



FOR IMMEDIATE RELEASE

February 3, 2026

Contact: Gail Zuagar
gzuagar@nationalpartnership.org

New Research Highlights the Need For Paid Leave in Alabama

“Paid Leave Means a Stronger Nation” makes the case for a nationwide paid family and medical leave law to help working families in every state

WASHINGTON, D.C. - As the nation marks 33 years of the Family and Medical Leave Act (FMLA), the law that allows people to take *unpaid* time off from work for caregiving or their own health, the National Partnership for Women & Families (NPWF) is out with a new report highlighting access to paid leave in the states.

To coincide with the anniversary and continue NPWF's call for lawmakers to come together on a policy that would help working parents and caregivers balance their work and family demands, the organization released its annual [“Paid Leave Means a Stronger Nation”](#) report today. This resource has the latest data on the benefits paid leave would have in every state across the country.

According to the new report, 1.8 million workers in Alabama lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 63 percent of Alabamians can't access *unpaid* leave under the FMLA. If women in Alabama participated in the workforce at the same rate as similar countries with paid leave, 118,000 more women would be able to work, and together, they would earn \$4.1 billion in pay each year.

“American families are struggling in this economy. One reason is that we lack strong policies that could help workers fulfill the demands of work while also being responsive to the care needs of their families, but there is a solution within our reach,” **said Jocelyn Frye, president of the National Partnership for Women & Families.** “Americans need and deserve a nationwide benefit program that would provide paid family and medical leave for working people, helping them take time off to tend to their caregiving responsibilities without fear of losing their paycheck or even their job.”

In further evidence that Americans are in need of guaranteed paid time off, the FMLA has been used by men and women over 500 million times since it was signed into law in 1993. While the law broke new ground and has been extraordinarily successful, over three decades later, it still only offers *unpaid* leave to working people - excluding many workers who cannot afford to go without wages. NPWF's research shows that expanding access to paid leave is essential to ensure that all workers can uphold their work and family obligations without sacrificing one for the other.

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New Research Highlights the Need For Paid Leave in Alaska

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According to the new report, 267,000 workers in Alaska lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 68 percent of Alaskans can't access *unpaid* leave under the FMLA. If women in Alaska participated in the workforce at the same rate as similar countries with paid leave, 8,000 more women would be able to work, and together, they would earn \$372 million in pay each year.

“American families are struggling in this economy. One reason is that we lack strong policies that could help workers fulfill the demands of work while also being responsive to the care needs of their families, but there is a solution within our reach,” **said Jocelyn Frye, president of the National Partnership for Women & Families.** “Americans need and deserve a nationwide benefit program that would provide paid family and medical leave for working people, helping them take time off to tend to their caregiving responsibilities without fear of losing their paycheck or even their job.”

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New Research Highlights the Need For Paid Leave in Arizona

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According to the new report, 2.9 million workers in Arizona lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 66 percent of Arizonans can't access *unpaid* leave under the FMLA. If women in Arizona participated in the workforce at the same rate as similar countries with paid leave, 70,000 more women would be able to work, and together, they would earn \$2.9 billion in pay each year.

“American families are struggling in this economy. One reason is that we lack strong policies that could help workers fulfill the demands of work while also being responsive to the care needs of their families, but there is a solution within our reach,” **said Jocelyn Frye, president of the National Partnership for Women & Families.** “Americans need and deserve a nationwide benefit program that would provide paid family and medical leave for working people, helping them take time off to tend to their caregiving responsibilities without fear of losing their paycheck or even their job.”

In further evidence that Americans are in need of guaranteed paid time off, the FMLA has been used by men and women over 500 million times since it was signed into law in 1993. While the law broke new ground and has been extraordinarily successful, over three decades later, it still only offers *unpaid* leave to working people - excluding many workers who cannot afford to go without wages. NPWF's research shows that expanding access to paid leave is essential to ensure that all workers can uphold their work and family obligations without sacrificing one for the other.

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New Research Highlights the Need For Paid Leave in Arkansas

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According to the new report, one million workers in Arkansas lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 64 percent of Arkansans can't access *unpaid* leave under the FMLA. If women in Arkansas participated in the workforce at the same rate as similar countries with paid leave, 53,000 more women would be able to work, and together, they would earn \$1.9 billion in pay each year.

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New Research Highlights the Need For Paid Leave in Florida

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According to the new report, 8.5 million workers in Florida lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 69 percent of Floridians can't access *unpaid* leave under the FMLA. If women in Florida participated in the workforce at the same rate as similar countries with paid leave, 412,000 more women would be able to work, and together, they would earn \$15.9 billion in pay each year.

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New Research Highlights the Need For Paid Leave in Georgia

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According to the new report, 4.1 million workers in Georgia lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 66 percent of Georgians can't access *unpaid* leave under the FMLA. If women in Georgia participated in the workforce at the same rate as similar countries with paid leave, 200,000 more women would be able to work, and together, they would earn \$7.9 billion in pay each year.

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In further evidence that Americans are in need of guaranteed paid time off, the FMLA has been used by men and women over 500 million times since it was signed into law in 1993. While the law broke new ground and has been extraordinarily successful, over three decades later, it still only offers *unpaid* leave to working people - excluding many workers who cannot afford to go without wages. NPWF's research shows that expanding access to paid leave is essential to ensure that all workers can uphold their work and family obligations without sacrificing one for the other.

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New Research Highlights the Need For Paid Leave in Hawai'i

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According to the new report, 502,000 workers in Hawai'i lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 69 percent of Hawai'i residents can't access *unpaid* leave under the FMLA. If women in Hawai'i participated in the workforce at the same rate as similar countries with paid leave, 11,000 more women would be able to work, and together, they would earn \$484 million in pay each year.

"American families are struggling in this economy. One reason is that we lack strong policies that could help workers fulfill the demands of work while also being responsive to the care needs of their families, but there is a solution within our reach," **said Jocelyn Frye, president of the National Partnership for Women & Families.** "Americans need and deserve a nationwide benefit program that would provide paid family and medical leave for working people, helping them take time off to tend to their caregiving responsibilities without fear of losing their paycheck or even their job."

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New Research Highlights the Need For Paid Leave in Idaho

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According to the new report, 757,000 workers in Idaho lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 69 percent of Idahoans can't access *unpaid* leave under the FMLA. If women in Idaho participated in the workforce at the same rate as similar countries with paid leave, 25,000 more women would be able to work, and together, they would earn \$846 billion in pay each year.

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New Research Highlights the Need For Paid Leave in Illinois

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According to the new report, five million workers in Illinois lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 62 percent of Illinoisans can't access *unpaid* leave under the FMLA. If women in Illinois participated in the workforce at the same rate as similar countries with paid leave, 119,000 more women would be able to work, and together, they would earn \$5 billion in pay each year.

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New Research Highlights the Need For Paid Leave in Indiana

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According to the new report, 2.7 million workers in Indiana lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 64 percent of Hoosiers can't access *unpaid* leave under the FMLA. If women in Indiana participated in the workforce at the same rate as similar countries with paid leave, 70,000 more women would be able to work, and together, they would earn \$2.6 billion in pay each year.

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New Research Highlights the Need For Paid Leave in Iowa

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According to the new report, 1.4 million workers in Iowa lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 64 percent of Iowans can't access *unpaid* leave under the FMLA.

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New Research Highlights the Need For Paid Leave in Kansas

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According to the new report, 1.2 million workers in Kansas lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 62 percent of Kansans can't access *unpaid* leave under the FMLA. If women in Kansas participated in the workforce at the same rate as similar countries with paid leave, 24,000 more women would be able to work, and together, they would earn \$893 million in pay each year.

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According to the new report, 1.6 million workers in Kentucky lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 64 percent of Kentuckians can't access *unpaid* leave under the FMLA. If women in Kentucky participated in the workforce at the same rate as similar countries with paid leave, 82,000 more women would be able to work, and together, they would earn \$2.9 billion in pay each year.

“American families are struggling in this economy. One reason is that we lack strong policies that could help workers fulfill the demands of work while also being responsive to the care needs of their families, but there is a solution within our reach,” **said Jocelyn Frye, president of the National Partnership for Women & Families.** “Americans need and deserve a nationwide benefit program that would provide paid family and medical leave for working people, helping them take time off to tend to their caregiving responsibilities without fear of losing their paycheck or even their job.”

In further evidence that Americans are in need of guaranteed paid time off, the FMLA has been used by men and women over 500 million times since it was signed into law in 1993. While the law broke new ground and has been extraordinarily successful, over three decades later, it still only offers *unpaid* leave to working people - excluding many workers who cannot afford to go without wages. NPWF's research shows that expanding access to paid leave is essential to ensure that all workers can uphold their work and family obligations without sacrificing one for the other.

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FOR IMMEDIATE RELEASE

February 3, 2026

Contact: Gail Zuagar
gzuagar@nationalpartnership.org

New Research Highlights the Need For Paid Leave in Louisiana

“Paid Leave Means a Stronger Nation” makes the case for a nationwide paid family and medical leave law to help working families in every state

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According to the new report, 1.5 million workers in Louisiana lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 66 percent of Louisianians can't access *unpaid* leave under the FMLA. If women in Louisiana participated in the workforce at the same rate as similar countries with paid leave, 99,000 more women would be able to work, and together, they would earn \$3.3 billion in pay each year.

“American families are struggling in this economy. One reason is that we lack strong policies that could help workers fulfill the demands of work while also being responsive to the care needs of their families, but there is a solution within our reach,” **said Jocelyn Frye, president of the National Partnership for Women & Families.** “Americans need and deserve a nationwide benefit program that would provide paid family and medical leave for working people, helping them take time off to tend to their caregiving responsibilities without fear of losing their paycheck or even their job.”

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Contact: Gail Zuagar
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New Research Highlights the Need For Paid Leave in Michigan

“Paid Leave Means a Stronger Nation” makes the case for a nationwide paid family and medical leave law to help working families in every state

WASHINGTON, D.C. - As the nation marks 33 years of the Family and Medical Leave Act (FMLA), the law that allows people to take *unpaid* time off from work for caregiving or their own health, the National Partnership for Women & Families (NPWF) is out with a new report highlighting access to paid leave in the states.

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According to the new report, 3.8 million workers in Michigan lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 63 percent of Michiganders can't access *unpaid* leave under the FMLA. If women in Michigan participated in the workforce at the same rate as similar countries with paid leave, 90,000 more women would be able to work, and together, they would earn \$3.3 billion in pay each year.

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Contact: Gail Zuagar
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New Research Highlights the Need For Paid Leave in Mississippi

“Paid Leave Means a Stronger Nation” makes the case for a nationwide paid family and medical leave law to help working families in every state

WASHINGTON, D.C. - As the nation marks 33 years of the Family and Medical Leave Act (FMLA), the law that allows people to take *unpaid* time off from work for caregiving or their own health, the National Partnership for Women & Families (NPWF) is out with a new report highlighting access to paid leave in the states.

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According to the new report, 977,000 workers in Mississippi lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 67 percent of Mississippians can't access *unpaid* leave under the FMLA. If women in Mississippi participated in the workforce at the same rate as similar countries with paid leave, 55,000 more women would be able to work, and together, they would earn \$1.8 billion in pay each year.

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February 3, 2026

Contact: Gail Zuagar
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New Research Highlights the Need For Paid Leave in Missouri

“Paid Leave Means a Stronger Nation” makes the case for a nationwide paid family and medical leave law to help working families in every state

WASHINGTON, D.C. - As the nation marks 33 years of the Family and Medical Leave Act (FMLA), the law that allows people to take *unpaid* time off from work for caregiving or their own health, the National Partnership for Women & Families (NPWF) is out with a new report highlighting access to paid leave in the states.

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According to the new report, 2.5 million workers in Missouri lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 62 percent of Missourians can't access *unpaid* leave under the FMLA. If women in Missouri participated in the workforce at the same rate as similar countries with paid leave, 31,000 more women would be able to work, and together, they would earn \$1.2 billion in pay each year.

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Contact: Gail Zuagar
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New Research Highlights the Need For Paid Leave in Montana

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WASHINGTON, D.C. - As the nation marks 33 years of the Family and Medical Leave Act (FMLA), the law that allows people to take *unpaid* time off from work for caregiving or their own health, the National Partnership for Women & Families (NPWF) is out with a new report highlighting access to paid leave in the states.

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According to the new report, 432,000 workers in Montana lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 71 percent of Montanans can't access *unpaid* leave under the FMLA. If women in Montana participated in the workforce at the same rate as similar countries with paid leave, 3,000 more women would be able to work, and together, they would earn \$145 million in pay each year.

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Contact: Gail Zuagar
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New Research Highlights the Need For Paid Leave in Nebraska

“Paid Leave Means a Stronger Nation” makes the case for a nationwide paid family and medical leave law to help working families in every state

WASHINGTON, D.C. - As the nation marks 33 years of the Family and Medical Leave Act (FMLA), the law that allows people to take *unpaid* time off from work for caregiving or their own health, the National Partnership for Women & Families (NPWF) is out with a new report highlighting access to paid leave in the states.

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According to the new report, 861,000 workers in Nebraska lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 63 percent of Nebraskans can't access *unpaid* leave under the FMLA. If women in Nebraska participated in the workforce at the same rate as similar countries with paid leave, 4,000 more women would be able to work, and together, they would earn \$174 million in pay each year.

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In further evidence that Americans are in need of guaranteed paid time off, the FMLA has been used by men and women over 500 million times since it was signed into law in 1993. While the law broke new ground and has been extraordinarily successful, over three decades later, it still only offers *unpaid* leave to working people - excluding many workers who cannot afford to go without wages. NPWF's research shows that expanding access to paid leave is essential to ensure that all workers can uphold their work and family obligations without sacrificing one for the other.

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New Research Highlights the Need For Paid Leave in Nevada

“Paid Leave Means a Stronger Nation” makes the case for a nationwide paid family and medical leave law to help working families in every state

WASHINGTON, D.C. - As the nation marks 33 years of the Family and Medical Leave Act (FMLA), the law that allows people to take *unpaid* time off from work for caregiving or their own health, the National Partnership for Women & Families (NPWF) is out with a new report highlighting access to paid leave in the states.

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According to the new report, 1.3 million workers in Nevada lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 66 percent of Nevadans can't access *unpaid* leave under the FMLA. If women in Nevada participated in the workforce at the same rate as similar countries with paid leave, 41,000 more women would be able to work, and together, they would earn \$1.6 billion in pay each year.

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In further evidence that Americans are in need of guaranteed paid time off, the FMLA has been used by men and women over 500 million times since it was signed into law in 1993. While the law broke new ground and has been extraordinarily successful, over three decades later, it still only offers *unpaid* leave to working people - excluding many workers who cannot afford to go without wages. NPWF's research shows that expanding access to paid leave is essential to ensure that all workers can uphold their work and family obligations without sacrificing one for the other.

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Contact: Gail Zuagar
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New Research Highlights the Need For Paid Leave in New Hampshire

“Paid Leave Means a Stronger Nation” makes the case for a nationwide paid family and medical leave law to help working families in every state

WASHINGTON, D.C. - As the nation marks 33 years of the Family and Medical Leave Act (FMLA), the law that allows people to take *unpaid* time off from work for caregiving or their own health, the National Partnership for Women & Families (NPWF) is out with a new report highlighting access to paid leave in the states.

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According to the new report, 535,000 workers in New Hampshire lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 62 percent of New Hampshireites can't access *unpaid* leave under the FMLA. If women in New Hampshire participated in the workforce at the same rate as similar countries with paid leave, 2,000 more women would be able to work, and together, they would earn \$131 million in pay each year.

“American families are struggling in this economy. One reason is that we lack strong policies that could help workers fulfill the demands of work while also being responsive to the care needs of their families, but there is a solution within our reach,” **said Jocelyn Frye, president of the National Partnership for Women & Families.** “Americans need and deserve a nationwide benefit program that would provide paid family and medical leave for working people, helping them take time off to tend to their caregiving responsibilities without fear of losing their paycheck or even their job.”

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Contact: Gail Zuagar
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New Research Highlights the Need For Paid Leave in New Mexico

“Paid Leave Means a Stronger Nation” makes the case for a nationwide paid family and medical leave law to help working families in every state

WASHINGTON, D.C. - As the nation marks 33 years of the Family and Medical Leave Act (FMLA), the law that allows people to take *unpaid* time off from work for caregiving or their own health, the National Partnership for Women & Families (NPWF) is out with a new report highlighting access to paid leave in the states.

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According to the new report, 743,000 workers in New Mexico lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 66 percent of New Mexicans can't access *unpaid* leave under the FMLA. If women in New Mexico participated in the workforce at the same rate as similar countries with paid leave, 44,000 more women would be able to work, and together, they would earn \$1.6 billion in pay each year.

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February 3, 2026

Contact: Gail Zuagar
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New Research Highlights the Need For Paid Leave in North Carolina

“Paid Leave Means a Stronger Nation” makes the case for a nationwide paid family and medical leave law to help working families in every state

WASHINGTON, D.C. - As the nation marks 33 years of the Family and Medical Leave Act (FMLA), the law that allows people to take *unpaid* time off from work for caregiving or their own health, the National Partnership for Women & Families (NPWF) is out with a new report highlighting access to paid leave in the states.

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According to the new report, four million workers in North Carolina lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 65 percent of North Carolinians can't access *unpaid* leave under the FMLA. If women in North Carolina participated in the workforce at the same rate as similar countries with paid leave, 177,000 more women would be able to work, and together, they would earn \$6.9 billion in pay each year.

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New Research Highlights the Need For Paid Leave in North Dakota

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According to the new report, 340,000 workers in North Dakota lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 62 percent of North Dakotans can't access *unpaid* leave under the FMLA.

“American families are struggling in this economy. One reason is that we lack strong policies that could help workers fulfill the demands of work while also being responsive to the care needs of their families, but there is a solution within our reach,” **said Jocelyn Frye, president of the National Partnership for Women & Families.** “Americans need and deserve a nationwide benefit program that would provide paid family and medical leave for working people, helping them take time off to tend to their caregiving responsibilities without fear of losing their paycheck or even their job.”

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New Research Highlights the Need For Paid Leave in Ohio

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According to the new report, 4.5 million workers in Ohio lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 60 percent of Ohioans can't access *unpaid* leave under the FMLA. If women in Ohio participated in the workforce at the same rate as similar countries with paid leave, 99,000 more women would be able to work, and together, they would earn \$3.8 billion in pay each year.

“American families are struggling in this economy. One reason is that we lack strong policies that could help workers fulfill the demands of work while also being responsive to the care needs of their families, but there is a solution within our reach,” **said Jocelyn Frye, president of the National Partnership for Women & Families.** “Americans need and deserve a nationwide benefit program that would provide paid family and medical leave for working people, helping them take time off to tend to their caregiving responsibilities without fear of losing their paycheck or even their job.”

In further evidence that Americans are in need of guaranteed paid time off, the FMLA has been used by men and women over 500 million times since it was signed into law in 1993. While the law broke new ground and has been extraordinarily successful, over three decades later, it still only offers *unpaid* leave to working people - excluding many workers who cannot afford to go without wages. NPWF's research shows that expanding access to paid leave is essential to ensure that all workers can uphold their work and family obligations without sacrificing one for the other.

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FOR IMMEDIATE RELEASE

February 3, 2026

Contact: Gail Zuagar
gzuagar@nationalpartnership.org

New Research Highlights the Need For Paid Leave in Oklahoma

“Paid Leave Means a Stronger Nation” makes the case for a nationwide paid family and medical leave law to help working families in every state

WASHINGTON, D.C. - As the nation marks 33 years of the Family and Medical Leave Act (FMLA), the law that allows people to take *unpaid* time off from work for caregiving or their own health, the National Partnership for Women & Families (NPWF) is out with a new report highlighting access to paid leave in the states.

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According to the new report, 1.4 million workers in Oklahoma lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 64 percent of Oklahomans can't access *unpaid* leave under the FMLA. If women in Oklahoma participated in the workforce at the same rate as similar countries with paid leave, 74,000 more women would be able to work, and together, they would earn \$2.6 billion in pay each year.

“American families are struggling in this economy. One reason is that we lack strong policies that could help workers fulfill the demands of work while also being responsive to the care needs of their families, but there is a solution within our reach,” **said Jocelyn Frye, president of the National Partnership for Women & Families.** “Americans need and deserve a nationwide benefit program that would provide paid family and medical leave for working people, helping them take time off to tend to their caregiving responsibilities without fear of losing their paycheck or even their job.”

In further evidence that Americans are in need of guaranteed paid time off, the FMLA has been used by men and women over 500 million times since it was signed into law in 1993. While the law broke new ground and has been extraordinarily successful, over three decades later, it still only offers *unpaid* leave to working people - excluding many workers who cannot afford to go without wages. NPWF's research shows that expanding access to paid leave is essential to ensure that all workers can uphold their work and family obligations without sacrificing one for the other.

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FOR IMMEDIATE RELEASE

February 3, 2026

Contact: Gail Zuagar
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New Research Highlights the Need For Paid Leave in Pennsylvania

“Paid Leave Means a Stronger Nation” makes the case for a nationwide paid family and medical leave law to help working families in every state

WASHINGTON, D.C. - As the nation marks 33 years of the Family and Medical Leave Act (FMLA), the law that allows people to take *unpaid* time off from work for caregiving or their own health, the National Partnership for Women & Families (NPWF) is out with a new report highlighting access to paid leave in the states.

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According to the new report, four million workers in Pennsylvania lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 61 percent of Pennsylvanians can't access *unpaid* leave under the FMLA. If women in Pennsylvania participated in the workforce at the same rate as similar countries with paid leave, 119,000 more women would be able to work, and together, they would earn \$4.8 billion in pay each year.

“American families are struggling in this economy. One reason is that we lack strong policies that could help workers fulfill the demands of work while also being responsive to the care needs of their families, but there is a solution within our reach,” **said Jocelyn Frye, president of the National Partnership for Women & Families.** “Americans need and deserve a nationwide benefit program that would provide paid family and medical leave for working people, helping them take time off to tend to their caregiving responsibilities without fear of losing their paycheck or even their job.”

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February 3, 2026

Contact: Gail Zuagar
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New Research Highlights the Need For Paid Leave in South Carolina

“Paid Leave Means a Stronger Nation” makes the case for a nationwide paid family and medical leave law to help working families in every state

WASHINGTON, D.C. - As the nation marks 33 years of the Family and Medical Leave Act (FMLA), the law that allows people to take *unpaid* time off from work for caregiving or their own health, the National Partnership for Women & Families (NPWF) is out with a new report highlighting access to paid leave in the states.

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According to the new report, two million workers in South Carolina lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 64 percent of South Carolinians can't access *unpaid* leave under the FMLA. If women in South Carolina participated in the workforce at the same rate as similar countries with paid leave, 100,000 more women would be able to work, and together, they would earn \$3.7 billion in pay each year.

“American families are struggling in this economy. One reason is that we lack strong policies that could help workers fulfill the demands of work while also being responsive to the care needs of their families, but there is a solution within our reach,” **said Jocelyn Frye, president of the National Partnership for Women & Families.** “Americans need and deserve a nationwide benefit program that would provide paid family and medical leave for working people, helping them take time off to tend to their caregiving responsibilities without fear of losing their paycheck or even their job.”

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Contact: Gail Zuagar
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New Research Highlights the Need For Paid Leave in South Dakota

“Paid Leave Means a Stronger Nation” makes the case for a nationwide paid family and medical leave law to help working families in every state

WASHINGTON, D.C. - As the nation marks 33 years of the Family and Medical Leave Act (FMLA), the law that allows people to take *unpaid* time off from work for caregiving or their own health, the National Partnership for Women & Families (NPWF) is out with a new report highlighting access to paid leave in the states.

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According to the new report, 389,000 workers in South Dakota lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 62 percent of South Dakotans can't access *unpaid* leave under the FMLA.

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Contact: Gail Zuagar
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New Research Highlights the Need For Paid Leave in Tennessee

“Paid Leave Means a Stronger Nation” makes the case for a nationwide paid family and medical leave law to help working families in every state

WASHINGTON, D.C. - As the nation marks 33 years of the Family and Medical Leave Act (FMLA), the law that allows people to take *unpaid* time off from work for caregiving or their own health, the National Partnership for Women & Families (NPWF) is out with a new report highlighting access to paid leave in the states.

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According to the new report, 2.7 million workers in Tennessee lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 63 percent of Tennesseans can't access *unpaid* leave under the FMLA. If women in Tennessee participated in the workforce at the same rate as similar countries with paid leave, 149,000 more women would be able to work, and together, they would earn \$5.6 billion in pay each year.

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Contact: Gail Zuagar
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New Research Highlights the Need For Paid Leave in Texas

“Paid Leave Means a Stronger Nation” makes the case for a nationwide paid family and medical leave law to help working families in every state

WASHINGTON, D.C. - As the nation marks 33 years of the Family and Medical Leave Act (FMLA), the law that allows people to take *unpaid* time off from work for caregiving or their own health, the National Partnership for Women & Families (NPWF) is out with a new report highlighting access to paid leave in the states.

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According to the new report, 11.4 million workers in Texas lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 64 percent of Texans can't access *unpaid* leave under the FMLA. If women in Texas participated in the workforce at the same rate as similar countries with paid leave, 595,000 more women would be able to work, and together, they would earn \$22.2 billion in pay each year.

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In further evidence that Americans are in need of guaranteed paid time off, the FMLA has been used by men and women over 500 million times since it was signed into law in 1993. While the law broke new ground and has been extraordinarily successful, over three decades later, it still only offers *unpaid* leave to working people - excluding many workers who cannot afford to go without wages. NPWF's research shows that expanding access to paid leave is essential to ensure that all workers can uphold their work and family obligations without sacrificing one for the other.

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Contact: Gail Zuagar
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New Research Highlights the Need For Paid Leave in Utah

“Paid Leave Means a Stronger Nation” makes the case for a nationwide paid family and medical leave law to help working families in every state

WASHINGTON, D.C. - As the nation marks 33 years of the Family and Medical Leave Act (FMLA), the law that allows people to take *unpaid* time off from work for caregiving or their own health, the National Partnership for Women & Families (NPWF) is out with a new report highlighting access to paid leave in the states.

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According to the new report, 1.4 million workers in Utah lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 65 percent of Utahns can't access *unpaid* leave under the FMLA. If women in Utah participated in the workforce at the same rate as similar countries with paid leave, 69,000 more women would be able to work, and together, they would earn \$2.4 billion in pay each year.

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In further evidence that Americans are in need of guaranteed paid time off, the FMLA has been used by men and women over 500 million times since it was signed into law in 1993. While the law broke new ground and has been extraordinarily successful, over three decades later, it still only offers *unpaid* leave to working people - excluding many workers who cannot afford to go without wages. NPWF's research shows that expanding access to paid leave is essential to ensure that all workers can uphold their work and family obligations without sacrificing one for the other.

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Contact: Gail Zuagar
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New Research Highlights the Need For Paid Leave in Vermont

“Paid Leave Means a Stronger Nation” makes the case for a nationwide paid family and medical leave law to help working families in every state

WASHINGTON, D.C. - As the nation marks 33 years of the Family and Medical Leave Act (FMLA), the law that allows people to take *unpaid* time off from work for caregiving or their own health, the National Partnership for Women & Families (NPWF) is out with a new report highlighting access to paid leave in the states.

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According to the new report, 243,000 workers in Vermont lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 66 percent of Vermonters can't access *unpaid* leave under the FMLA. If women in Vermont participated in the workforce at the same rate as similar countries with paid leave, 1,000 more women would be able to work, and together, they would earn \$57 million in pay each year.

“American families are struggling in this economy. One reason is that we lack strong policies that could help workers fulfill the demands of work while also being responsive to the care needs of their families, but there is a solution within our reach,” **said Jocelyn Frye, president of the National Partnership for Women & Families.** “Americans need and deserve a nationwide benefit program that would provide paid family and medical leave for working people, helping them take time off to tend to their caregiving responsibilities without fear of losing their paycheck or even their job.”

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New Research Highlights the Need For Paid Leave in Virginia

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WASHINGTON, D.C. - As the nation marks 33 years of the Family and Medical Leave Act (FMLA), the law that allows people to take *unpaid* time off from work for caregiving or their own health, the National Partnership for Women & Families (NPWF) is out with a new report highlighting access to paid leave in the states.

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According to the new report, 3.5 million workers in Virginia lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 61 percent of Virginians can't access *unpaid* leave under the FMLA. If women in Virginia participated in the workforce at the same rate as similar countries with paid leave, 49,000 more women would be able to work, and together, they would earn \$2.2 billion in pay each year.

“American families are struggling in this economy. One reason is that we lack strong policies that could help workers fulfill the demands of work while also being responsive to the care needs of their families, but there is a solution within our reach,” **said Jocelyn Frye, president of the National Partnership for Women & Families.** “Americans need and deserve a nationwide benefit program that would provide paid family and medical leave for working people, helping them take time off to tend to their caregiving responsibilities without fear of losing their paycheck or even their job.”

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New Research Highlights the Need For Paid Leave in West Virginia

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WASHINGTON, D.C. - As the nation marks 33 years of the Family and Medical Leave Act (FMLA), the law that allows people to take *unpaid* time off from work for caregiving or their own health, the National Partnership for Women & Families (NPWF) is out with a new report highlighting access to paid leave in the states.

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According to the new report, 593,000 workers in West Virginia lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 64 percent of West Virginians can't access *unpaid* leave under the FMLA. If women in West Virginia participated in the workforce at the same rate as similar countries with paid leave, 35,000 more women would be able to work, and together, they would earn \$1.2 billion in pay each year.

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New Research Highlights the Need For Paid Leave in Wisconsin

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WASHINGTON, D.C. - As the nation marks 33 years of the Family and Medical Leave Act (FMLA), the law that allows people to take *unpaid* time off from work for caregiving or their own health, the National Partnership for Women & Families (NPWF) is out with a new report highlighting access to paid leave in the states.

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According to the new report, 2.4 million workers in Wisconsin lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 62 percent of Wisconsinites can't access *unpaid* leave under the FMLA. If women in Wisconsin participated in the workforce at the same rate as similar countries with paid leave, 22,000 more women would be able to work, and together, they would earn \$918 million in pay each year.

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New Research Highlights the Need For Paid Leave in Wyoming

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WASHINGTON, D.C. - As the nation marks 33 years of the Family and Medical Leave Act (FMLA), the law that allows people to take *unpaid* time off from work for caregiving or their own health, the National Partnership for Women & Families (NPWF) is out with a new report highlighting access to paid leave in the states.

To coincide with the anniversary and continue NPWF's call for lawmakers to come together on a policy that would help working parents and caregivers balance their work and family demands, the organization released its annual [“Paid Leave Means a Stronger Nation”](#) report today. This resource has the latest data on the benefits paid leave would have in every state across the country.

According to the new report, 218,000 workers in Wyoming lack access to paid family leave through their jobs – necessary time off to care for themselves or their loved ones, whether it's their own children or older family members who need help with medical care. In addition, 66 percent of Wyomingites can't access *unpaid* leave under the FMLA. If women in Wyoming participated in the workforce at the same rate as similar countries with paid leave, 4,000 more women would be able to work, and together, they would earn \$153 million in pay each year.

“American families are struggling in this economy. One reason is that we lack strong policies that could help workers fulfill the demands of work while also being responsive to the care needs of their families, but there is a solution within our reach,” **said Jocelyn Frye, president of the National Partnership for Women & Families.** “Americans need and deserve a nationwide benefit program that would provide paid family and medical leave for working people, helping them take time off to tend to their caregiving responsibilities without fear of losing their paycheck or even their job.”

In further evidence that Americans are in need of guaranteed paid time off, the FMLA has been used by men and women over 500 million times since it was signed into law in 1993. While the law broke new ground and has been extraordinarily successful, over three decades later, it still only offers *unpaid* leave to working people - excluding many workers who cannot afford to go without wages. NPWF's research shows that expanding access to paid leave is essential to ensure that all workers can uphold their work and family obligations without sacrificing one for the other.

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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.