

2026 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>
- T. Doran, E., Bartel, A., Ruhm, C., & Waldfogel, J. (2020). California's paid family leave law improves maternal psychological health. *Social Science & Medicine*, 256, 1-8. <https://doi.org/10.1016/j.socscimed.2020.113003>
- 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.org/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>
- II. Morrissey, T. W., Castleberry, N. M., & Miller, D. P. (2025). New York State's Paid Family Leave Program and Children's Health Care Use. *Academic Pediatrics*, 25(6), Article 102822. <https://doi.org/10.1016/j.acap.2025.102822>
- JJ. Perrins, S. P., Sheremenko, G., King, J., Godoy-Garraz, L., Cincotta, K., Miedema, S., Cremer, L., D'Inverno, A. S., & Harper, C. R. (2025). Effects of State Paid Family Leave Policies on Preventing Household Adverse Childhood Experiences (ACEs) in Early Childhood in the United States, 2011–2019. *Prevention Science*, 26(8), 1234–1243. <https://doi.org/10.1007/s1121-025-01857-0>
- KK. Ahrens, K. A., Hutcheon, J. A., Strumpf, E. C., Nandi, A., Ortiz, J. R., & Janevic, T. (2025). Paid family leave and reduced acute respiratory infections in young infants: does everyone benefit equally? *American Journal of Epidemiology*, Article 7910653. <https://doi.org/10.1093/aje/kwaf124>

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	No sources
Alaska	1. H.B. 193, 34 th Leg., Reg. Sess., (Alaska 2026).
Arizona	1. H.B. 2945, 57 th Leg., 2 nd Reg. Sess., (Ariz. 2026). 2. S.B. 1464, 57 th Leg., 2 nd Reg. Sess., (Ariz. 2026). 3. S.B. 1465, 57 th Leg., 2 nd Reg. Sess., (Ariz. 2026).
Arkansas	No sources
California	1. S.B. 1024, 2025-2026 Leg., Reg. Sess., (Cal. 2026). 2. S.B. 590, 2025-2026 Leg., Reg. Sess., (Cal. 2026).
Colorado	No sources
Connecticut	No sources
Delaware	1. S.B. 360, 153 rd General Assembly. (Del. 2026).
District of Columbia	1. B26-0326, 26 th Council, (D.C. 2026). 2. PR26-0513, 26 th Council, (D.C. 2025). 3. Fiscal Year 2027 Budget and Financial Plan .
Florida	1. S.B. 220, 2026 Leg., Reg. Sess., (Fla. 2026). 2. H.B. 825, 2026 Leg., Reg. Sess., (Fla. 2026).
Georgia	1. H.B. 1118, 2025-2026 Leg., Reg. Sess., (Ga. 2026). 2. H.B. 1318, 2025-2026 Leg., Reg. Sess., (Ga. 2026).
Hawaii	1. Disability Compensation Division. (2026). <i>About Temporary Disability Insurance</i> . Hawaii.gov. Retrieved on July 15, 2026 from https://labor.hawaii.gov/dcd/home/about-tdi/ 2. S.B. 3082, 33 rd Leg., Reg. Sess., (Haw. 2026). H.B. 2360, 33 rd Leg., Reg. Sess., (Haw. 2026).
Idaho	No sources
Illinois	No sources
Indiana	1. S.B. 186, 2026 Leg., Reg. Sess., (Ind. 2026). 2. S.B. 198, 2026 Leg., Reg. Sess., (Ind. 2026).
Iowa	1. H.F. 2502, 91 st Leg., Reg. Sess., (Iowa 2026). 2. S.F. 2239, 91 st Leg., Reg. Sess., (Iowa 2026). 3. S.F. 2248, 91 st Leg., Reg. Sess., (Iowa 2026).
Kansas	1. H.B. 2598, 2025-2026 Leg., Reg. Sess., (Kan. 2026).
Kentucky	1. S.B. 14, 2026 Leg., Reg. Sess., (Ky. 2026). 2. H.B. 699, 2026 Leg., Reg. Sess., (Ky. 2026).
Louisiana	1. H.B. 591, 2026 Leg., Reg. Sess., (La. 2026). 2. S.B. 157, 2026 Leg., Reg. Sess., (La. 2026).
Maine	1. L.D. 2018, 132 nd Leg., Reg. Sess., (Me. 2026).
Maryland	No sources
Massachusetts	1. H. 5181, 194 th Leg., Reg. Sess., (Mass. 2026).
Michigan	No sources
Minnesota	1. S.F. 4817, 94 th Leg., Reg. Sess., (Minn. 2026). 2. H.F. 4692, 94 th Leg., Reg. Sess., (Minn. 2026).
Mississippi	1. H.B. 1000, 2026 Leg., Reg. Sess., (Miss. 2026).

State	Source
	2. S.B. 2136, 2026 Leg., Reg. Sess., (Miss. 2026).
Missouri	1. H.B. 3226, 103 rd Leg., 2 nd Reg., Sess., (Mo. 2026). 2. S.B. 1614, 103 rd Leg., 2 nd Reg., Sess., (Mo. 2026).
Montana	No sources
Nebraska	1. L.B. 878, 109 th Leg., Reg. Sess., (Neb. 2026). 2. L.R. 303C.A., 109 th Leg., Reg. Sess., (Neb. 2026).
Nevada	No sources
New Hampshire	1. H.B. 1761, 2025-2026 Leg., Reg. Sess., (N.H. 2026).
New Jersey	1. S. 4032, 2026-2027 Leg., Reg. Sess., (N.J. 2026). 2. A. 2198, 2026-2027 Leg., Reg. Sess., (N.J. 2026). 3. S. 3876, 2026-2027 Leg., Reg. Sess., (N.J. 2026). 4. A. 4358, 2026-2027 Leg., Reg. Sess., (N.J. 2026). 5. A. 3451, 2026-2027 Leg., Reg. Sess., (N.J. 2026). 6. A. 1271, 2026-2027 Leg., Reg. Sess., (N.J. 2026). 7. A. 113, 2026-2027 Leg., Reg. Sess., (N.J. 2026).
New Mexico	1. H. 98, 2026 Leg., Reg. Sess., (N.M. 2026). 2. S.B. 188, 2026 Leg., Reg. Sess., (N.M. 2026).
New York	1. S. 172B, 2025-2026 Leg., Reg. Sess., (N.Y. 2026). 2. S. 4468C, 2025-2026 Leg., Reg. Sess., (N.Y. 2026). 3. A. 5319C, 2025-2026 Leg., Reg. Sess., (N.Y. 2026). 4. S. 9560A, 2025-2026 Leg., Reg. Sess., (N.Y. 2026). 5. A. 10811, 2025-2026 Leg., Reg. Sess., (N.Y. 2026). 6. S. 2499, 2025-2026 Leg., Reg. Sess., (N.Y. 2026). 7. S. 8795, 2025-2026 Leg., Reg. Sess., (N.Y. 2026). 8. A. 84, 2025-2026 Leg., Reg. Sess., (N.Y. 2026). 9. S. 8727, 2025-2026 Leg., Reg. Sess., (N.Y. 2026).
North Carolina	1. S. 1041, 2025-2026 Leg., Reg. Sess., (N.C. 2026).
North Dakota	No sources
Ohio	1. H.B. 869, 136 th Leg., Reg. Sess., (Ohio 2026). 2. S.B. 396, 136 th Leg., Reg. Sess., (Ohio 2026).
Oklahoma	1. H.B. 3467, 60 th Leg., 2 nd Reg. Sess., (Okla. 2026). 2. S.B. 1337, 60 th Leg., 2 nd Reg. Sess., (Okla. 2026). 3. S.B. 1202, 60 th Leg., 2 nd Reg. Sess., (Okla. 2026).
Oregon	1. S.B. 1520, 2025 Leg., Reg. Sess., (Or. 2026).
Pennsylvania	1. S.B. 906, 2025-2026 Leg., Reg. Sess., (Pa. 2026). 2. H.B. 200, 2025-2026 Leg., Reg. Sess., (Pa. 2026).
Rhode Island	1. S.B. 2737, 2026 Leg., Reg. Sess., (R.I. 2026). 2. S.B. 2927, 2026 Leg., Reg. Sess., (R.I. 2026). 3. H.B. 7968, 2026 Leg., Reg. Sess., (R.I. 2026).
South Carolina	1. S.B. 0011, 126 th Leg., Reg. Sess., (S.C. 2026).
South Dakota	No sources
Tennessee	1. H.B. 957, 114 th Leg., Reg. Sess., (Tenn. 2026).

State	Source
	2. S.B. 938, 114 th Leg., Reg. Sess., (Tenn. 2026).
Texas	No sources
Utah	1. H.B. 329, 2026 Leg., Reg. Sess., (Ut. 2026).
Vermont	No sources
Virginia	1. H.B. 1207, 2026 Leg., Reg. Sess., (Va. 2026). 2. S.B. 2, 2025 Leg., Reg. Sess., (Va. 2026).
Washington	1. S.B. 5292, 2025-2026 Leg., Reg. Sess., (Wash. 2026). 2. H.B. 2345, 2025-2026 Leg., Reg. Sess., (Wash. 2026). 3. S.B. 6140, 2025-2026 Leg., Reg. Sess., (Wash. 2026). 4. S.B. 6141, 2025-2026 Leg., Reg. Sess., (Wash. 2026). 5. S.B. 6143, 2025-2026 Leg., Reg. Sess., (Wash. 2026). 6. S.B. 6142, 2025-2026 Leg., Reg. Sess., (Wash. 2026).
West Virginia	1. S.B. 114, 87 th Leg., Reg. Sess., (W.Va. 2026). 2. H.B. 5080, 87 th Leg., Reg. Sess., (W.Va. 2026). 3. H.B. 5083, 87 th Leg., Reg. Sess., (W.Va. 2026). 4. H.B. 4467, 87 th Leg., Reg. Sess., (W.Va. 2026).
Wisconsin	1. S.B. 1001, 2025-2026 Leg., Reg. Sess., (Wis. 2026). 2. A.B. 1012, 2025-2026 Leg., Reg. Sess., (Wis. 2026). 3. S.B. 539, 2025-2026 Leg., Reg. Sess., (Wis. 2026). 4. A.B. 482 2025-2026 Leg., Reg. Sess., (Wis. 2026).
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 2026, the maximum weekly benefit for paid family leave is \$1,229 and the maximum weekly benefit for TDI is \$170.
4. Rhode Island provides an additional dependent allowance for workers with eligible dependents. In 2026, the dependent allowance is between \$20 and \$80.05 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 differs based on the type of leave. The premium is 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 employer contribution for medical leave ranges from 0.10% to 0.75% based on employer size. In 2026, the worker contribution is 0.19% for medical leave and 0.23% for family leave. The rate displayed on the Roadmap is the mid-point for the employer premium rate (0.43%) plus the total 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	1. A Better Balance. (2026). <i>Interactive Overview of Paid Family and Medical Leave Laws in the United States</i>. Retrieved on July 15, 2026 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	1. Cal. Unemp. Ins. Code § 2601 et seq. (2015). 2. California Employment Development Department. (2026). <i>California paid family leave</i>. Retrieved on July 1, 2026 from https://edd.ca.gov/en/disability/paid-family-leave/ 3. California Employment Development Department. (2026). <i>Employer eligibility and benefits FAQs</i>. Retrieved on July 15, 2026 from https://edd.ca.gov/en/disability/faqs-employers-eligibility-benefits#:~:text=No,through%20mandatory%20employee%20payroll%20contributions. 4. California Employment Development Department. (2026). <i>Paid Family Leave Benefit Payment Amounts</i>. Retrieved on July 15, 2026 from https://edd.ca.gov/en/disability/Calculating_PFL_Benefit_Payment_Amounts/ 5. California Department of Industrial Relations. (2026). <i>Workers' compensation benefits</i>. Retrieved on July 1, 2026 from https://www.dir.ca.gov/dwc/workerscompensationbenefits.htm
Colorado	1. Colo. Rev. Stat. § 8-13.3-501 et seq. (2020).

State	Source
	- Colorado Division of Family and Medical Leave Insurance. (2026). <i>Welcome to the Division of Family and Medical Leave Insurance</i>. Colorado Department of Labor and Employment. Retrieved on July 15, 2026 from https://famli.colorado.gov/ - Colorado Division of Family and Medical Leave Insurance Program. (2026). <i>Colorado's new average weekly wage, and how it affects FAMILI claims</i>. Colorado Department of Labor and Employment. Retrieved on July 15, 2026 from https://famli.colorado.gov/news-article/colorados-new-average-weekly-wage-and-how-it-affects-famli-claims-O
Connecticut	- Conn. Gen. State. § 31-49e et seq. (2019). - Connecticut Paid Leave. (2026). <i>About the paid leave authority</i>. Retrieved on July 15, 2026 from https://ctpaidleave.org/s/about-us?language=en_US - Connecticut Paid Leave. (2026). <i>Before you apply</i>. Retrieved on July 15, 2026 from https://www.ctpaidleave.org/claims/before-you-apply?language=en_US
Delaware	- Del. Code Ann. tit. 19 §3701 et seq. (2024). - Delaware Department of Labor. (2026). Delaware Paid Leave is here. Retrieved on July 15, 2026 from https://labor.delaware.gov/delaware-paid-leave/
District of Columbia	- D.C. Code § 32-541.01 et seq. (2017). - Washington D.C. Department of Employment Services. (2026). <i>DC paid family leave</i>. Retrieved on July 15, 2026 from https://does.dc.gov/page/dc-paid-family-leave - D.C. Paid Family Leave. (2026). <i>Calculate Your Weekly Benefits</i>. Retrieved on July 15, 2026 from https://dcpaidfamilyleave.dc.gov/benefits-calculator/
Maine	- Me. Stat. tit. 26, § 850-a et seq (2023). - Maine Workers Compensation Board. (n.d.). <i>State Average Weekly Wage</i>. Retrieved on July 15, 2026 from https://www.maine.gov/wcb/Departments/claims/state_www.html - Maine.gov (n.d.). Estimated PFML Premium and Benefit Amounts Based on Earnings. Retrieved on July 15, 2026 from https://www.maine.gov/paidleave/docs/2026/employees/pfmlpremiumbenefitchart.pdf
Maryland	- 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, 2026 from https://paidleave.maryland.gov/employers/Pages/home.aspx
Massachusetts	- Mass. Gen. Laws Ch. 23, §1-25. - Massachusetts Department of Family and Medical Leave. (2026). <i>Paid family and medical leave in Massachusetts</i>. Retrieved on July 1, 2026 from https://www.mass.gov/topics/paid-family-and-medical-leave-in-massachusetts - Massachusetts Department of Family and Medical Leave. (2026). <i>Paid family and medical leave (PFML) overview and benefits</i>. Retrieved on July 1, 2026 from https://www.mass.gov/info-details/paid-family-and-medical-leave-pfml-overview-and-benefits
Minnesota	- 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, 2026 from https://mn.gov/deed/programs-services/paid-family/ - Minnesota Paid Leave (n.d.) <i>How Paid Leave Works</i>. Retrieved on July 15, 2026 from https://pl.mn.gov/individuals/how-paid-leave-works
New Jersey	N.J. Stat. Ann. § 43:21-25 et seq. (2020).

State	Source
	2. New Jersey Department of Labor and Workforce Development Division of Temporary Disability and Family Leave Insurance. (2026). <i>Family leave insurance</i> . Retrieved on July 15, 2026 from https://nj.gov/labor/myleavebenefits/worker/fli/
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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.

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