

Virginia Paid Family and Medical Leave Will Cover More than Three Million Workers

MARCH 2026

By Jessica Mason and Katherine Gallagher Robbins

More than three million workers in the Commonwealth of Virginia would have paid family and medical leave if HB1207/SB2 is signed into law.¹ This law would create a program to guarantee time away from work with pay for Virginians with major health and caregiving needs such as caring for seriously ill family members, bonding with a new baby, or undergoing treatment for a major medical condition.

We estimate that about **3.2 million private-sector workers in Virginia** would meet eligibility criteria under these bills. That amounts to **91 percent of the private-sector workforce** in Virginia.

With Virginia's passage, nearly fifty million workers nationwide would be able to access leave under a state paid family and medical leave program. Including Virginians, more than one-third of private sector workers across the United States (35 percent) would be able to take paid family and medical leave through a state program when the need arises, marking a major milestone for the entire country.²

One in three U.S. workers will be eligible for a state paid leave program



Share of total U.S. workers who are in one of the 14 states with paid leave programs, or Virginia, and meet their state's eligibility rules.



¹ National Partnership for Women & Families analysis of 2019-2023 American Community Survey data via IPUMS USA, University of Minnesota, www.ipums.org. Eligible workforce figures are for the private-sector workforce and are an estimate of workers who meet eligibility thresholds, not of the number of workers who experience a qualifying health or caregiving condition in a given year. Eligibility definitions were determined based on the closest reasonable fit between available ACS categories and bill text as of 6 March 2026. While workers may work in states they do not live in, these estimates are based on residency data. Note that additional workers may be eligible to receive paid leave through their employers.

² For methodology in national estimate, see Mason, J., & Gallagher Robbins, K. (2026, March). *State Paid Leave Programs Cover Nearly One-Third of Workers in the United States*. Retrieved 9 March 2026, from National Partnership for Women & Families website: <https://nationalpartnership.org/report/state-paid-leave-programs-cover-nearly-one-third-of-workers/>

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.

© 2026 National Partnership for Women & Families. All rights reserved.