



FOR IMMEDIATE RELEASE

February 3, 2025

Contact: Gail Zuagar
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New Analysis: California Paid Leave Policy Sets a Strong National Standard
Businesses, economies and families benefit from paid family and medical leave; so could the entire U.S.

WASHINGTON, DC - According to new research from the National Partnership for Women & Families (NPWF), paid family and medical leave has had a positive impact in California, setting the standard for what a national policy could look like.

“[Paid Leave Means a Stronger Nation](#)” is NPWF’s annual look at state policies on paid leave. This year’s analysis found that California’s program is helping support its diverse workforce, including women-owned businesses and parents with small children.

- **70 percent of homes with children in California have parents who report to work each day.** The state’s paid leave program allows all workers to take time off to provide the care their families need.
- **Paid leave helps California’s small businesses keep good employees, improve productivity and boost the state’s economy.** 79 percent of small business owners support national paid leave. And with women making up 30 percent of business owners in the state, paid leave helps ensure these businesses – large and small – thrive.
- **Women make up 45 percent of the workforce in California, and their paychecks make up a significant portion of their household income:** 75 percent of Black mothers, 46 percent of Latina mothers, 45 percent of white mothers and 46 percent of AAPI mothers are key family breadwinners. While both men and women serve as family caregivers, [women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Californians over 55 is expected to grow by 2.3 million in the next 25 years.** The state’s paid leave program will help California adapt to the growing need for older workers, along with disabled workers and family caregivers, to care for themselves and their loved ones without having to leave the workforce altogether.

“In the absence of a comprehensive federal paid leave policy for all workers, states like California have been leading the way,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “While paid leave that every worker in this country can access is long overdue, significant progress is being made at the state level. These gains show that passing a national paid leave program is very much within reach. It’s no longer a matter of if it will be enacted — but when. Until that day arrives, the National Partnership and our fellow

advocates will continue to fight to make the United States a leader on the issue of paid family leave.”

NPWF’s new report comes ahead of the anniversary of the Family and Medical Leave Act (FMLA) on February 5. The FMLA grants 12 weeks of *unpaid* leave to workers to care for themselves, a newborn, a newly adopted child or a seriously ill family member.

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FOR IMMEDIATE RELEASE

February 3, 2025

Contact: Gail Zuagar
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New Analysis: Colorado Paid Leave Policy Sets a Strong National Standard
Businesses, economies and families benefit from paid family and medical leave; so could the entire U.S.

WASHINGTON, DC - According to new research from the National Partnership for Women & Families (NPWF), paid family and medical leave has had a positive impact in Colorado, setting the standard for what a national policy could look like.

“[Paid Leave Means a Stronger Nation](#)” is NPWF’s annual look at state policies on paid leave. This year’s analysis found that Colorado’s program is helping support its diverse workforce, including women-owned businesses and parents with small children.

- **74 percent of homes with children in Colorado have parents who report to work each day.** The state’s paid leave program allows all workers to take time off to provide the care their families need.
- **Paid leave helps Colorado’s small businesses keep good employees, improve productivity and boost the state’s economy.** 79 percent of small business owners support national paid leave. And with women making up 29 percent of business owners in the state, paid leave helps ensure these businesses – large and small – thrive.
- **Women make up 47 percent of the workforce in Colorado, and their paychecks make up a significant portion of their household income:** 62 percent of Black mothers, 49 percent of Latina mothers, 46 percent of white mothers and 41 percent of AAPI mothers are key family breadwinners. While both men and women serve as family caregivers, [women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Coloradans over 55 is expected to grow by 445,000 in the next 25 years.** The state’s paid leave program will help Colorado adapt to the growing need for older workers, along with disabled workers and family caregivers, to care for themselves and their loved ones without having to leave the workforce altogether.

“In the absence of a comprehensive federal paid leave policy for all workers, states like Colorado have been leading the way,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “While paid leave that every worker in this country can access is long overdue, significant progress is being made at the state level. These gains show that passing a national paid leave program is very much within reach. It’s no longer a matter of if it will be enacted — but when. Until that day arrives, the National Partnership and our fellow

advocates will continue to fight to make the United States a leader on the issue of paid family leave.”

NPWF’s new report comes ahead of the anniversary of the Family and Medical Leave Act (FMLA) on February 5. The FMLA grants 12 weeks of *unpaid* leave to workers to care for themselves, a newborn, a newly adopted child or a seriously ill family member.

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Contact: Gail Zuagar
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New Analysis: Connecticut Paid Leave Policy Sets a Strong National Standard
Businesses, economies and families benefit from paid family and medical leave; so could the entire U.S.

WASHINGTON, DC - According to new research from the National Partnership for Women & Families (NPWF), paid family and medical leave has had a positive impact in Connecticut, setting the standard for what a national policy could look like.

“[Paid Leave Means a Stronger Nation](#)” is NPWF’s annual look at state policies on paid leave. This year’s analysis found that Connecticut’s program is helping support its diverse workforce, including women-owned businesses and parents with small children.

- **77 percent of homes with children in Connecticut have parents who report to work each day.** The state’s paid leave program allows all workers to take time off to provide the care their families need.
- **Paid leave helps Connecticut’s small businesses keep good employees, improve productivity and boost the state’s economy.** 79 percent of small business owners support national paid leave. And with women making up 28 percent of business owners in the state, paid leave helps ensure these businesses – large and small – thrive.
- **Women make up 48 percent of the workforce in Connecticut, and their paychecks make up a significant portion of their household income:** 78 percent of Black mothers, 64 percent of Latina mothers, 48 percent of white mothers and 37 percent of AAPI mothers are key family breadwinners. While both men and women serve as family caregivers, [women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Connecticut residents over 55 is expected to grow by 45,000 in the next 25 years.** The state’s paid leave program will help Connecticut adapt to the growing need for older workers, along with disabled workers and family caregivers, to care for themselves and their loved ones without having to leave the workforce altogether.

“In the absence of a comprehensive federal paid leave policy for all workers, states like Connecticut have been leading the way,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “While paid leave that every worker in this country can access is long overdue, significant progress is being made at the state level. These gains show that passing a national paid leave program is very much within reach. It’s no longer a matter of if

it will be enacted — but when. Until that day arrives, the National Partnership and our fellow advocates will continue to fight to make the United States a leader on the issue of paid family leave.”

NPWF’s new report comes ahead of the anniversary of the Family and Medical Leave Act (FMLA) on February 5. The FMLA grants 12 weeks of *unpaid* leave to workers to care for themselves, a newborn, a newly adopted child or a seriously ill family member.

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Contact: Gail Zuagar
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New Analysis: Delaware Paid Leave Policy Sets a Strong National Standard
Businesses, economies and families benefit from paid family and medical leave; so could the entire U.S.

WASHINGTON, DC - According to new research from the National Partnership for Women & Families (NPWF), paid family and medical leave has had a positive impact in Delaware, setting the standard for what a national policy could look like.

“[Paid Leave Means a Stronger Nation](#)” is NPWF’s annual look at state policies on paid leave. This year’s analysis found that Delaware’s program is helping support its diverse workforce, including women-owned businesses and parents with small children.

- **80 percent of homes with children in Delaware have parents who report to work each day.** The state’s paid leave program allows all workers to take time off to provide the care their families need.
- **Paid leave helps Delaware’s small businesses keep good employees, improve productivity and boost the state’s economy.** 79 percent of small business owners support national paid leave. And with women making up 26 percent of business owners in the state, paid leave helps ensure these businesses – large and small – thrive.
- **Women make up 49 percent of the workforce in Delaware, and their paychecks make up a significant portion of their household income:** 77 percent of Black mothers, 44 percent of Latina mothers, 53 percent of white mothers and 37 percent of AAPI mothers are key family breadwinners. While both men and women serve as family caregivers, [women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Delawareans over 55 is expected to grow by 58,000 in the next 25 years.** The state’s paid leave program will help Delaware adapt to the growing need for older workers, along with disabled workers and family caregivers, to care for themselves and their loved ones without having to leave the workforce altogether.

“In the absence of a comprehensive federal paid leave policy for all workers, states like Delaware have been leading the way,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “While paid leave that every worker in this country can access is long overdue, significant progress is being made at the state level. These gains show that passing a national paid leave program is very much within reach. It’s no longer a matter of if it will be enacted — but when. Until that day arrives, the National Partnership and our fellow

advocates will continue to fight to make the United States a leader on the issue of paid family leave.”

NPWF’s new report comes ahead of the anniversary of the Family and Medical Leave Act (FMLA) on February 5. The FMLA grants 12 weeks of *unpaid* leave to workers to care for themselves, a newborn, a newly adopted child or a seriously ill family member.

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Contact: Gail Zuagar
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New Analysis: District of Columbia Paid Leave Policy Sets a Strong National Standard
Businesses, economies and families benefit from paid family and medical leave; so could the entire U.S.

WASHINGTON, DC - According to new research from the National Partnership for Women & Families (NPWF), paid family and medical leave has had a positive impact in District of Columbia, setting the standard for what a national policy could look like.

“[Paid Leave Means a Stronger Nation](#)” is NPWF’s annual look at state policies on paid leave. This year’s analysis found that District of Columbia’s program is helping support its diverse workforce, including women-owned businesses and parents with small children.

- **82 percent of homes with children in District of Columbia have parents who report to work each day.** The state’s paid leave program allows all workers to take time off to provide the care their families need.
- **Paid leave helps District of Columbia’s small businesses keep good employees, improve productivity and boost the state’s economy.** 79 percent of small business owners support national paid leave. And with women making up 35 percent of business owners in the state, paid leave helps ensure these businesses – large and small – thrive.
- **Women make up 51 percent of the workforce in District of Columbia, and their paychecks make up a significant portion of their household income:** 87 percent of Black mothers and 57 percent of white mothers are key family breadwinners. While both men and women serve as family caregivers, [women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of District residents over 55 is expected to grow by 23,000 in the next 25 years.** The state’s paid leave program will help District of Columbia adapt to the growing need for older workers, along with disabled workers and family caregivers, to care for themselves and their loved ones without having to leave the workforce altogether.

“In the absence of a comprehensive federal paid leave policy for all workers, states like District of Columbia have been leading the way,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “While paid leave that every worker in this country can access is long overdue, significant progress is being made at the state level. These gains show that passing a national paid leave program is very much within reach. It’s no longer a matter of if it will be enacted — but when. Until that day arrives, the National Partnership and our fellow

advocates will continue to fight to make the United States a leader on the issue of paid family leave.”

NPWF’s new report comes ahead of the anniversary of the Family and Medical Leave Act (FMLA) on February 5. The FMLA grants 12 weeks of *unpaid* leave to workers to care for themselves, a newborn, a newly adopted child or a seriously ill family member.

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Contact: Gail Zuagar
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New Analysis: Maine Paid Leave Policy Sets a Strong National Standard
Businesses, economies and families benefit from paid family and medical leave; so could the entire U.S.

WASHINGTON, DC - According to new research from the National Partnership for Women & Families (NPWF), paid family and medical leave has had a positive impact in Maine, setting the standard for what a national policy could look like.

“[Paid Leave Means a Stronger Nation](#)” is NPWF’s annual look at state policies on paid leave. This year’s analysis found that Maine’s program is helping support its diverse workforce, including women-owned businesses and parents with small children.

- **73 percent of homes with children in Maine have parents who report to work each day.** The state’s paid leave program allows all workers to take time off to provide the care their families need.
- **Paid leave helps Maine’s small businesses keep good employees, improve productivity and boost the state’s economy.** 79 percent of small business owners support national paid leave. And with women making up 26 percent of business owners in the state, paid leave helps ensure these businesses – large and small – thrive.
- **Women make up 48 percent of the workforce in Maine, and their paychecks make up a significant portion of their household income:** 56 percent of white mothers are key family breadwinners. While both men and women serve as family caregivers, [women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Mainers over 55 is expected to grow by 19,000 in the next 25 years.** The state’s paid leave program will help Maine adapt to the growing need for older workers, along with disabled workers and family caregivers, to care for themselves and their loved ones without having to leave the workforce altogether.

“In the absence of a comprehensive federal paid leave policy for all workers, states like Maine have been leading the way,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “While paid leave that every worker in this country can access is long overdue, significant progress is being made at the state level. These gains show that passing a national paid leave program is very much within reach. It’s no longer a matter of if it will be enacted — but when. Until that day arrives, the National Partnership and our fellow advocates will continue to fight to make the United States a leader on the issue of paid family leave.”

NPWF's new report comes ahead of the anniversary of the Family and Medical Leave Act (FMLA) on February 5. The FMLA grants 12 weeks of *unpaid* leave to workers to care for themselves, a newborn, a newly adopted child or a seriously ill family member.

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Contact: Gail Zuagar
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New Analysis: Maryland Paid Leave Policy Sets a Strong National Standard
Businesses, economies and families benefit from paid family and medical leave; so could the entire U.S.

WASHINGTON, DC - According to new research from the National Partnership for Women & Families (NPWF), paid family and medical leave has had a positive impact in Maryland, setting the standard for what a national policy could look like.

“[Paid Leave Means a Stronger Nation](#)” is NPWF’s annual look at state policies on paid leave. This year’s analysis found that Maryland’s program is helping support its diverse workforce, including women-owned businesses and parents with small children.

- **79 percent of homes with children in Maryland have parents who report to work each day.** The state’s paid leave program allows all workers to take time off to provide the care their families need.
- **Paid leave helps Maryland’s small businesses keep good employees, improve productivity and boost the state’s economy.** 79 percent of small business owners support national paid leave. And with women making up 33 percent of business owners in the state, paid leave helps ensure these businesses – large and small – thrive.
- **Women make up 48 percent of the workforce in Maryland, and their paychecks make up a significant portion of their household income:** 76 percent of Black mothers, 45 percent of Latina mothers, 48 percent of white mothers and 47 percent of AAPI mothers are key family breadwinners. While both men and women serve as family caregivers, [women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Marylanders over 55 is expected to grow by 211,000 in the next 25 years.** The state’s paid leave program will help Maryland adapt to the growing need for older workers, along with disabled workers and family caregivers, to care for themselves and their loved ones without having to leave the workforce altogether.

“In the absence of a comprehensive federal paid leave policy for all workers, states like Maryland have been leading the way,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “While paid leave that every worker in this country can access is long overdue, significant progress is being made at the state level. These gains show that passing a national paid leave program is very much within reach. It’s no longer a matter of if it will be enacted — but when. Until that day arrives, the National Partnership and our fellow

advocates will continue to fight to make the United States a leader on the issue of paid family leave.”

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Contact: Gail Zuagar
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New Analysis: Massachusetts Paid Leave Policy Sets a Strong National Standard
Businesses, economies and families benefit from paid family and medical leave; so could the entire U.S.

WASHINGTON, DC - According to new research from the National Partnership for Women & Families (NPWF), paid family and medical leave has had a positive impact in Massachusetts, setting the standard for what a national policy could look like.

“[Paid Leave Means a Stronger Nation](#)” is NPWF’s annual look at state policies on paid leave. This year’s analysis found that Massachusetts’s program is helping support its diverse workforce, including women-owned businesses and parents with small children.

- **78 percent of homes with children in Massachusetts have parents who report to work each day.** The state’s paid leave program allows all workers to take time off to provide the care their families need.
- **Paid leave helps Massachusetts’s small businesses keep good employees, improve productivity and boost the state’s economy.** 79 percent of small business owners support national paid leave. And with women making up 30 percent of business owners in the state, paid leave helps ensure these businesses – large and small – thrive.
- **Women make up 49 percent of the workforce in Massachusetts, and their paychecks make up a significant portion of their household income:** 76 percent of Black mothers, 69 percent of Latina mothers, 50 percent of white mothers and 45 percent of AAPI mothers are key family breadwinners. While both men and women serve as family caregivers, [women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Bay Staters over 55 is expected to grow by 275,000 in the next 25 years.** The state’s paid leave program will help Massachusetts adapt to the growing need for older workers, along with disabled workers and family caregivers, to care for themselves and their loved ones without having to leave the workforce altogether.

“In the absence of a comprehensive federal paid leave policy for all workers, states like Massachusetts have been leading the way,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “While paid leave that every worker in this country can access is long overdue, significant progress is being made at the state level. These gains show that passing a national paid leave program is very much within reach. It’s no longer a matter of if it will be enacted — but when. Until that day arrives, the National Partnership and our fellow

advocates will continue to fight to make the United States a leader on the issue of paid family leave.”

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Contact: Gail Zuagar
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New Analysis: Minnesota Paid Leave Policy Sets a Strong National Standard
Businesses, economies and families benefit from paid family and medical leave; so could the entire U.S.

WASHINGTON, DC - According to new research from the National Partnership for Women & Families (NPWF), paid family and medical leave has had a positive impact in Minnesota, setting the standard for what a national policy could look like.

“[Paid Leave Means a Stronger Nation](#)” is NPWF’s annual look at state policies on paid leave. This year’s analysis found that Minnesota’s program is helping support its diverse workforce, including women-owned businesses and parents with small children.

- **79 percent of homes with children in Minnesota have parents who report to work each day.** The state’s paid leave program allows all workers to take time off to provide the care their families need.
- **Paid leave helps Minnesota’s small businesses keep good employees, improve productivity and boost the state’s economy.** 79 percent of small business owners support national paid leave. And with women making up 27 percent of business owners in the state, paid leave helps ensure these businesses – large and small – thrive.
- **Women make up 48 percent of the workforce in Minnesota, and their paychecks make up a significant portion of their household income:** 72 percent of Black mothers, 53 percent of Latina mothers, 53 percent of white mothers and 49 percent of AAPI mothers are key family breadwinners. While both men and women serve as family caregivers, [women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Minnesotans over 55 is expected to grow by 263,000 in the next 25 years.** The state’s paid leave program will help Minnesota adapt to the growing need for older workers, along with disabled workers and family caregivers, to care for themselves and their loved ones without having to leave the workforce altogether.

“In the absence of a comprehensive federal paid leave policy for all workers, states like Minnesota have been leading the way,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “While paid leave that every worker in this country can access is long overdue, significant progress is being made at the state level. These gains show that passing a national paid leave program is very much within reach. It’s no longer a matter of if it will be enacted — but when. Until that day arrives, the National Partnership and our fellow

advocates will continue to fight to make the United States a leader on the issue of paid family leave.”

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New Analysis: New Jersey Paid Leave Policy Sets a Strong National Standard

Businesses, economies and families benefit from paid family and medical leave; so could the entire U.S.

WASHINGTON, DC - According to new research from the National Partnership for Women & Families (NPWF), paid family and medical leave has had a positive impact in New Jersey, setting the standard for what a national policy could look like.

“[Paid Leave Means a Stronger Nation](#)” is NPWF’s annual look at state policies on paid leave. This year’s analysis found that New Jersey’s program is helping support its diverse workforce, including women-owned businesses and parents with small children.

- **76 percent of homes with children in New Jersey have parents who report to work each day.** The state’s paid leave program allows all workers to take time off to provide the care their families need.
- **Paid leave helps New Jersey’s small businesses keep good employees, improve productivity and boost the state’s economy.** 79 percent of small business owners support national paid leave. And with women making up 27 percent of business owners in the state, paid leave helps ensure these businesses – large and small – thrive.
- **Women make up 47 percent of the workforce in New Jersey, and their paychecks make up a significant portion of their household income:** 77 percent of Black mothers, 54 percent of Latina mothers, 45 percent of white mothers and 37 percent of AAPI mothers are key family breadwinners. While both men and women serve as family caregivers, [women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of New Jerseyans over 55 is expected to grow by 265,000 in the next 25 years.** The state’s paid leave program will help New Jersey adapt to the growing need for older workers, along with disabled workers and family caregivers, to care for themselves and their loved ones without having to leave the workforce altogether.

“In the absence of a comprehensive federal paid leave policy for all workers, states like New Jersey have been leading the way,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “While paid leave that every worker in this country can access is long overdue, significant progress is being made at the state level. These gains show that passing a national paid leave program is very much within reach. It’s no longer a matter of if it will be enacted — but when. Until that day arrives, the National Partnership and our fellow

advocates will continue to fight to make the United States a leader on the issue of paid family leave.”

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New Analysis: New York Paid Leave Policy Sets a Strong National Standard
Businesses, economies and families benefit from paid family and medical leave; so could the entire U.S.

WASHINGTON, DC - According to new research from the National Partnership for Women & Families (NPWF), paid family and medical leave has had a positive impact in New York, setting the standard for what a national policy could look like.

“[Paid Leave Means a Stronger Nation](#)” is NPWF’s annual look at state policies on paid leave. This year’s analysis found that New York’s program is helping support its diverse workforce, including women-owned businesses and parents with small children.

- **73 percent of homes with children in New York have parents who report to work each day.** The state’s paid leave program allows all workers to take time off to provide the care their families need.
- **Paid leave helps New York’s small businesses keep good employees, improve productivity and boost the state’s economy.** 79 percent of small business owners support national paid leave. And with women making up 30 percent of business owners in the state, paid leave helps ensure these businesses – large and small – thrive.
- **Women make up 47 percent of the workforce in New York, and their paychecks make up a significant portion of their household income:** 79 percent of Black mothers, 60 percent of Latina mothers, 48 percent of white mothers and 41 percent of AAPI mothers are key family breadwinners. While both men and women serve as family caregivers, [women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of New Yorkers over 55 is expected to grow by 460,000 in the next 25 years.** The state’s paid leave program will help New York adapt to the growing need for older workers, along with disabled workers and family caregivers, to care for themselves and their loved ones without having to leave the workforce altogether.

“In the absence of a comprehensive federal paid leave policy for all workers, states like New York have been leading the way,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families.** “While paid leave that every worker in this country can access is long overdue, significant progress is being made at the state level. These gains show that passing a national paid leave program is very much within reach. It’s no longer a matter of if it will be

enacted — but when. Until that day arrives, the National Partnership and our fellow advocates will continue to fight to make the United States a leader on the issue of paid family leave.”

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New Analysis: Oregon Paid Leave Policy Sets a Strong National Standard
Businesses, economies and families benefit from paid family and medical leave; so could the entire U.S.

WASHINGTON, DC - According to new research from the National Partnership for Women & Families (NPWF), paid family and medical leave has had a positive impact in Oregon, setting the standard for what a national policy could look like.

“[Paid Leave Means a Stronger Nation](#)” is NPWF’s annual look at state policies on paid leave. This year’s analysis found that Oregon’s program is helping support its diverse workforce, including women-owned businesses and parents with small children.

- **71 percent of homes with children in Oregon have parents who report to work each day.** The state’s paid leave program allows all workers to take time off to provide the care their families need.
- **Paid leave helps Oregon’s small businesses keep good employees, improve productivity and boost the state’s economy.** 79 percent of small business owners support national paid leave. And with women making up 30 percent of business owners in the state, paid leave helps ensure these businesses – large and small – thrive.
- **Women make up 47 percent of the workforce in Oregon, and their paychecks make up a significant portion of their household income:** 63 percent of Black mothers, 50 percent of Latina mothers, 50 percent of white mothers and 44 percent of AAPI mothers are key family breadwinners. While both men and women serve as family caregivers, [women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Oregonians over 55 is expected to grow by 290,000 in the next 25 years.** The state’s paid leave program will help Oregon adapt to the growing need for older workers, along with disabled workers and family caregivers, to care for themselves and their loved ones without having to leave the workforce altogether.

“In the absence of a comprehensive federal paid leave policy for all workers, states like Oregon have been leading the way,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “While paid leave that every worker in this country can access is long overdue, significant progress is being made at the state level. These gains show that passing a national paid leave program is very much within reach. It’s no longer a matter of if it will be

enacted — but when. Until that day arrives, the National Partnership and our fellow advocates will continue to fight to make the United States a leader on the issue of paid family leave.”

NPWF’s new report comes ahead of the anniversary of the Family and Medical Leave Act (FMLA) on February 5. The FMLA grants 12 weeks of *unpaid* leave to workers to care for themselves, a newborn, a newly adopted child or a seriously ill family member.

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The National Partnership for Women & Families is a nonprofit, nonpartisan advocacy group dedicated to promoting fairness in the workplace, reproductive health and rights, access to quality, affordable health care, and policies that help all people meet the dual demands of work and family. More information is available at NationalPartnership.org.



FOR IMMEDIATE RELEASE

February 3, 2025

Contact: Gail Zuagar
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New Analysis: Rhode Island Paid Leave Policy Sets a Strong National Standard
Businesses, economies and families benefit from paid family and medical leave; so could the entire U.S.

WASHINGTON, DC - According to new research from the National Partnership for Women & Families (NPWF), paid family and medical leave has had a positive impact in Rhode Island, setting the standard for what a national policy could look like.

“[Paid Leave Means a Stronger Nation](#)” is NPWF’s annual look at state policies on paid leave. This year’s analysis found that Rhode Island’s program is helping support its diverse workforce, including women-owned businesses and parents with small children.

- **73 percent of homes with children in Rhode Island have parents who report to work each day.** The state’s paid leave program allows all workers to take time off to provide the care their families need.
- **Paid leave helps Rhode Island’s small businesses keep good employees, improve productivity and boost the state’s economy.** 79 percent of small business owners support national paid leave. And with women making up 27 percent of business owners in the state, paid leave helps ensure these businesses – large and small – thrive.
- **Women make up 48 percent of the workforce in Rhode Island, and their paychecks make up a significant portion of their household income:** 63 percent of Latina mothers and 54 percent of white mothers are key family breadwinners. While both men and women serve as family caregivers, [women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Rhode Islanders over 55 is expected to grow by 29,000 in the next 25 years.** The state’s paid leave program will help Rhode Island adapt to the growing need for older workers, along with disabled workers and family caregivers, to care for themselves and their loved ones without having to leave the workforce altogether.

“In the absence of a comprehensive federal paid leave policy for all workers, states like Rhode Island have been leading the way,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “While paid leave that every worker in this country can access is long overdue, significant progress is being made at the state level. These gains show that passing a national paid leave program is very much within reach. It’s no longer a matter of if it will be enacted — but when. Until that day arrives, the National Partnership and our fellow

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FOR IMMEDIATE RELEASE

February 3, 2025

Contact: Gail Zuagar
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New Analysis: Washington Paid Leave Policy Sets a Strong National Standard
Businesses, economies and families benefit from paid family and medical leave; so could the entire U.S.

WASHINGTON, DC - According to new research from the National Partnership for Women & Families (NPWF), paid family and medical leave has had a positive impact in Washington, setting the standard for what a national policy could look like.

“[Paid Leave Means a Stronger Nation](#)” is NPWF’s annual look at state policies on paid leave. This year’s analysis found that Washington’s program is helping support its diverse workforce, including women-owned businesses and parents with small children.

- **69 percent of homes with children in Washington have parents who report to work each day.** The state’s paid leave program allows all workers to take time off to provide the care their families need.
- **Paid leave helps Washington’s small businesses keep good employees, improve productivity and boost the state’s economy.** 79 percent of small business owners support national paid leave. And with women making up 29 percent of business owners in the state, paid leave helps ensure these businesses – large and small – thrive.
- **Women make up 45 percent of the workforce in Washington, and their paychecks make up a significant portion of their household income:** 64 percent of Black mothers, 50 percent of Latina mothers, 44 percent of white mothers and 42 percent of AAPI mothers are key family breadwinners. While both men and women serve as family caregivers, [women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Washingtonians over 55 is expected to grow by 591,000 in the next 25 years.** The state’s paid leave program will help Washington adapt to the growing need for older workers, along with disabled workers and family caregivers, to care for themselves and their loved ones without having to leave the workforce altogether.

“In the absence of a comprehensive federal paid leave policy for all workers, states like Washington have been leading the way,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “While paid leave that every worker in this country can access is long overdue, significant progress is being made at the state level. These gains show that passing a national paid leave program is very much within reach. It’s no longer a matter of if it will be enacted — but when. Until that day arrives, the National Partnership and our fellow

advocates will continue to fight to make the United States a leader on the issue of paid family leave.”

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