel, A., Ruhm, C., & Waldfogel, J. (2019). *Paid family leave and breastfeeding: Evidence from California* (No. w25784). National Bureau of Economic Research. <https://www.nber.org/papers/w25784>
- L. Pihl, A. & Basso, G. (2019). Did California paid family leave impact infant health? *Journal of Policy Analysis and Management*, 38(1), 155–180. <https://doi.org/10.1002/pam.22101>
- M. Stanczyk, A. B. (2019). Does paid family leave improve household economic security following a birth? Evidence from California. *Social Service Review*, 93(2), 262–304. <https://doi.org/10.1086/703138>
- N. Rossin-Slater, M., Ruhm, C., & Waldfogel, J. (2013). The effects of California’s paid family leave program on mothers’ leave-taking and subsequent labor market outcomes. *Journal of Policy Analysis and Management*, 32(2), 224–245. <https://doi.org/10.1002/pam.21676>
- O. Hayter, J., Spivey, C. & Traian, A. (2023). The effects of paid family leave on parents’ labor market outcomes. *International Review of Economics*. <https://doi.org/10.1007/s12232-023-00441-8>
- P. Lee, B., Modrek, S., White, J., Batra, A., Collin, D., & Hamad, R. (2020). The effect of California’s paid family leave policy on parent health: A quasi-experimental study. *Social Science & Medicine*, 251, 1–8. <https://doi.org/10.1016/j.socscimed.2020.112915>
- Q. Jones, K., & Wilcher, B. (2024). Reducing maternal labor market detachment: A role for paid family leave. *Labour Economics*, 87, 102478. <https://doi.org/10.1016/j.labeco.2023.102478>
- R. Bartel, A. P., Rossin-Slater, M., Ruhm, C. J., Stearns, J., & Waldfogel, J. (2018). Paid family leave, fathers’ leave-taking and leave-sharing in dual earner households. *Journal of Policy Analysis and Management*, 37(1), 10–37. <https://doi.org/10.1002/pam.22030>
- S. Montoya-Williams, D., Passarella, M., & Lorch, S. (2020). The impact of paid family leave in the United States on birth outcomes and mortality in the first year of life. *Health Services Research*, 1-8. <https://doi.org/10.1111/1475-6773.13288>
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- U. Pac, J., Bartel, A., Ruhm, C., Waldfogel, J. (2023). Paid family leave and parental investments in infant health: Evidence from California. *Economics & Human Biology*. <https://doi.org/10.1016/j.ehb.2023.101308>
- V. Kang, J. (2020). The effect of paid maternity leave on low-income families’ welfare use in the US. *Social Policy Administration*, 1-19. <https://doi.org/10.1111/spol.12618>
- W. Chen, F. (2022). Does paid family leave save infant lives? Evidence from California’s paid family leave program. *Contemporary Economic Policy* Volume 41, Issue 2. <http://doi.org/10.1111/coep.12589>
- X. Morrissey, T., Castleberry, N., & Soni, A. (2024). The Impacts of New York State’s Paid Family Leave Policy on Parents’ Sleep and Exercise. *Maternal and Child Health Journal*. <https://doi.org/10.1007/s10995-024-03899-2>
- Y. Lenhart, O. (2021). The effects of paid family leave on food insecurity – evidence from California. *Review of the Economics of the Household*. <https://doi.org/10.1007/s11150-020-09537-4>
- Z. Kim, J. (2024). The effects of paid family leave—does it help fathers’ health, too? *Journal of Population Economics*. <https://doi.org/10.1007/s00148-024-00994-0>
- AA. Kang, J. Y., Lee, A., Kwon, E., & Park, S. (2021). The Effects of California Paid Family Leave on Labor Force Participation Among Low-Income Mothers One Year after Childbirth. *Cambridge University Press* <http://doi.10.1017/S0047279421000246>
- BB. Irish, A., White, J., Modrek, S., & Hamad, R. (2021). Paid Family Leave and Mental Health in the US: A Quasi-Experimental Study of State Policies. *American Journal of Preventive Medicine*. <https://doi.org/10.1016/j.amepre.2021.03.018>
- CC. Schenck, S. (2021). Assessing the Employment Effects of California’s Paid Family Leave Program. *Eastern Economic Journal* 47:406-429. <https://doi.org/10.1057/s41302-021-00193-9>
- DD. Stock, W. & Inglis, M. (2021). The longer-term labor market impacts of paid parental leave. *Growth and Change: A Journal of Urban and Regional Policy*, Volume 2, Issue 2. <https://doi.org/10.1111/grow.12486>

- EE. Chatterji, P., Nguyen T., Ncube, B., & Dennison, B. (2022). Effects of New York paid family leave on early immunizations. *Social Science & Medicine Volume 315*. <https://doi.org/10.1016/j.socscimed.2022.115539>
- FF. Kim J., & Lenhart, O. (2024). Paid Family Leave and the Fight Against Hunger: Evidence from New York. *Health Economics*. <https://doi.org/10.1002/hec.4818>
- GG. Wells, W., White, J., Collin, D., Wang, G., Modrek, S., & Hamad, R. (2025). Effects of US State Paid Family Leave Policies on Perinatal and Postpartum Health: A Quasi-Experimental Analysis. *American Journal of Epidemiology*. *Oxford University Press*. <https://doi.org/10.1093/aje/kwaf010>
- HH. Bullinger, L., Raissian, K., Klika, B., Merrick, M., & Thibodeau, E. (2025). More than Snuggles: The Effect of Paid Family Leave on Infant Maltreatment. *Child Maltreatment*. <https://doi.org/10.1177/10775595251318939>

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

State statutes, state administrative code, state websites, and other relevant government agency documents were used as sources to evaluate states' progress toward adopting and fully implementing a paid family and medical leave program of at least 12 for parents who give birth and at least 6 weeks for all other parents. The sources and detailed methodology used to assess a state's current paid family and medical leave program can be found in the next section (measure 1). All other sources used to assess states' progress can be found below.

We also performed an electronic search using Quorum State between August 15, 2024 and August 15, 2025 to assess legislative progress pertaining to paid family and medical leave. The main search strategy used combinations of keywords (Paid family leave, OR Paid WITHIN 5 OF family leave, OR Paid WITHIN 5 of parental leave, OR "paid parental leave," OR "Parental Leave," OR "maternity leave," OR "paternity leave," OR "Family and medical leave," OR Paid family medical leave, OR "Paid family and medical leave," OR "private family leave insurance." OR "family leave insurance," OR "Temporary Disability Insurance."). Research staff conducted searches, analyzed results for relevant state legislation, and summarized the progress states made toward adopting and fully implementing paid family and medical leave. Research staff also analyzed results for relevant state legislation and summarized actions states have taken to adopt and implement paid parental leave or paid family leave benefits for state employees.

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

Sources:

State	Source
Alabama	1. S.B. 199, 2025 Leg., Reg. Sess., (Ala. 2025).
Alaska	1. H.B. 193, 34 th Leg., Reg. Sess., (Alaska 2025). 2. S.B. 10, 34 th Leg., Reg. Sess., (Alaska 2025).
Arizona	1. H.B. 2461, 57 th Leg., 1 st Reg. Sess., (Ariz. 2025).
Arkansas	1. H.B. 1017, 95 th Leg., Reg. Sess., (Ark. 2025). 2. H.B. 1719, 95 th Leg., Reg. Sess., (Ark. 2025).
California	1. S.B. 590, 2025-2026 Leg., Reg. Sess., (Cal. 2025).

State	Source
	2. A.B. 65, 2025-2026 Leg., Reg. Sess., (Cal 2025).
Colorado	1. S.B. 25-144, 75 th Leg., 1 st Reg. Sess., (Colo. 2025).
Connecticut	1. H.B. 7288, 2025 Leg., Reg. Sess., (Conn. 2025). 2. H.B. 7045, 2025 Leg., Reg. Sess., (Conn. 2025). 3. H.B. 6519, 2025 Leg., Reg. Sess., (Conn. 2025). 4. S.B. 1032, 2025 Leg., Reg. Sess., (Conn. 2025). 5. H.B. 5488, 2025 Leg., Reg. Sess., (Conn. 2025). 6. S.B. 693, 2025 Leg., Reg. Sess., (Conn. 2025). 7. S.B. 694, 2025 Leg., Reg. Sess., (Conn. 2025). 8. S.B. 621, 2025 Leg., Reg. Sess., (Conn. 2025). 9. S.B. 622, 2025 Leg., Reg. Sess., (Conn. 2025). 10. H.B. 5184, 2025 Leg., Reg. Sess., (Conn. 2025). 11. S.B. 227, 2025 Leg., Reg. Sess., (Conn. 2025). 12. S.B. 225, 2025 Leg., Reg. Sess., (Conn. 2025).
Delaware	1. S.B. 200, 153 rd General Assembly. (Del. 2025). 2. H.S.1128, 153 rd General Assembly. (Del. 2025).
District of Columbia	1. B26-0326, 26 th Council, (D.C. 2025). 2. B26-0182, 26 th Council, (D.C. 2025).
Florida	1. S.B. 76, 2025 Leg., Reg. Sess., (Fla. 2025).
Georgia	No sources
Hawaii	1. Disability Compensation Division. (2025). <i>About Temporary Disability Insurance</i> . Hawaii.gov. Retrieved on July 15, 2025 from https://labor.hawaii.gov/dcd/home/about-tdi/ 2. S.C.R.145, 34 th Leg., Reg. Sess., (Haw. 2025). 3. S.R.117, 34 th Leg., Reg. Sess., (Haw. 2025). 4. H.B.755, 34 th Leg., Reg. Sess., (Haw. 2025). 5. H.B.425, 34 th Leg., Reg. Sess., (Haw. 2025). 6. H.B.1227, 34 th Leg., Reg. Sess., (Haw. 2025). 7. S.B.859, 34 th Leg., Reg. Sess., (Haw. 2025). 8. S.B.852, 34 th Leg., Reg. Sess., (Haw. 2025). 9. S.B.1054, 34 th Leg., Reg. Sess., (Haw. 2025). 10. H.B.168, 34 th Leg., Reg. Sess., (Haw. 2025). 11. H.B.695, 34 th Leg., Reg. Sess., (Haw. 2025).
Idaho	No sources
Illinois	1. S.B.2413, 104 th General Assembly (Ill. 2025). 2. H.B.2946, 104 th General Assembly (Ill. 2025). 3. H.B.3483, 104 th General Assembly (Ill. 2025).
Indiana	1. S.B.0029, 2025 Leg., Reg. Sess., (Ind. 2025). 2. S.B.0115, 2025 Leg., Reg. Sess., (Ind. 2025).
Iowa	1. H.F.889, 91 st Leg., Reg. Sess., (Iowa 2025). 2. S.F.109, 91 st Leg., Reg. Sess., (Iowa 2025).
Kansas	No sources
Kentucky	1. S.B.9, 2025 Leg., Reg. Sess., (Ky. 2025). 2. H.B.771, 2025 Leg., Reg. Sess., (Ky. 2025).

State	Source
	<ol style="list-style-type: none"> 3. H.B.598, 2025 Leg., Reg. Sess., (Ky. 2025). 4. Commonwealth of Kentucky Personnel Cabinet. (2024, December 12). <i>Gov. Beshear Proposes Additional Paid Leave for State Employees Who Are Battling Serious Health Conditions or New Parents</i>. Retrieved on March 1, 2025 from https://extranet.personnel.ky.gov/Press%20Releases/12-12-24%20Gov.%20Beshear%20Proposes%20Additional%20Paid%20Leave%20For%20State%20Employees%20Who%20Are%20Battling%20Serious%20Health%20Conditions%20Or%20New%20Parents.pdf
Louisiana	No sources
Maine	<ol style="list-style-type: none"> 1. S.P.383, L.D. 894, 132nd Leg., 1st Spec., Sess., (Me. 2025). 2. H.P.796, L.D. 1221, 132nd Leg., 1st Spec., Sess., (Me. 2025).
Maryland	<ol style="list-style-type: none"> 1. H.B. 1503, 447th Leg., Reg. Sess., (Md. 2025). 2. H.B. 0102, 447th Leg., Reg. Sess., (Md. 2025).
Massachusetts	<ol style="list-style-type: none"> 1. H.B. 2079, 194th Leg., Reg. Sess., (Mass. 2025). 2. S.B. 1339, 194th Leg., Reg. Sess., (Mass. 2025). 3. H.B. 2125, 194th Leg., Reg. Sess., (Mass. 2025). 4. H.B. 2152, 194th Leg., Reg. Sess., (Mass. 2025). 5. S.B. 1352, 194th Leg., Reg. Sess., (Mass. 2025). 6. H.B. 2109, 194th Leg., Reg. Sess., (Mass. 2025). 7. S.B. 747, 194th Leg., Reg. Sess., (Mass. 2025). 8. H.B. 1336, 194th Leg., Reg. Sess., (Mass. 2025). 9. H.D. 345, 194th Leg., Reg. Sess., (Mass. 2025).
Michigan	No sources
Minnesota	<ol style="list-style-type: none"> 1. S.F. 2526, 94th Leg., Reg. Sess., (Minn. 2025). 2. S.F. 2529, 94th Leg., Reg. Sess., (Minn. 2025). 3. S.F. 2277, 94th Leg., Reg. Sess., (Minn. 2025). 4. H.F. 11, 94th Leg., Reg. Sess., (Minn. 2025). 5. S.F. 1771, 94th Leg., Reg. Sess., (Minn. 2025). 6. H.F. 1241, 94th Leg., Reg. Sess., (Minn. 2025). 7. H.F. 1263, 94th Leg., Reg. Sess., (Minn. 2025).
Mississippi	<ol style="list-style-type: none"> 1. H.B. 1063, 2025 Leg., Reg. Sess., (Miss. 2025). 2. H.B. 1047, 2025 Leg., Reg. Sess., (Miss. 2025).
Missouri	<ol style="list-style-type: none"> 1. H.B. 1563, 103rd Leg., 1st Reg., Sess., (Mo. 2025). 2. S.B. 751, 103rd Leg., 1st Reg., Sess., (Mo. 2025).
Montana	<ol style="list-style-type: none"> 1. S.B. 325, 69th Leg., Reg. Sess., (Mont. 2025).
Nebraska	<ol style="list-style-type: none"> 1. L.B. 224, 109th Leg., Reg. Sess., (Neb. 2025). 2. L.B. 189, 109th Leg., Reg. Sess., (Neb. 2025).
Nevada	<ol style="list-style-type: none"> 1. A.B. 388, 83rd Leg., Reg. Sess., (Nev. 2025).
New Hampshire	<ol style="list-style-type: none"> 1. H.B. 517, 2025-2026 Leg., Reg. Sess., (N.H. 2025). 2. S.B. 246, 2025-2026 Leg., Reg. Sess., (N.H. 2025).
New Jersey	<ol style="list-style-type: none"> 1. A. 5208, 2024-2025 Leg., Reg. Sess., (N.J. 2025).
New Mexico	<ol style="list-style-type: none"> 1. H.B. 11, 2025 Leg., Reg. Sess., (N.M. 2025).
New York	<ol style="list-style-type: none"> 1. S. 172, 2025-2026 Leg., Reg. Sess., (N.Y. 2025). 2. A. 4906, 2025-2026 Leg., Reg. Sess., (N.Y. 2025). 3. S. 3524, 2025-2026 Leg., Reg. Sess., (N.Y. 2025).

State	Source
	<ol style="list-style-type: none"> 4. S. 3235, 2025-2026 Leg., Reg. Sess., (N.Y. 2025). 5. S. 2503, 2025-2026 Leg., Reg. Sess., (N.Y. 2025). 6. A. 1399, 2025-2026 Leg., Reg. Sess., (N.Y. 2025). 7. A. 299, 2025-2026 Leg., Reg. Sess., (N.Y. 2025). 8. A. 84, 2025-2026 Leg., Reg. Sess., (N.Y. 2025). 9. S. 1193, 2025-2026 Leg., Reg. Sess., (N.Y. 2025).
North Carolina	<ol style="list-style-type: none"> 1. H.B. 786, 2025-2026 Leg., Reg. Sess., (N.C. 2025). 2. H.B. 499, 2025-2026 Leg., Reg. Sess., (N.C. 2025). 3. S.B. 480, 2025-2026 Leg., Reg. Sess., (N.C. 2025). 4. S.B. 708, 2025-2026 Leg., Reg. Sess., (N.C. 2025).
North Dakota	No sources
Ohio	No sources
Oklahoma	<ol style="list-style-type: none"> 1. H.B.1601, 60th Leg., Reg. Sess., (Okla. 2025). 2. S.B. 254, 60th Leg., Reg. Sess., (Okla. 2025). 3. S.B. 87, 60th Leg., Reg. Sess., (Okla. 2025). 4. S.B. 277, 60th Leg., Reg. Sess., (Okla. 2025). 5. S.B. 314, 60th Leg., Reg. Sess., (Okla. 2025).
Oregon	<ol style="list-style-type: none"> 1. H.B. 2236, 2025 Leg., Reg. Sess., (Or. 2025). 2. H.B. 3021, 2025 Leg., Reg. Sess., (Or. 2025). 3. S.B. 858, 2025 Leg., Reg. Sess., (Or. 2025). 4. S.B. 859, 2025 Leg., Reg. Sess., (Or. 2025). 5. S.B. 69, 2025 Leg., Reg. Sess., (Or. 2025). 6. H.B. 3022, 2025 Leg., Reg. Sess., (Or. 2025).
Pennsylvania	<ol style="list-style-type: none"> 1. S.B. 906, 2025-2026 Leg., Reg. Sess., (Pa. 2025). 2. H.B. 200, 2025-2026 Leg., Reg. Sess., (Pa. 2025).
Rhode Island	<ol style="list-style-type: none"> 1. H.B. 6066, 2025 Leg., Reg. Sess., (R.I. 2025). 2. S.B. 974, 2025 Leg., Reg. Sess., (R.I. 2025).
South Carolina	<ol style="list-style-type: none"> 1. H.B. 3645, 126th Leg., Reg. Sess., (S.C. 2025). 2. S.B. 0011, 126th Leg., Reg. Sess., (S.C. 2025). 3. H.B. 3490, 126th Leg., Reg. Sess., (S.C. 2025). 4. S.B. 0010, 126th Leg., Reg. Sess., (S.C. 2025).
South Dakota	No sources
Tennessee	<ol style="list-style-type: none"> 1. S.B. 0322, 114th Leg., Reg. Sess., (Tenn. 2025). 2. H.B. 0676, 114th Leg., Reg. Sess., (Tenn. 2025). 3. H.B. 1253, 114th Leg., Reg. Sess., (Tenn. 2025). 4. H.B. 0915, 114th Leg., Reg. Sess., (Tenn. 2025). 5. S.B. 0705, 114th Leg., Reg. Sess., (Tenn. 2025). 6. S.B. 1410, 114th Leg., Reg. Sess., (Tenn. 2025).
Texas	<ol style="list-style-type: none"> 1. H.B. 5164, 89th Leg., Reg. Sess., (Tex. 2025). 2. H.B. 5326, 89th Leg., Reg. Sess., (Tex. 2025). 3. H.B. 5598, 89th Leg., Reg. Sess., (Tex. 2025). 4. H.B. 3822, 89th Leg., Reg. Sess., (Tex. 2025). 5. S.B. 2072, 89th Leg., Reg. Sess., (Tex. 2025).

State	Source
	6. H.B. 3059, 89 th Leg., Reg. Sess., (Tex. 2025). 7. H.B. 1351, 89 th Leg., Reg. Sess., (Tex. 2025).
Utah	No sources
Vermont	No sources
Virginia	1. H.B. 2531, 2025 Leg., Reg. Sess., (Va. 2025).
Washington	1. H.B. 1213, 2025-2026 Leg., Reg. Sess., (Wash. 2025). 2. S.B. 5292, 2025-2026 Leg., Reg. Sess., (Wash. 2025).
West Virginia	1. S.B. 637, 87 th Leg., Reg. Sess., (W.Va. 2025). 2. H.B. 2850, 87 th Leg., Reg. Sess., (W.Va. 2025). 3. H.B. 2900, 87 th Leg., Reg. Sess., (W.Va. 2025).
Wisconsin	No sources
Wyoming	No sources

How does paid family and medical leave vary across states?

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

Measure 1: State paid family and medical leave policies

Definition:

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

1. Implementation timeline;
2. Current maximum number of weeks of benefit;
3. Current maximum dollar value of weekly benefit;
4. Current benefit as a percentage of wages;
5. Funding mechanisms;
6. Workers who are covered under the policy (public, private, domestic, and self-employed workers);
7. Additional prenatal leave (paid leave specifically designed for the prenatal period, separate from paid medical leave, that allows workers to attend to pregnancy-related health needs, including routine medical appointments. This leave is not subject to the annual cumulative maximum)

Notes:

1. Data and sources are only displayed for states that have adopted or implemented a statewide paid family and medical leave policy.
2. Data and sources used for graphics displayed on the Roadmap are also listed below.
3. Unlike other states, the maximum weekly benefit for medical leave (called Temporary Disability Insurance or TDI in New York) and family leave differs in New York. In 2025, the maximum weekly benefit for paid family leave is \$1,177 and the maximum weekly benefit for TDI is \$170.

4. Rhode Island provides an additional dependent allowance for workers with eligible dependents. In 2025, the dependent allowance is between \$20 and \$77.21 per week per dependent (up to 5 dependents). The projected benefits for a worker in Rhode Island displayed on the Roadmap assumes 1 dependent.
5. In Delaware, the premium rate will differ based on the type of leave. The initial premiums will be 0.32% for parental leave, 0.08% for caregiving leave, and 0.4% for medical leave. The premium displayed on the Roadmap is the total premium rate (0.8%).
6. In New Jersey, the premium rate for employers ranges from 0.10% to 0.75% based on employer size. The premium rate for workers is 0.56%. The rate displayed on the Roadmap is the mid-point for the employer premium rate (0.43%) plus the worker premium rate.
7. In four states (Massachusetts, New Jersey, New York, and Washington) the funding structure varies depending on the type of leave. In all four states, workers cover the full cost of family leave but share the cost of medical leave with employers.
8. In Massachusetts, eligible workers have a 7-day unpaid waiting period before benefits may be paid. Therefore, workers taking 12 weeks of paid leave would receive benefits for 11 of those weeks. This unpaid waiting period is factored into the projected benefits for Massachusetts' workers displayed on the Roadmap.

Sources:

State	Source
All States	<ol style="list-style-type: none"> 1. A Better Balance. (2025, June 5). <i>Interactive Overview of Paid Family and Medical Leave Laws in the United States</i>. Retrieved on July 15, 2025 from https://www.abetterbalance.org/family-leave-laws/. 2. Guzman, G. & Kollar, M. (2024). <i>Income in the United States: 2023</i> (Report No. P60-282). United States Census Bureau. https://www.census.gov/library/publications/2024/demo/p60-282.html
California	<ol style="list-style-type: none"> 1. Cal. Unemp. Ins. Code § 2601 et seq. (2015). 2. California Employment Development Department. (2025). <i>California paid family leave</i>. Retrieved on July 1, 2025 from https://edd.ca.gov/en/disability/paid-family-leave/California Employment Development Department. (2025). Employer eligibility and benefits FAQs. Retrieved on July 15, 2025 from https://edd.ca.gov/en/disability/faqs-employers-eligibility-benefits#:~:text=No.,through%20mandatory%20employee%20payroll%20contributions. 3. California Employment Development Department. (2025). <i>Paid Family Leave Benefit Payment Amounts</i>. Retrieved on July 15, 2025 from https://edd.ca.gov/en/disability/Calculating_PFL_Benefit_Payment_Amounts/ 4. California Department of Industrial Relations. (2025). <i>Workers' compensation benefits</i>. Retrieved on July 1, 2025 from https://www.dir.ca.gov/dwc/workerscompensationbenefits.htm
Colorado	<ol style="list-style-type: none"> 1. Colo. Rev. Stat. § 8-13.3-501 et seq. (2020). 2. Colorado Division of Family and Medical Leave Insurance. (2025). <i>Welcome to the Division of Family and Medical Leave Insurance</i>. Colorado Department of Labor and Employment. Retrieved on July 15, 2025 from https://famli.colorado.gov/ 3. Colorado Division of Family and Medical Leave Insurance Program. (2025) <i>Colorado's new average weekly wage, and how it affects FAMLII claims</i>. Colorado Department of Labor and Employment. Retrieved on July 15, 2025 from https://famli.colorado.gov/news-article/colorados-new-average-weekly-wage-and-how-it-affects-famli-claims
Connecticut	<ol style="list-style-type: none"> 1. Conn. Gen. State. § 31-49e et seq. (2019).

State	Source
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Delaware	<ol style="list-style-type: none"> Del. Code Ann. tit. 19 §3701 et seq. (2024). Delaware Department of Labor. (2025). Delaware Paid Leave is here. Retrieved on July 15, 2025 from https://labor.delaware.gov/delaware-paid-leave/ Delaware Department of Labor, Division of Industrial Affairs. (2025, July 1). <i>New Worker's Compensation Rate Effective July 1, 2025</i>. Retrieved on July 15, 2025 from https://dhr.delaware.gov/inscov/doc/wc-rate-chart.pdf?ver=0607
District of Columbia	<ol style="list-style-type: none"> D.C. Code § 32-541.01 et seq. (2017). Washington D.C. Department of Employment Services. (2025). <i>DC paid family leave</i>. Retrieved on July 15, 2025 from https://does.dc.gov/page/dc-paid-family-leave D.C. Paid Family Leave. (2025). <i>Calculate Your Weekly Benefits</i>. Retrieved on July 15, 2025 from https://dcpaidfamilyleave.dc.gov/benefits-calculator/
Maine	<ol style="list-style-type: none"> Me. Stat. tit. 26, § 850-a et seq (2023). Maine Workers Compensation Board. (2024, July 1). <i>State Average Weekly Wage</i>. Retrieved on July 15, 2025 from https://www.maine.gov/wcb/Departments/claims/state_aww.html#:~:text=The%20Department%20of%20Labor's%20new,annual%20adjustments%2C%20and%20impairment%20awards
Maryland	<ol style="list-style-type: none"> Md. Code Ann., Lab & Empl. §8.3-101 et. seq. (2024). Maryland Department of Labor, Family and Medical Leave Insurance. (2025). <i>Paid Family and Medical Leave is coming to Maryland</i>. Retrieved on July 1, 2025 from https://paidleave.maryland.gov/employers/Pages/home.aspx Maryland Workers' Compensation Commission. (2025, January 1). <i>Maximum Rate of Benefits for Calendar Year 2025</i>. Retrieved on July 1, 2025 from https://www.wcc.state.md.us/PDF/Rates/2025%20Compensation%20Rates%20-%20%20Maximum%20Rate%20Benefits%20Average%20Weekly%20Wage.pdf
Massachusetts	<ol style="list-style-type: none"> Mass. Gen. Laws Ch. 23, §1-25. Massachusetts Department of Family and Medical Leave. (2025). <i>Paid family and medical leave in Massachusetts</i>. Retrieved on July 1, 2025 from https://www.mass.gov/topics/paid-family-and-medical-leave-in-massachusetts Massachusetts Department of Family and Medical Leave. (2025). <i>Paid family and medical leave (PFML) overview and benefits</i>. Retrieved on July 1, 2025 from https://www.mass.gov/info-details/paid-family-and-medical-leave-pfml-overview-and-benefits Massachusetts Department of Family and Medical Leave. (2025). <i>How PFML weekly benefit amounts are calculated and/or changed</i>. Retrieved on July 15, 2025 from https://www.mass.gov/info-details/how-pfml-weekly-benefit-amounts-are-calculated-and-or-changed
Minnesota	<ol style="list-style-type: none"> H.F. 2, 93rd Leg., Reg. Sess., (Minn. 2023). Minnesota Employment and Economic Development. (n.d.) <i>Paid Family and Medical Leave</i>. Retrieved on July 15, 2025 from https://mn.gov/deed/programs-services/paid-family/ Minnesota Department of Labor and Industry. (n.d.). <i>Work Comp: Rate Information, Statewide Average Weekly Wage (SAWW)</i>. Retrieved on July 15, 2025 from https://www.dli.mn.gov/business/workers-compensation/work-comp-rate-information-statewide-average-weekly-wage-saww
New Jersey	<ol style="list-style-type: none"> N.J. Stat. Ann. § 43:21-25 et seq. (2020).

State	Source
	<ol style="list-style-type: none"> 2. New Jersey Department of Labor and Workforce Development Division of Temporary Disability and Family Leave Insurance. (2025). <i>Family leave insurance</i>. Retrieved on July 15, 2025 from https://nj.gov/labor/myleavebenefits/worker/fli/ 3. New Jersey Department of Labor and Workforce Development. (2024, December 17). <i>NJ Department of Labor and Workforce Development Announces New Benefit Rates for 2025</i>. Retrieved on July 15, 2025 from https://www.nj.gov/labor/lwdhome/press/2024/20241217_new_benefit_rates.shtml
New York	<ol style="list-style-type: none"> 1. N.Y. Workers' Comp. Law § 200 et seq. (2016). 2. New York State. (n.d.). <i>New York State paid family leave</i>. Retrieved on July 15, 2025, from https://paidfamilyleave.ny.gov/ 3. New York State. (2025). <i>New York Paid Family Leave Updates for 2025</i>. Retrieved on July 15, 2025 from https://paidfamilyleave.ny.gov/2025 4. New York Office of Budget Policy and Analysis. (2023, April). <i>Economic and Policy Insights: New York's Paid Family Leave Program</i>. Retrieved on September 15, 2024, from https://www.osc.state.ny.us/reports/new-yorks-paid-family-leave-program.
Oregon	<ol style="list-style-type: none"> 1. H.B. 2005 § 63, 80th Leg., Reg. Sess., (Or. 2019). 2. Oregon Employment Department. (n.d.) <i>Paid leave Oregon</i>. Retrieved on July 15, 2025 from https://www.oregon.gov/employ/PFMLI/Pages/PFMLI-General-Information.aspx 3. Oregon Employment Department. (n.d.) <i>Common questions about Paid Leave</i>. Retrieved on July 15, 2025 from https://paidleave.oregon.gov/resources/common-questions.html 4. Oregon Employment Department. (2024, June 13). <i>Employment Department Announces Weekly Benefit Amounts for Unemployment Insurance and Paid Leave Oregon</i>. Retrieved on July 15, 2025 from https://www.oregon.gov/employ/NewsAndMedia/Documents/2024-06-13-Rates-Update-Press-Release.pdf#:~:text=For%20Paid%20Leave%20Oregon%2C%20the%20minimum%20weekly%20benefit,will%20rise%20from%20%241%2C523.63%20to%20%241%2C568.60%20per%20week
Rhode Island	<ol style="list-style-type: none"> 1. R.I. Gen. Laws § 28-41-35 et seq. 2. Rhode Island Department of Labor and Training. (n.d.). <i>Temporary Disability/Caregiver Insurance</i>. Retrieved on July 15, 2025 from https://dlt.ri.gov/individuals/temporary-disability-caregiver-insurance 3. Rhode Island Department of Labor and Training. (2025). <i>Temporary Disability Insurance (TDI) & Temporary Caregiver Insurance (TCI) FAQs</i>. Retrieved on July 15, 2025 from https://dlt.ri.gov/individuals/temporary-disability-caregiver-insurance/claimants/tditci-frequently-asked-questions 4. Rhode Island Department of Labor and Training. (2024, June 20). <i>Maximum Weekly Benefit Amounts for Unemployment and Temporary Disability Insurance to Increase in July</i>. Retrieved on July 15, 2025 from https://dlt.ri.gov/press-releases/maximum-weekly-benefit-amounts-unemployment-and-temporary-disability-insurance-1
Washington	<ol style="list-style-type: none"> 1. Wash. Rev. Stat. § 50A.04.005 et seq. 2. Washington State Employment Security Department. (2025). <i>Washington paid family & medical leave</i>. Retrieved on July 15, 2025 from https://paidleave.wa.gov/ 3. Washington State Employment Security Department. (2025). <i>About us</i>. Retrieved on July 15, 2025 from https://paidleave.wa.gov/about-us/ 4. Washington Employment Security Department. (2024, June 13). <i>Washington's average wage increases 5.9% in 2023</i>. Retrieved on July 15, 2025 from https://esd.wa.gov/about-us/news-release/2024/washingtons-average-wage-increases-59-2023

Measure 2: State employee paid parental leave policies

Definition:

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

1. Current maximum number of weeks of benefit,
2. Current benefit as a percentage of wages;
3. Equivalent benefits for parents who give birth and parents who did not give birth (i.e. are all parents are allowed access to the same amount of paid leave benefits?)

Notes:

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

Sources:

State	Source
All States	1. A Better Balance. (2025, August 6). <i>Map of Paid Parental & Family Caregiving Leave Policies for State Employees</i> . Retrieved on August 15, 2025 from https://www.abetterbalance.org/resources/map-of-paid-parental-family-caregiving-leave-policies-for-state-employees/
Alabama	1. S.B. 199, 2025 Leg., Reg. Sess., (Ala. 2025).
Arizona	2. ADOA Human Resources Division. (September 2, 2023). <i>Arizona State Personnel System, Statewide Policies and Procedures</i> . Retrieved on September 15, 2024 from https://drive.google.com/file/d/11yNKdFisMiZ6ru3EhTL9-ASbKUpfiswL/view
Arkansas	1. S.B. 426, 95 th Leg., Reg. Sess., (Ark. 2023). 2. Ark. Code Ann. § 21-4-214 (2017). 3. Lenora, J. (April 24, 2023). <i>Arkansas governor signs maternity leave bill for state employees</i> . <i>Little Rock Public Radio</i> . https://www.ualpublicradio.org/local-regional-news/2023-04-24/arkansas-governor-signs-maternity-leave-bill-for-state-employees
Delaware	1. Delaware Department of Human Resources. (April 1, 2021). <i>Parental Leave Policy and Procedure</i> . Retrieved on September 15, 2024 from https://dhr.delaware.gov/policies/documents/parental-leave-policy-procedure.pdf
District of Columbia	1. B24-0615, 24th Council, (D.C. 2022).
Georgia	1. Ga. Code Ann. § 45-20-17 (2021). 2. Georgia Department of Administration. (n.d). <i>Paid Parental Leave (PPL) Frequently Asked Questions</i> . Retrieved on September 15, 2024 from https://doas.ga.gov/assets/Human%20Resources%20Administration/PAID%20PARENTAL%20LEAVE%20TOOLS/PPL%20FAQs%207-27-21.pdf
Idaho	1. Idaho Exec. Order No. 2020-03 (Jan. 22, 2020). 2. Idaho Division of Human Services. (August 2024). <i>Statewide Executive Branch Policy, Section 10: Paid Parental Leave</i> . Retrieved on September 15, 2024 from https://dhr.idaho.gov/wp-content/uploads/STATEWIDE_POLICIES/DHR-10_Paid-Parental-Leave.pdf
Illinois	1. Ill. Admin. Code tit. 80 § 303.130 (2019).
Indiana	1. Ind. Exec. Order No. 17-31 (Dec. 11, 2017).

State	Source
	2. Ind. Exec. Order No. 25-34 (Mar. 3, 2025).
Iowa	7. H.F.889, 91 st Leg., Reg. Sess., (Iowa 2025).
Kansas	1. Ks. Exec. Order No. 21-24 (July 6, 2021). 2. Ks. Exec. Order No. 18-19 (Nov. 21, 2018).
Kentucky	1. 101 Ky. Admin. Regs. 3:015 (2025). 2. 101 Ky. Admin. Regs. 2:102 (2025). 3. Kentucky Personnel Cabinet (2025, September 30). <i>Executive Branch State Employee Handbook</i> . Retrieved on September 30, 2025 from https://extranet.personnel.ky.gov/DHRA/EmployeeHandbook.pdf#page=28
Louisiana	1. Decoteau, Jr. B., State Civil Service Director. (August 31, 2023). General Circular Number 2023-050, Proposed Changes to Civil Service Rules Chapter 11. Louisiana State Civil Service. Retrieved on September 15, 2024 from https://www.civilservice.louisiana.gov/files/general_circulars/2023/GC2023-050.pdf
Maryland	4. H.B. 1503, 447 th Leg., Reg. Sess., (Md. 2025).
Michigan	1. Office of Governor Gretchen Whitmer. (October 1, 2020). <i>Paid Parental Leave Effective Today for State Employees</i> [Press release]. https://www.michigan.gov/whitmer/news/press-releases/2020/10/01/paid-parental-leave-effective-today-for-state-employees#:~:text=A%20paid%20parental%20leave%20lasts,if%20on%20paid%20sick%20leave.
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Missouri	1. Mo Exec. Order No. 17-09. (Mar. 13, 2017).
Nebraska	1. Nebraska Department of Administrative Services (2025, July 1). Management of Paid Maternity Leave for Employees Under the Classified System Personnel Rules & Regulations and the NAPE/AFSCME – State of Nebraska Labor Contract Memorandum. Retrieved on September 30, 2025 from https://das.nebraska.gov/emprel/docs/NE_DAS_Employee_Relations_Labor_Classified_Personnel_Director_Paid_Maternity_Leave_Guide_07_2025.pdf
New Hampshire	1. RSA 21-I: 99. (2022)
New Mexico	1. N.M. Exec. Order No. 2019-036 (Dec. 31, 2019).
New York	1. New York State Department of Civil Service. (February 2023). Attendance and Leave Manual Policy bulletin 2023-01. Retrieved on September 15, 2024 from https://www.cs.ny.gov/attendance_leave/PolBull23-01.cfm
North Carolina	1. S.B. 20, 2022-2023Leg., Reg. Sess., (N.C. 2023). 2. Walkenhorst, E. (July 7, 2023). All North Carolina state employees will soon get paid parental leave. Here's what it could look like. <i>WRAL News</i> . https://www.wral.com/story/all-nc-state-employees-will-soon-get-paid-parental-leave-here-s-what-it-could-look-like/20943260/ 3. N.C. Exec. Order No. 95 (May 23, 2019).
Ohio	1. Ohio Rev. Code § 124.136 (2021). 2. H.B. 33, 2023 Leg., Reg. Sess., (Ohio 2023).
Pennsylvania	1. Pennsylvania Office of Administration. (n.d.). HR-WS003 Parental Leave. Retrieved on September 15, 2024 from https://www.oa.pa.gov/Policies/hr/Documents/WS003.pdf .
South Carolina	1. S.C. Code Ann. § 8-11-150 (2022). 2. The South Carolina Department of Administration. (2024). Parental Leave. Retrieved on September 15, 2024 from https://admin.sc.gov/services/state-human-resources/benefits-leave/parental-leave

State	Source
South Dakota	<ol style="list-style-type: none"> 1. State of South Dakota. (n.d.). Paid family leave FAQ. Retrieved on September 15, 2024 from https://bhr.sd.gov/PaidFamilyLeaveFAQ.html 2. Rusche, J. (May 2, 2023). Expanded parental leave approved for state employees. <i>South Dakota Public Broadcasting</i>. https://listen.sdpb.org/politics/2023-05-02/expanded-parental-leave-approved-for-state-employees
Tennessee	<ol style="list-style-type: none"> 1. S.B. 276, 114th Leg., Reg. Sess., (Tenn. 2023).
Texas	<ol style="list-style-type: none"> 1. S.B. 222, 88th Leg., Reg. Sess., (Tex. 2023).
Utah	<ol style="list-style-type: none"> 1. Utah Code Ann. § 63A-17-511 (2022).
Vermont	<ol style="list-style-type: none"> 1. Office of Governor Phil Scott. (December 6, 2022). <i>Governor Phil Scott Launches Voluntary Paid Family and Medical Leave Program</i> [Press release]. https://governor.vermont.gov/press-release/governor-phil-scott-launches-voluntary-paid-family-and-medical-leave-program
Virginia	<ol style="list-style-type: none"> 1. Va. Exec. Order No. 12, (June 25, 2018). 2. Va. Code Ann. § 2.2-1210. (2019). 3. Virginia Department of Human Resource Management (December 2019). <i>Parents in the Workplace: A Resource Guide for Virginia State Employees</i>. Retrieved on September 15, 2024 from https://www.dhrm.virginia.gov/docs/default-source/hr/new-parents-packet-2019.pdf?sfvrsn=4#:~:text=The%20Family%20Medical%20Leave%20Act,the%20start%20of%20the%20leave
Wyoming	<ol style="list-style-type: none"> 2. Wyoming Administration and Information. (2025, January 1). <i>State of Wyoming Compensation Policy</i>. Retrieve on April 1, 2025 from https://drive.google.com/file/d/1b8UYbRVFS6TW5Pvsl6eGatEVMqIZ9pDN/view

Measure 3: Paid family and medical leave preemption laws

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

Sources:

State	Source
All States	<ol style="list-style-type: none"> 1. New America. (2023, September). <i>Categorization of State's Abortion Laws, Paid Family and Medical Leave Programs and Local Preemption Prohibitions on Paid Leave</i>. Retrieved on October 1, 2023 from https://datawrapper.dwcdn.net/1V7BY/12/.
Alabama	<ol style="list-style-type: none"> 1. Ala. Code § 11-80-16 (2014).
Alaska	No statute found.
Arizona	No statute found.
Arkansas	<ol style="list-style-type: none"> 1. Ark. Code § 11-4-222 (2017).
California	No statute found.
Colorado	No statute found.
Connecticut	No statute found.
Delaware	No statute found.
District of Columbia	No statute found.

State	Source
Florida	1. Fla. Stat. § 218.077 (2015).
Georgia	1. Ga. Code Ann. § 34-4-3.1 (2022).
Hawaii	No statute found.
Idaho	No statute found.
Illinois	No statute found.
Indiana	1. Ind. Code § 22-2-16-3 (2016).
Iowa	1. Iowa Code § 364.3 (2021).
Kansas	1. Kan. Stat. Ann. § 12-16,130 (2016).
Kentucky	1. Ky. Rev. Stat. Ann. § 65.016 (2017).
Louisiana	No statute found.
Maine	No statute found.
Maryland	No statute found.
Massachusetts	No statute found.
Michigan	1. Mich. Comp. Laws § 123.1388 (2015). 2. Mich. Comp. Laws § 123.1391 (2015).
Minnesota	No statute found.
Mississippi	1. Miss. Code Ann. § 17-1-51 (2013).
Missouri	1. Mo. Rev. Stat. § 290.528 (2017).
Montana	1. Mont. Code Ann. § 7-1-4203 (2021).
Nebraska	No statute found.
Nevada	No statute found.
New Hampshire	No statute found.
New Jersey	No statute found.
New Mexico	No statute found.
New York	No statute found.
North Carolina	1. N.C. Gen. Stat. § 95-25.1
North Dakota	1. N.D. Cent. Code § 34-01-15.1 (2022).
Ohio	1. Ohio Rev. Code § 4113.85 (2016).
Oklahoma	No statute found.
Oregon	No statute found.
Pennsylvania	No statute found.
Rhode Island	No statute found.
South Carolina	1. S.C. Code Ann. § 41-1-25 (2017).
South Dakota	No statute found.
Tennessee	1. Tenn. Code Ann. § 7-51-1802 (2017).
Texas	1. Tex. Labor Code, tit. 1 § 1.005 (2023).
Utah	1. Utah Code Ann. § 10-8-84.5 (2012).
Vermont	No statute found.
Virginia	No statute found.
Washington	No statute found.
West Virginia	No statute found.
Wisconsin	1. Wis. Stat. § 103.10 (1m) (2011).
Wyoming	No statute found.

