



FOR IMMEDIATE RELEASE

February 3, 2026

Contact: Gail Zuagar
gzuagar@nationalpartnership.org

New Analysis: California's Paid Leave Policy Is a Win for Businesses, Families and the Economy

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

WASHINGTON, DC - As our nation prepares to mark the anniversary (Feb. 5) of the Family and Medical Leave Act, the only federal law guaranteeing workers time off, a new report from the National Partnership for Women & Families (NPWF) shows that California's paid leave policy is a triple win for the economy, businesses and families.

"[Paid Leave Means a Stronger Nation](#)," NPWF's annual resource on states' need for paid leave, highlights how California's program supports a diverse workforce – especially parents of young children and women-owned businesses – while strengthening the state's economy.

- **In 70 percent of households with children in California, all parents report to work each day.** The state's paid leave program ensures that workers can take time off to care for their families without sacrificing their jobs or financial security.
- **Paid leave is good for small businesses, helping them retain employees, improve productivity and remain competitive.** Nationwide, 79 percent of small business owners support a national paid leave program. In California, where women own 30 percent of businesses, paid leave plays a critical role in helping enterprises of all sizes succeed.
- **Women make up 46 percent of California's workforce, and their earnings are essential to family stability.** Women are primary or co-breadwinners in 75 percent of Black households with mothers, 46 percent of Latina households, 45 percent of white households and 46 percent of AAPI households.
- **Looking ahead, the number of Californians age 65 and older is projected to grow by 2.1 million over the next 25 years.** Paid leave will help the state meet the needs of an aging population, supporting older workers, people with disabilities and family caregivers so they can remain connected to the workforce.

"What we've found is proof that paid family and medical leave works," said **Jocelyn Frye, president of the National Partnership for Women & Families**. "The success of this program shows what's possible—and why it's time to ensure every worker in the United States has access to paid leave."

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Contact: Gail Zuagar
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New Analysis: Colorado's Paid Leave Policy Is a Win for Businesses, Families and the Economy

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

WASHINGTON, DC - As our nation prepares to mark the anniversary (Feb. 5) of the Family and Medical Leave Act, the only federal law guaranteeing workers time off, a new report from the National Partnership for Women & Families (NPWF) shows that Colorado's paid leave policy is a triple win for the economy, businesses and families.

"[Paid Leave Means a Stronger Nation](#)," NPWF's annual resource on states' need for paid leave, highlights how Colorado's program supports a diverse workforce – especially parents of young children and women-owned businesses – while strengthening the state's economy.

- **In 73 percent of households with children in Colorado, all parents report to work each day.** The state's paid leave program ensures that workers can take time off to care for their families without sacrificing their jobs or financial security.
- **Paid leave is good for small businesses, helping them retain employees, improve productivity and remain competitive.** Nationwide, 79 percent of small business owners support a national paid leave program. In Colorado, where women own 29 percent of businesses, paid leave plays a critical role in helping enterprises of all sizes succeed.
- **Women make up 46 percent of Colorado's workforce, and their earnings are essential to family stability.** Women are primary or co-breadwinners in 62 percent of Black households with mothers, 49 percent of Latina households, 46 percent of white households and 41 percent of AAPI households.
- **Looking ahead, the number of Coloradans age 65 and older is projected to grow by 409,000 over the next 25 years.** Paid leave will help the state meet the needs of an aging population, supporting older workers, people with disabilities and family caregivers so they can remain connected to the workforce.

"What we've found is proof that paid family and medical leave works," said **Jocelyn Frye, president of the National Partnership for Women & Families**. "The success of this program shows what's possible—and why it's time to ensure every worker in the United States has access to paid leave."

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New Analysis: Connecticut's Paid Leave Policy Is a Win for Businesses, Families and the Economy

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

WASHINGTON, DC - As our nation prepares to mark the anniversary (Feb. 5) of the Family and Medical Leave Act, the only federal law guaranteeing workers time off, a new report from the National Partnership for Women & Families (NPWF) shows that Connecticut's paid leave policy is a triple win for the economy, businesses and families.

"[Paid Leave Means a Stronger Nation](#)," NPWF's annual resource on states' need for paid leave, highlights how Connecticut's program supports a diverse workforce – especially parents of young children and women-owned businesses – while strengthening the state's economy.

- **In 78 percent of households with children in Connecticut, all parents report to work each day.** The state's paid leave program ensures that workers can take time off to care for their families without sacrificing their jobs or financial security.
- **Paid leave is good for small businesses, helping them retain employees, improve productivity and remain competitive.** Nationwide, 79 percent of small business owners support a national paid leave program. In Connecticut, where women own 28 percent of businesses, paid leave plays a critical role in helping enterprises of all sizes succeed.
- **Women make up 48 percent of Connecticut's workforce, and their earnings are essential to family stability.** Women are primary or co-breadwinners in 78 percent of Black households with mothers, 64 percent of Latina households, 48 percent of white households and 37 percent of AAPI households.
- **Looking ahead, the number of Connecticut residents age 65 and older is projected to grow by 21,000 over the next 25 years.** Paid leave will help the state meet the needs of an aging population, supporting older workers, people with disabilities and family caregivers so they can remain connected to the workforce.

"What we've found is proof that paid family and medical leave works," said **Jocelyn Frye, president of the National Partnership for Women & Families**. "The success of this program shows what's possible—and why it's time to ensure every worker in the United States has access to paid leave."

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New Analysis: Delaware's Paid Leave Policy Is a Win for Businesses, Families and the Economy

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

WASHINGTON, DC - As our nation prepares to mark the anniversary (Feb. 5) of the Family and Medical Leave Act, the only federal law guaranteeing workers time off, a new report from the National Partnership for Women & Families (NPWF) shows that Delaware's paid leave policy is a triple win for the economy, businesses and families.

"[Paid Leave Means a Stronger Nation](#)," NPWF's annual resource on states' need for paid leave, highlights how Delaware's program supports a diverse workforce – especially parents of young children and women-owned businesses – while strengthening the state's economy.

- **In 81 percent of households with children in Delaware, all parents report to work each day.** The state's paid leave program ensures that workers can take time off to care for their families without sacrificing their jobs or financial security.
- **Paid leave is good for small businesses, helping them retain employees, improve productivity and remain competitive.** Nationwide, 79 percent of small business owners support a national paid leave program. In Delaware, where women own 26 percent of businesses, paid leave plays a critical role in helping enterprises of all sizes succeed.
- **Women make up 49 percent of Delaware's workforce, and their earnings are essential to family stability.** Women are primary or co-breadwinners in 77 percent of Black households with mothers, 44 percent of Latina households, 53 percent of white households and 37 percent of AAPI households.
- **Looking ahead, the number of Delawareans age 65 and older is projected to grow by 50,000 over the next 25 years.** Paid leave will help the state meet the needs of an aging population, supporting older workers, people with disabilities and family caregivers so they can remain connected to the workforce.

"What we've found is proof that paid family and medical leave works," said **Jocelyn Frye, president of the National Partnership for Women & Families**. "The success of this program shows what's possible—and why it's time to ensure every worker in the United States has access to paid leave."

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New Analysis: District of Columbia's Paid Leave Policy Is a Win for Businesses, Families and the Economy

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

WASHINGTON, DC - As our nation prepares to mark the anniversary (Feb. 5) of the Family and Medical Leave Act, the only federal law guaranteeing workers time off, a new report from the National Partnership for Women & Families (NPWF) shows that District of Columbia's paid leave policy is a triple win for the economy, businesses and families.

"[Paid Leave Means a Stronger Nation](#)," NPWF's annual resource on states' need for paid leave, highlights how District of Columbia's program supports a diverse workforce – especially parents of young children and women-owned businesses – while strengthening the state's economy.

- **In 75 percent of households with children in District of Columbia, all parents report to work each day.** The state's paid leave program ensures that workers can take time off to care for their families without sacrificing their jobs or financial security.
- **Paid leave is good for small businesses, helping them retain employees, improve productivity and remain competitive.** Nationwide, 79 percent of small business owners support a national paid leave program. In District of Columbia, where women own 35 percent of businesses, paid leave plays a critical role in helping enterprises of all sizes succeed.
- **Women make up 53 percent of the District of Columbia's workforce, and their earnings are essential to family stability.** Women are primary or co-breadwinners in 87 percent of Black households with mothers and 57 percent of white households.
- **Looking ahead, the number of District residents age 65 and older is projected to grow by 21,000 over the next 25 years.** Paid leave will help the state meet the needs of an aging population, supporting older workers, people with disabilities and family caregivers so they can remain connected to the workforce.

"What we've found is proof that paid family and medical leave works," said **Jocelyn Frye, president of the National Partnership for Women & Families**. "The success of this program shows what's possible—and why it's time to ensure every worker in the United States has access to paid leave."

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New Analysis: Maine's Paid Leave Policy Is a Win for Businesses, Families and the Economy

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

WASHINGTON, DC - As our nation prepares to mark the anniversary (Feb. 5) of the Family and Medical Leave Act, the only federal law guaranteeing workers time off, a new report from the National Partnership for Women & Families (NPWF) shows that Maine's paid leave policy is a triple win for the economy, businesses and families.

["Paid Leave Means a Stronger Nation,"](#) NPWF's annual resource on states' need for paid leave, highlights how Maine's program supports a diverse workforce – especially parents of young children and women-owned businesses – while strengthening the state's economy.

- **In 74 percent of households with children in Maine, all parents report to work each day.** The state's paid leave program ensures that workers can take time off to care for their families without sacrificing their jobs or financial security.
- **Paid leave is good for small businesses, helping them retain employees, improve productivity and remain competitive.** Nationwide, 79 percent of small business owners support a national paid leave program. In Maine, where women own 26 percent of businesses, paid leave plays a critical role in helping enterprises of all sizes succeed.
- **Women make up 48 percent of Maine's workforce, and their earnings are essential to family stability.** Women are primary or co-breadwinners in 56 percent of white households.
- **Looking ahead, the number of Mainers age 65 and older is projected to grow by 9,000 over the next 25 years.** Paid leave will help the state meet the needs of an aging population, supporting older workers, people with disabilities and family caregivers so they can remain connected to the workforce.

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New Analysis: Maryland's Paid Leave Policy Is a Win for Businesses, Families and the Economy

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

WASHINGTON, DC - As our nation prepares to mark the anniversary (Feb. 5) of the Family and Medical Leave Act, the only federal law guaranteeing workers time off, a new report from the National Partnership for Women & Families (NPWF) shows that Maryland's paid leave policy is a triple win for the economy, businesses and families.

"[Paid Leave Means a Stronger Nation](#)," NPWF's annual resource on states' need for paid leave, highlights how Maryland's program supports a diverse workforce – especially parents of young children and women-owned businesses – while strengthening the state's economy.

- **In 79 percent of households with children in Maryland, all parents report to work each day.** The state's paid leave program ensures that workers can take time off to care for their families without sacrificing their jobs or financial security.
- **Paid leave is good for small businesses, helping them retain employees, improve productivity and remain competitive.** Nationwide, 79 percent of small business owners support a national paid leave program. In Maryland, where women own 33 percent of businesses, paid leave plays a critical role in helping enterprises of all sizes succeed.
- **Women make up 49 percent of Maryland's workforce, and their earnings are essential to family stability.** Women are primary or co-breadwinners in 76 percent of Black households with mothers, 45 percent of Latina households, 48 percent of white households and 47 percent of AAPI households.
- **Looking ahead, the number of Marylanders age 65 and older is projected to grow by 178,000 over the next 25 years.** Paid leave will help the state meet the needs of an aging population, supporting older workers, people with disabilities and family caregivers so they can remain connected to the workforce.

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New Analysis: Massachusetts's Paid Leave Policy Is a Win for Businesses, Families and the Economy

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

WASHINGTON, DC - As our nation prepares to mark the anniversary (Feb. 5) of the Family and Medical Leave Act, the only federal law guaranteeing workers time off, a new report from the National Partnership for Women & Families (NPWF) shows that Massachusetts's paid leave policy is a triple win for the economy, businesses and families.

["Paid Leave Means a Stronger Nation,"](#) NPWF's annual resource on states' need for paid leave, highlights how Massachusetts's program supports a diverse workforce – especially parents of young children and women-owned businesses – while strengthening the state's economy.

- **In 80 percent of households with children in Massachusetts, all parents report to work each day.** The state's paid leave program ensures that workers can take time off to care for their families without sacrificing their jobs or financial security.
- **Paid leave is good for small businesses, helping them retain employees, improve productivity and remain competitive.** Nationwide, 79 percent of small business owners support a national paid leave program. In Massachusetts, where women own 30 percent of businesses, paid leave plays a critical role in helping enterprises of all sizes succeed.
- **Women make up 49 percent of Massachusetts's workforce, and their earnings are essential to family stability.** Women are primary or co-breadwinners in 76 percent of Black households with mothers, 69 percent of Latina households, 50 percent of white households and 45 percent of AAPI households.
- **Looking ahead, the number of Bay Staters age 65 and older is projected to grow by 232,000 over the next 25 years.** Paid leave will help the state meet the needs of an aging population, supporting older workers, people with disabilities and family caregivers so they can remain connected to the workforce.

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New Analysis: Minnesota's Paid Leave Policy Is a Win for Businesses, Families and the Economy

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

WASHINGTON, DC - As our nation prepares to mark the anniversary (Feb. 5) of the Family and Medical Leave Act, the only federal law guaranteeing workers time off, a new report from the National Partnership for Women & Families (NPWF) shows that Minnesota's paid leave policy is a triple win for the economy, businesses and families.

"[Paid Leave Means a Stronger Nation](#)," NPWF's annual resource on states' need for paid leave, highlights how Minnesota's program supports a diverse workforce – especially parents of young children and women-owned businesses – while strengthening the state's economy.

- **In 82 percent of households with children in Minnesota, all parents report to work each day.** The state's paid leave program ensures that workers can take time off to care for their families without sacrificing their jobs or financial security.
- **Paid leave is good for small businesses, helping them retain employees, improve productivity and remain competitive.** Nationwide, 79 percent of small business owners support a national paid leave program. In Minnesota, where women own 27 percent of businesses, paid leave plays a critical role in helping enterprises of all sizes succeed.
- **Women make up 48 percent of Minnesota's workforce, and their earnings are essential to family stability.** Women are primary or co-breadwinners in 72 percent of Black households with mothers, 53 percent of Latina households, 53 percent of white households and 49 percent of AAPI households.
- **Looking ahead, the number of Minnesotans age 65 and older is projected to grow by 233,000 over the next 25 years.** Paid leave will help the state meet the needs of an aging population, supporting older workers, people with disabilities and family caregivers so they can remain connected to the workforce.

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New Analysis: New Jersey's Paid Leave Policy Is a Win for Businesses, Families and the Economy

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

WASHINGTON, DC - As our nation prepares to mark the anniversary (Feb. 5) of the Family and Medical Leave Act, the only federal law guaranteeing workers time off, a new report from the National Partnership for Women & Families (NPWF) shows that New Jersey's paid leave policy is a triple win for the economy, businesses and families.

"[Paid Leave Means a Stronger Nation](#)," NPWF's annual resource on states' need for paid leave, highlights how New Jersey's program supports a diverse workforce – especially parents of young children and women-owned businesses – while strengthening the state's economy.

- **In 77 percent of households with children in New Jersey, all parents report to work each day.** The state's paid leave program ensures that workers can take time off to care for their families without sacrificing their jobs or financial security.
- **Paid leave is good for small businesses, helping them retain employees, improve productivity and remain competitive.** Nationwide, 79 percent of small business owners support a national paid leave program. In New Jersey, where women own 27 percent of businesses, paid leave plays a critical role in helping enterprises of all sizes succeed.
- **Women make up 47 percent of New Jersey's workforce, and their earnings are essential to family stability.** Women are primary or co-breadwinners in 77 percent of Black households with mothers, 54 percent of Latina households, 45 percent of white households and 37 percent of AAPI households.
- **Looking ahead, the number of New Jerseyans age 65 and older is projected to grow by 205,000 over the next 25 years.** Paid leave will help the state meet the needs of an aging population, supporting older workers, people with disabilities and family caregivers so they can remain connected to the workforce.

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New Analysis: New York's Paid Leave Policy Is a Win for Businesses, Families and the Economy

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

WASHINGTON, DC - As our nation prepares to mark the anniversary (Feb. 5) of the Family and Medical Leave Act, the only federal law guaranteeing workers time off, a new report from the National Partnership for Women & Families (NPWF) shows that New York's paid leave policy is a triple win for the economy, businesses and families.

"[Paid Leave Means a Stronger Nation](#)," NPWF's annual resource on states' need for paid leave, highlights how New York's program supports a diverse workforce – especially parents of young children and women-owned businesses – while strengthening the state's economy.

- **In 73 percent of households with children in New York, all parents report to work each day.** The state's paid leave program ensures that workers can take time off to care for their families without sacrificing their jobs or financial security.
- **Paid leave is good for small businesses, helping them retain employees, improve productivity and remain competitive.** Nationwide, 79 percent of small business owners support a national paid leave program. In New York, where women own 30 percent of businesses, paid leave plays a critical role in helping enterprises of all sizes succeed.
- **Women make up 48 percent of New York's workforce, and their earnings are essential to family stability.** Women are primary or co-breadwinners in 79 percent of Black households with mothers, 60 percent of Latina households, 48 percent of white households and 41 percent of AAPI households.
- **Looking ahead, the number of New Yorkers age 65 and older is projected to grow by 338,000 over the next 25 years.** Paid leave will help the state meet the needs of an aging population, supporting older workers, people with disabilities and family caregivers so they can remain connected to the workforce.

"What we've found is proof that paid family and medical leave works," said **Jocelyn Frye, president of the National Partnership for Women & Families**. "The success of this program shows what's possible—and why it's time to ensure every worker in the United States has access to paid leave."

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New Analysis: Oregon's Paid Leave Policy Is a Win for Businesses, Families and the Economy

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

WASHINGTON, DC - As our nation prepares to mark the anniversary (Feb. 5) of the Family and Medical Leave Act, the only federal law guaranteeing workers time off, a new report from the National Partnership for Women & Families (NPWF) shows that Oregon's paid leave policy is a triple win for the economy, businesses and families.

"[Paid Leave Means a Stronger Nation](#)," NPWF's annual resource on states' need for paid leave, highlights how Oregon's program supports a diverse workforce – especially parents of young children and women-owned businesses – while strengthening the state's economy.

- **In 72 percent of households with children in Oregon, all parents report to work each day.** The state's paid leave program ensures that workers can take time off to care for their families without sacrificing their jobs or financial security.
- **Paid leave is good for small businesses, helping them retain employees, improve productivity and remain competitive.** Nationwide, 79 percent of small business owners support a national paid leave program. In Oregon, where women own 30 percent of businesses, paid leave plays a critical role in helping enterprises of all sizes succeed.
- **Women make up 47 percent of Oregon's workforce, and their earnings are essential to family stability.** Women are primary or co-breadwinners in 63 percent of Black households with mothers, 50 percent of Latina households, 50 percent of white households and 44 percent of AAPI households.
- **Looking ahead, the number of Oregonians age 65 and older is projected to grow by 268,000 over the next 25 years.** Paid leave will help the state meet the needs of an aging population, supporting older workers, people with disabilities and family caregivers so they can remain connected to the workforce.

"What we've found is proof that paid family and medical leave works," said **Jocelyn Frye, president of the National Partnership for Women & Families**. "The success of this program shows what's possible—and why it's time to ensure every worker in the United States has access to paid leave."

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New Analysis: Rhode Island's Paid Leave Policy Is a Win for Businesses, Families and the Economy

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WASHINGTON, DC - As our nation prepares to mark the anniversary (Feb. 5) of the Family and Medical Leave Act, the only federal law guaranteeing workers time off, a new report from the National Partnership for Women & Families (NPWF) shows that Rhode Island's paid leave policy is a triple win for the economy, businesses and families.

"[Paid Leave Means a Stronger Nation](#)," NPWF's annual resource on states' need for paid leave, highlights how Rhode Island's program supports a diverse workforce – especially parents of young children and women-owned businesses – while strengthening the state's economy.

- **In 80 percent of households with children in Rhode Island, all parents report to work each day.** The state's paid leave program ensures that workers can take time off to care for their families without sacrificing their jobs or financial security.
- **Paid leave is good for small businesses, helping them retain employees, improve productivity and remain competitive.** Nationwide, 79 percent of small business owners support a national paid leave program. In Rhode Island, where women own 27 percent of businesses, paid leave plays a critical role in helping enterprises of all sizes succeed.
- **Women make up 48 percent of Rhode Island's workforce, and their earnings are essential to family stability.** Women are primary or co-breadwinners in 63 percent of Latina households and 54 percent of white households.
- **Looking ahead, the number of Rhode Islanders age 65 and older is projected to grow by 22,000 over the next 25 years.** Paid leave will help the state meet the needs of an aging population, supporting older workers, people with disabilities and family caregivers so they can remain connected to the workforce.

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New Analysis: Washington's Paid Leave Policy Is a Win for Businesses, Families and the Economy

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WASHINGTON, DC - As our nation prepares to mark the anniversary (Feb. 5) of the Family and Medical Leave Act, the only federal law guaranteeing workers time off, a new report from the National Partnership for Women & Families (NPWF) shows that Washington's paid leave policy is a triple win for the economy, businesses and families.

"[Paid Leave Means a Stronger Nation](#)," NPWF's annual resource on states' need for paid leave, highlights how Washington's program supports a diverse workforce – especially parents of young children and women-owned businesses – while strengthening the state's economy.

- **In 69 percent of households with children in Washington, all parents report to work each day.** The state's paid leave program ensures that workers can take time off to care for their families without sacrificing their jobs or financial security.
- **Paid leave is good for small businesses, helping them retain employees, improve productivity and remain competitive.** Nationwide, 79 percent of small business owners support a national paid leave program. In Washington, where women own 29 percent of businesses, paid leave plays a critical role in helping enterprises of all sizes succeed.
- **Women make up 45 percent of Washington's workforce, and their earnings are essential to family stability.** Women are primary or co-breadwinners in 64 percent of Black households with mothers, 50 percent of Latina households, 44 percent of white households and 42 percent of AAPI households.
- **Looking ahead, the number of Washingtonians age 65 and older is projected to grow by 551,000 over the next 25 years.** Paid leave will help the state meet the needs of an aging population, supporting older workers, people with disabilities and family caregivers so they can remain connected to the workforce.

"What we've found is proof that paid family and medical leave works," said **Jocelyn Frye, president of the National Partnership for Women & Families**. "The success of this program shows what's possible—and why it's time to ensure every worker in the United States has access to paid leave."

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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.