Prenatal-to-3 State Policy Roadmap 2026

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	Alabama 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 paid parental leave to eligible state employees. Mothers receive up to 8 weeks and fathers receive up to 2 weeks. State employees receive full pay while on leave. The policy became effective July 2025. In the last year, legislators did not introduce any bills to establish a statewide paid family and medical leave program.
Alaska	Alaska does not have a paid family and medical leave program. In the last year, legislators considered H.B. 193, which would have created a statewide paid parental leave program providing between 8 and 12 weeks of leave, depending on fund solvency. Funding for the program would have come from the state's existing unemployment insurance fund. Paid parental leave would have been available following the birth or adoption of a child. Foster parents would not have been eligible for the program. The bill advanced through the original chamber but ultimately did not pass this session.
Arizona	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. In the last year, legislators introduced H.B. 2945/S.B. 1464 and S.B. 1465, 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. These bills did not pass this session.
Arkansas	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. In the last year, legislators did not introduce any bills to establish a statewide paid family and medical leave program.

California	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. 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 $1,765. 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 1.3% of wages. In the last year, legislators enacted S.B. 590, which will expand 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, effective July 2028. Additionally, legislators included a provision in an education bill that accompanied the state's enacted Fiscal Year 2026-2027 budget which provides public school and community college employees up to 14 weeks of paid pregnancy leave at full pay, effective January 2027. Legislators also enacted S.B. 1024, which requires fire departments to provide eligible active-duty firefighters with up to 26 weeks of paid postpartum and recovery leave following childbirth, stillbirth, or miscarriage.
Colorado	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. Beginning January 1, 2026, families with a baby in the neonatal intensive care unit (NICU) can take an additional 12 weeks of paid leave. 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 $1,448. 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 0.88% of wages. In the last year, legislators did not introduce any bills to expand their statewide paid family and medical leave program.

Connecticut	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. The program is administered through the quasi-public Connecticut Paid Family Leave Authority, which contracts with AFLAC for claims processing. 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 $1,016. 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. In the last year, legislators did not introduce any bills to expand their statewide paid family and medical leave program.
Delaware	Delaware is one of three states that began fully implementing a statewide paid family and medical leave program this year. Delaware's program was enacted in 2022 and benefits became available to families on January 1, 2026. The program provides up to 12 weeks of paid leave to bond with a new child. The program provides a flat wage replacement rate in which workers receive 80% of their average weekly wages while on leave. The weekly benefit is currently capped at $900. The maximum weekly benefit will be annually adjusted for inflation beginning in 2027. The program covers 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 share the cost of paid family and medical leave through a payroll deduction that is currently set at 0.32% of wages for bonding leave, 0.08% for caregiving leave, and 0.4% for medical leave (0.80% total). 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. In the last year, legislators introduced S.B. 360, which would have repealed the requirement that workers must be employed at their current employer for 12 months before becoming eligible for paid family and medical leave. The bill did not pass this session.

District of Columbia	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 for parents with a new child. The program also offers an additional 2 weeks of prenatal leave for parents who give birth. The program provides a marginal-rate wage replacement structure in which workers who earn lower wages receive a greater portion of their wages than higher earners. Workers earning lower wages receive 90% of their average weekly wages while on leave. The weekly benefit is currently capped at $1,100. 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. In the last year, councilmembers included several provisions in the enacted Fiscal Year 2027 budget to reduce paid family and medical leave benefits, effective October 2026. The maximum weekly benefit was decreased from $1,190 to $1,100. The maximum duration of leave was also reduced for several leave categories. The program will now provide 12 weeks of parental leave (unchanged), 10 weeks of medical leave, and 6 weeks of family caregiving leave. In the last year, Councilmembers also enacted PR26-0513, which prohibits private insurance companies that provide short-term disability from reducing benefits if the employee receives paid family and medical leave benefits through the District of Columbia's program. Councilmembers also considered B26-0326, which would have reduced the number of weeks of paid leave available to District employees to 2 weeks, but as of September 2026, the bill had not passed.
Florida	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. In the last year, legislators introduced H.B. 825/S.B. 220, which would have provided eligible state employees with up to 12 weeks of paid parental leave following the birth or adoption of a child. These bills did not pass this session.
Georgia	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 (available to all parents) and an additional 3 weeks of paid maternal birth leave, 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. 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. In the last year, legislators enacted H.B. 1118 which extended the duration of leave by providing an additional 3 weeks of paid leave for eligible state employees after they give birth beginning in October 2026. In the last year, legislators also introduced H.B. 1318, which would have required the state to conduct an actuarial study on a statewide paid family and medical leave program, but the bill did not pass this session.

Hawaii	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 provides partial wage replacement for a parent to take care of their pregnancy-related health needs or to recover from childbirth. The program typically provides 6 to 8 weeks of paid leave following the birth of a child, depending on the type of birth. Only parents who give birth are eligible for TDI. In 2025, legislators adopted a resolution to commission a working group to study the impact of implementing a statewide paid family and medical leave program in Hawaii and develop recommendations. As of September 2026, the working group is still convening with a final report due by the beginning of the 2027 legislative session. In the last year, legislators introduced H.B. 2360, which would have created a statewide paid family and medical leave program providing up to 12 weeks of paid leave for all parents to bond with a new child. The bill advanced through the original chamber but ultimately did not pass this session. Additionally, legislators enacted S.B. 3082 to expand the state's existing family leave law, which provides up to 4 weeks of unpaid, job-protected leave, to include military exigency leave.
Idaho	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. In the last year, legislators did not introduce any bills to establish a statewide paid family and medical leave program.
Illinois	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. 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. In the last year, legislators did not introduce any bills to establish a statewide paid family and medical leave program.
Indiana	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 2025, 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. In the last year, legislators introduced S.B. 186 and S.B. 198, which would have created a statewide paid family and medical leave program providing up to 12 weeks of leave. Legislators also introduced S.B. 20, which would have required the state's department of insurance to establish a voluntary paid family and medical leave program. Specific details of the policy would have been at the discretion of the insurer. These bills did not pass this session.

Iowa	Iowa does not have a 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 4 weeks of paid parental leave for parents who give birth and up to 1 week for parents who do not give birth. Eligible employees receive full pay while on leave. The policy became effective July 2025. In the last year, legislators enacted H.F. 2502, which repeals the requirement that state employees must be eligible for the federal Family and Medical Leave Act to take paid parental leave, which means state employees are eligible for leave immediately upon hire. Legislators also introduced S.F. 2239, which would have created a statewide paid family and medical leave program providing up to 16 weeks of leave, and S.F. 2248, which would have required certain employers to provide an employee who has a child in the neonatal intensive care unit (NICU) with 12 weeks of paid leave at full pay. These bills did not pass this session.
Kansas	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. Eligible employees receive full pay while on leave. 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. In the last year, legislators introduced H.B. 2598, which would have created a statewide paid family and medical leave program providing up to 12 weeks of leave. The bill did not pass this session.
Kentucky	Kentucky does not have a 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 family and medical leave. In 2025, the state adopted an 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. Eligible employees receive full pay while on leave. In addition, due to legislation enacted in 2025, public school districts will be required to provide at least 30 days of maternity leave at full pay beginning in July 2030. In the last year, legislators introduced S.B. 14, which would have provided eligible state employees with up to 30 days of paid maternity leave. Legislators also introduced H.B. 699, which would have provided eligible state employees with up to 6 weeks of family and medical leave. State employees would have been eligible to use family and medical leave up to two times within a 60-month period. These bills did not pass this session.
Louisiana	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. In the last year, legislators enacted S.B. 157 to provide public school teachers with up to 6 weeks of paid parental leave. As of September 2026, implementation is pending funding. Additionally, legislators also enacted H.B. 591, which authorizes private insurance companies to sell paid family leave insurance on the private insurance market. The bill requires that it's a minimum of 2 weeks of paid family leave, but all other details are left to the discretion of the insurance company.

Maine	Maine is one of three states that began fully implementing a statewide paid family and medical leave program this year. Maine's program was enacted in 2023 and benefits became available to families in May 2026. The program provides up to 12 weeks of paid leave to bond with a new child. The program provides 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 is currently $1,250. The program covers most public and private workers, although domestic workers may not qualify due to employer size limitations. Self-employed workers can opt in to coverage. Workers and employers share the cost of paid family and medical leave through a payroll deduction, which is currently set at 1.0% of wages. In the last year, legislators enacted L.D. 2018, which codified an existing interpretation of statute regarding private employer program administration.
Maryland	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. 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 a bill, which delayed implementation such that premiums will become effective in January 2027 and benefits will become available to families in January 2028. 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. 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. Maryland provides eligible state employees with up to 12 weeks of paid family and medical leave. In 2025, legislators enacted a bill to expand the policy from paid parental leave only to include paid family and medical leave beginning July 2026. Eligible employees receive full pay while on leave. In the last year, legislators did not introduce any bills to expand their statewide paid family and medical leave program.

Massachusetts	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. 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 $1,230. The program covers most public and private sector workers. 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. In the last year, legislators introduced H. 5181, which would have ordered a study on a bill to extend paid family leave to 16 weeks for families with a baby in the neonatal intensive care unit (NICU). As of September 2026, the bill had not passed.
Michigan	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. In the last year, legislators did not introduce any bills to establish a statewide paid family and medical leave program.
Minnesota	Minnesota is one of three states that began fully implementing a statewide paid family and medical leave program this year. Minnesota's program was enacted in 2023 and benefits became available to families in January 2026. The program provides up to 12 weeks of paid leave to bond with a new child. Parents who give birth can 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. The program provides 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 receive 90% of their average weekly wages while on leave. The maximum weekly benefit is currently $1,423. The program covers almost all public and private workers. Self-employed workers can opt in to coverage. Workers and employers share the cost of paid family and medical leave through a payroll deduction, which currently set at 0.88% of wages. Additionally, Minnesota has provided eligible state employees with up to 6 weeks of paid parental leave at full pay since November 2016. Paid parental leave for eligible state employees runs concurrently with Minnesota's statewide paid family and medical leave benefits. In the last year, legislators introduced H.B. 4692/S.B. 4817, which would have given employers the option to opt out of the state's PFML program. The bill would have allowed a worker whose employer opted out of the program to participate as if they were self-employed. These bills did not pass this session.

Mississippi	Mississippi does not have a paid family and medical leave program and has a preemption law in place to prohibit localities from enacting one. The state does, however, newly provide up to 6 weeks of paid parental leave to eligible state employees who are primary caregivers effective January 2026. State employees receive full pay while on leave. In the last year, legislators introduced H.B. 1000, which would have created a statewide paid family and medical leave program providing up to 12 weeks of leave. Legislators also introduced S.B. 2136, which would have expanded paid leave for state employees to include an additional 2 weeks of paid medical leave. These bills did not pass this session.
Missouri	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. In the last year, legislators introduced H.B. 3326 and S.B. 1614, 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.
Montana	Montana does not have a paid family and medical leave program and has a preemption law in place to prohibit localities from enacting one. Montana did not hold a regular legislative session this year.
Nebraska	Nebraska does not have a statewide paid family and medical leave program. The state, however, provides up to 6 weeks of paid maternity leave to eligible state employees at full pay. In 2025, the labor union representing state employees negotiated a contract which included paid maternity leave for state employees, effective July of that year. Subsequently, the state adopted a new administrative rule expanding paid maternity leave coverage to all classified state employees. In the last year, legislators adopted L.B. 878, which would have codified the state's current paid maternity leave policy into statute and would have extended it to include parents who adopt a child, but the Governor vetoed the bill. Additionally, legislators introduced L.R. 303C.A., which would have amended the state constitution to require all employers in the state to provide a minimum of 6 weeks of paid family and medical leave beginning October 1, 2027 and a minimum of 12 weeks beginning October 1, 2028. The bill did not pass this session.
Nevada	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. Nevada did not hold a regular legislative session this year.

New Hampshire	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. In the last year, legislators introduced H.B. 1761, which would have expanded the existing Granite State Paid Family Leave Plan by creating a new state-administered family and medical leave program providing up to 12 weeks of paid leave for all parents to bond with a new child. The bill did not pass this session.
New Jersey	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. The wage replacement rate has also increased over the years. Currently workers receive 85% of their wages up to a maximum benefit of $1,119 a week. 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 0.19% of wages. Paid family leave is funded through a payroll deduction currently set at 0.23% of wages. In the last year, legislators enacted A. 3451, which expanded job protection benefits for workers taking paid family and medical leave, effective July 17, 2026. Previously, a worker had to be employed at a business with 30 or more employees and have worked for that employer for at least 12 months before qualifying for job-protections while taking paid family and medical leave. Under the expansion, workers that are employed at a business with 15 or more employees and have worked for that employer for at leave 3 months will be eligible for job protections while taking paid leave. Additionally, legislators also introduced A. 1271/S. 3876, which would have reduced the contribution wage base for paid family and medical leave premiums, and A. 4358, which would have increased the maximum TDI leave available after giving birth to 8 weeks for all types of births. Legislators also introduced A. 113 and A. 2198, which would have extended TDI benefits to families that experience a miscarriage or a stillbirth, and S. 4032, which would have extended paid family leave to cover employees who become parents via surrogate. These bills did not pass this session.

New Mexico	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. In the last year, legislators introduced H.B. 98, which would have provided paid parental leave to additional state employees not currently covered beginning in July 2027, and S.B. 188, which would have provided up to 12 weeks of paid parental leave to public school employees beginning July 2026. These bills did not pass this session.
New York	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. 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 $1,229. However, the maximum weekly benefit for TDI is currently $170, which has been capped at that amount since 1989. The program automatically covers most private sector workers. 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 0.43% of wages. 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. In the last year, legislators enacted S. 8795, which extends paid family leave coverage to construction workers who were employed by a covered employer for at least 26 weeks prior to taking leave. Additionally, legislators considered bills which would have increased the wage replacement rate for the state's TDI program, as well as several other bills which would have expanded eligibility for paid family leave to cover more workers. None of these bills passed this session.
North Carolina	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 12 weeks of paid parental leave. The program initially provided 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. 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. In the last year, legislators enacted S. 1041 to expand the state's paid parental leave policy for state employees by increasing the duration of leave to 12 weeks for all parents, effective October 2026. The bill also requires the State Human Resources Commission to establish a policy to provide bereavement leave for families following a miscarriage or stillbirth. The bill does not specify the duration of leave.

North Dakota	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. North Dakota did not hold a regular legislative session this year.
Ohio	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. In the last year, legislators introduced H.B. 869 and S.B. 396, which would have created a statewide paid family and medical leave program providing up to 14 weeks for eligible workers to bond with a new child. These bills did not pass this session.
Oklahoma	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 at full pay. Despite the terminology, both male and female state employees are eligible for receive paid maternity leave following the birth or adoption of a child. In 2023, legislators enacted two bills to create each program and benefits became available in November 2023. In the last year, legislators enacted H.B. 3467 to expand paid maternity leave for public school employees to include the adoption of a child under 4 years old, effective July 2026. Legislators also introduced S.B. 1202 and S.B. 1337, which would have expanded the paid maternity leave policy for public school employees to include paid paternity leave as well. Additionally, legislators also considered S.B. 277, which would have created a statewide paid family and medical leave program providing up to 12 weeks of paid leave for all parents to bond with a new child. These bills did not pass this session.
Oregon	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. 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 $1,692. The program automatically covers almost all workers. 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. In the last year, legislators enacted S.B. 1520, which authorizes the Director of the Oregon Employment Department to establish an accounting system for handling the state's paid family and medical leave program trust fund.

Pennsylvania	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. In the last year, legislators considered H.B. 200 and S.B. 906, 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. As of September 2026, H.B. 200 had advanced through the first chamber, but neither bill had passed.
Rhode Island	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 14 to 16 weeks of paid leave following the birth of a child, depending on the type of birth. The program provides a flat wage replacement rate in which workers receive about 60% of their average weekly wages, up to a cap of $1,150 a week. The wage replacement rate is set to increase to approximately 70% in 2027 and to approximately 75% in 2028, due to previously enacted legislation. Rhode Island also provides an additional dependent allowance, which currently ranges from $20.00 to $80.05, per child (up to 5 children), per week of leave. 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 1.1% of wages. In the last year, legislators introduced H.B. 7968/S.B. 2737, which would have increased the maximum duration of paid family leave to 10 weeks in 2027 and to 12 weeks in 2028. The bill would have also expanded eligibility for paid family leave to include grandchildren and grandparents in need of care. Legislators also introduced S.B. 2927, which would have made state employees eligible for TDI. These bills did not pass this session.
South Carolina	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 4 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. In the last year, legislators enacted S.B. 11 which increased the duration of paid parental leave provided to eligible state employees who do not give birth from 2 to 4 weeks and expanded eligibility to cover employees at public institutions of higher education beginning October 2026. The bill also expanded coverage to allow state employees who experience a stillbirth to be able to take paid parental leave.

South Dakota	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. South Dakota did not hold a regular legislative session this year.
Tennessee	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. In the last year, legislators enacted H.B. 957/S.B. 938 to expand paid parental leave for eligible state employees to include placement of a child into foster care as a qualifying reason for leave.
Texas	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. Texas did not hold a regular legislative session this year.
Utah	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 6 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 9 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. In the last year, legislators enacted H.B. 329, which expanded the paid postpartum recovery leave provided to eligible state employees from 3 to 6 weeks, effective July 2026. The bill also provides an additional 6 weeks of paid leave to eligible state employees who adopt a child under the age of 6 and provides 4 weeks of paid leave for eligible state employees who foster a child.
Vermont	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 $2,129 for state employees. 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, could purchase individual coverage beginning in July 2025. In the last year, legislators did not introduce any bills to establish a statewide paid family and medical leave program.

Virginia	Virginia does not currently have a statewide paid family and medical leave program, but plans to implement a program in December 2028. The state currently provides 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. In the last year, legislators enacted H.B. 1207 and S.B. 2 to create a statewide paid family and medical leave program providing up to 12 weeks of paid leave. Families will receive 80% of their regular wages while taking leave, up to a maximum of weekly benefit equal to 100% of the state's average weekly wage. Benefits will become available to families on December 2028.
Washington	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. 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 $1,647. The program covers almost all public and private workers. 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 1.13% of wages. In the last year, legislators enacted two bills related to the premiums for paid family and medical leave. S.B. 5292 changes the process for determining the premium each year, effective January 2028, and H.B. 2345 shifts how the total premium is divided between workers and employers to align with updated federal guidance, effective June 2026. Additionally, Legislators also introduced several bills which would have made the statewide paid family and medical leave program more limited by reducing the maximum duration of leave available, capping maximum benefit amounts so they would be no longer annually adjusted for inflation, and extending the claim period from 52 weeks to 78 weeks, as well as a bill which would have capped the annual premium rate at 1.2% of wages. These bills did not pass this session.
West Virginia	West Virginia does not have a paid family and medical leave program. In the last year, legislators introduced H.B. 5080, which would have created a statewide paid family and medical leave program providing up to 12 weeks of paid leave. Legislators also introduced H.B. 5083 and S.B. 114, which would have created a paid parental leave pilot program providing up to 12 weeks of paid leave to eligible state employees following birth, adoption, or placement of a foster child. These bills did not pass this session. In addition, legislators also introduced H.B. 4467, which would have allowed public school employees to use pre-existing sick bank leave for maternity leave. These bills did not pass this session.
Wisconsin	Wisconsin does not have a paid family and medical leave program and has a preemption law in place to prohibit localities from enacting one. In the last year, legislators introduced A.B. 1012/S.B. 1001, which would create a statewide paid family and medical leave program providing up to 12 weeks of paid leave. Legislators also introduced A.B. 482/S.B. 359, which would repeal the state's paid leave preemption law. These bills did not pass this session.

Wyoming	Wyoming does not have a paid family and medical leave program. However, the state does provide eligible state employees with up to 6 weeks of paid family and medical leave at full pay, effective January 2025. The program was adopted through administrative rule. In the last year, legislators did not introduce any bills to establish a statewide paid family and medical leave program.

Find additional information on the methods and sources used throughout the Roadmap and for each state.