

# House Bipartisan Working Group on Paid Leave Legislation

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## Rep. Houlahan (D-PA) & Rep. Bice (R-OK) Lead Bills to Support Access to Paid Family Leave

Too many workers lack access to paid family and medical leave, forcing them to choose between a paycheck and caring for a new child, a seriously ill loved one, or their own health. This lack of access to paid family and medical leave destabilizes families and drives people out of the workforce. Low-wage workers are disproportionately [less likely to have access to paid leave](#). The two bipartisan measures introduced by Reps. Houlahan and Bice to improve access to paid family leave (PFL) and harmonize existing state PFL programs would strengthen families, communities, and the economy.

The More Paid Leave for More Americans Act ([HR 3089](#)), led by Representative Bice (R-OK), and the I-PLAN Act of 2025 ([HR 3090](#)), led by Representative Houlahan (D-PA), incentivize the creation of state paid leave programs. The bills would provide states with grants to support startup costs for developing state PFL programs and establish a network of new and existing state peers. This network would offer technical assistance and encourage the development of an interstate agreement to improve job quality and PFL across state lines. If passed, this legislation would create the first-ever intergovernmental network of state PFL administrators.

## States Would Receive Federal Grants to Support New Paid Leave Programs

HR 3089 (Bice) would establish a competitive grant program for states with PFL policies covering the birth or adoption of a child. Details include:

- Grants range from \$1.5 million to \$7 million and can be used for a range of needs related to the start-up costs of state PFL programs.
- To be eligible for the grant program, states must include at least six weeks of paid parental leave, a covered partnership with a private entity,<sup>1</sup> and a sustainable financing mechanism that uses premiums to cover the cost of program administration.
- One year after receiving a grant, states must submit a report to the U.S. Secretary of Labor detailing the use of funds and the number of individuals in the state who have received PFL benefits due to their program implementation. The Secretary will submit annual reports updating appropriate Congressional committees on the progress of state paid leave programs. The legislation also requires an annual audit of states conducted by the Inspector General of the Department of Labor.

<sup>1</sup> A covered partnership is defined as a partnership between the state and a private entity that administers the PFL benefit (e.g. an insurance company); states may allow employers to self-administer PFL benefits in lieu of a partnership with a private entity.

# A Network Would Support States & Businesses on Paid Leave

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HR 3090 (Houlahan) would establish the Interstate Paid Leave Action Network, or I-PLAN. This network would provide peer support and develop an interstate agreement to streamline benefit delivery, reduce administrative burden, and harmonize state family leave programs.

The I-PLAN would regularly convene representatives of each state's PFL program to coordinate and harmonize state programs. States participating in the network would be required to meet at least three times a year, and are encouraged to create a single policy and administrative standard across their programs. The I-PLAN would allow states who enter an agreement to clearly define processes for workers who work or move across state lines to receive paid family leave. The network is tasked with developing and regularly refining interstate agreements, improving clarity and scope with each iteration.

## Paid Leave Supports Families, Businesses, & States

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Paid family leave can strengthen the economic security of families across income levels, improve labor participation, and boost state economies.

### FAMILIES STAY HEALTHY & FINANCIALLY SECURE

Research shows that strong paid leave policies are good for families. For example:

- Paid parental leave is linked to better health outcomes for both parents and children, including [fewer postpartum illnesses and improved bonding, which leads to positive brain development](#) for newborns.
- Across income levels, women's participation in the workforce strengthens [family economic security](#), and women with access to paid leave after birth or adoption are [93 percent more likely to remain in the workforce](#) than those without.
- PFL adds [\\$28.5 billion](#) to family income annually.

### BUSINESSES RETAIN WORKERS & REDUCE COSTS

Research shows that strong paid leave policies are good for employers. For example:

- State paid leave policies level the playing field for small businesses that often cannot [compete with large companies](#) that can afford to offer paid leave benefits.
- Access to paid leave improves [employee perception](#) of workplace culture, relationships within the workplace, and employee satisfaction.
- Businesses experience higher productivity, fewer unplanned absences, and lower rates of costly [employee turnover](#).

### STATES RELIEVE BUDGETS & SAVE ON PUBLIC BENEFITS

Paid Family Leave can generate savings by [reducing state costs of other public benefits](#) programs.

Women who have access to paid leave are [nearly 40% less likely to seek assistance from SNAP or TANF](#) after having received paid family leave when compared to women who did not have access.