

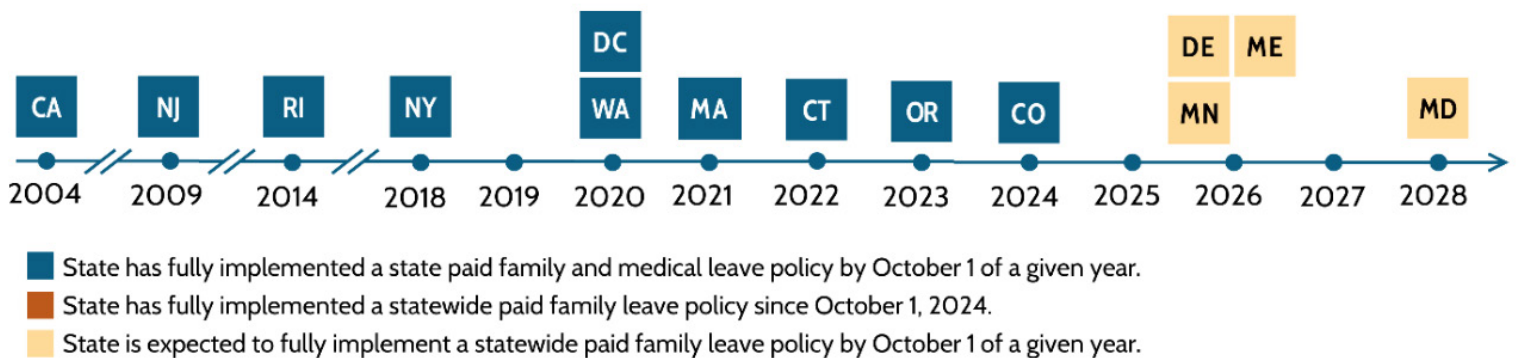
Paid Family and Medical Leave Across States



State paid family and medical leave (PFML) policies allow workers to take time off work and receive a portion of their income for qualifying reasons, which include the birth, adoption, or fostering of a child, caring for a loved one with a serious medical condition, or recovering from one's own serious medical condition. The most rigorous research to date shows a state policy that provides at least 12 weeks of paid leave for parents who give birth and at least 6 weeks for all other parents with a new child improves economic security, supports child and parental health, and helps new parents build the foundation for a healthy attachment.

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

As of September 2025, **14 states have adopted a PFML program** in which all parents are allowed to take between 7 and 12 weeks off work to bond with a new child. **Ten of those states have implemented their programs**, and the remaining four states will do so by 2028.



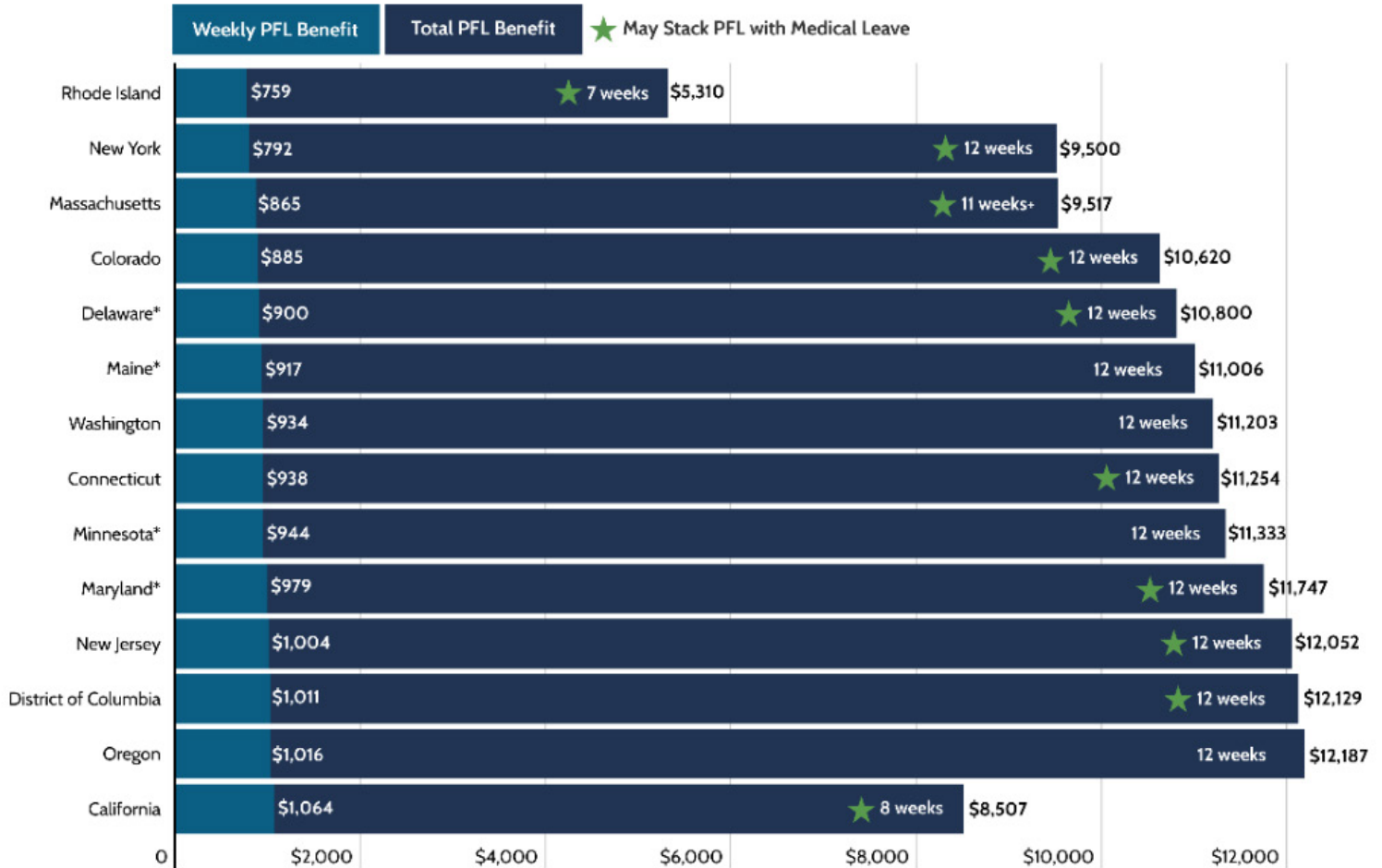
Note: The first four states (California, New Jersey, Rhode Island, and New York) to adopt a paid family leave program, did so by amending pre-existing Temporary Disability Insurance laws, which provide paid medical leave. The dates listed on the timeline above indicate the year paid family leave benefits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

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

The [2025 Prenatal-to-3 State Policy Roadmap](#) details states' progress toward adopting and implementing policies that are proven to impact the prenatal-to-3 system of care, including PFML.

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

States' PFML programs vary depending on several policy choices which can impact equitable access to, and take up of, the program. The projected paid family leave benefits in the graph below are for a full-time worker earning the national median wage (about \$61,440 per year in 2024). Weekly benefits for these workers range from \$759 in Rhode Island to \$1,064 in California.



What Policy Progress Have States Made in the Last Year?

In the last year, **30 states introduced legislation to establish or modify a PFML program**. Sixteen of those states introduced, but did not enact, legislation which would have established a new statewide PFML program and 8 of those states enacted legislation to modify existing PFML programs.

- Although no state enacted legislation to adopt a statewide PFML program in the last year, legislators in Virginia passed a bill which would have created a 12-week PFML program, however, the bill was vetoed by the Governor.
- Colorado legislators doubled (from 12 weeks to 24 weeks) the paid leave available for families with a baby in the neonatal intensive care unit.
- In Rhode Island, legislators enacted bills to increase the wage replacement rate in 2027 and 2028. Once these increases are in effect, most families will receive a higher portion of their regular pay while taking leave.
- Legislators in Maryland delayed implementation of the state's paid family and medical leave program until 2028.
- Legislators in Washington expanded job protection benefits to more workers while they are taking PFML.

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