

State	Bill	Subject Area	Program Structure
Colorado	HB 17-1307	Paid Family & Medical Leave	Social insurance
Connecticut	HB 6212/SB 1	Paid Family & Medical Leave	Social insurance
Georgia	SB 63	Paid Family & Medical Leave	Social insurance
Georgia	SR 74	Paid Family & Medical Leave Proposed Ballot Initiative	Social insurance
Hawaii	SB 408/HB 1362	Paid Family Leave	Social insurance
Illinois	HB 2376	Paid Family Leave	Social insurance
Illinois	SB 1721	Paid Family & Medical Leave	Social insurance
Maine	LD 701	Paid Family & Medical Leave	Social insurance
Massachusetts	H 2172	Paid Family & Medical Leave	Social insurance
Massachusetts	S 1048	Paid Family & Medical Leave	Social insurance
Massachusetts	H 3134	Paid Family & Medical Leave	Social insurance
Minnesota	HF 239	Paid Family & Pregnancy Leave	Social insurance
Minnesota	HF 1013/SF 830	Paid Family & Medical Leave	Social insurance
Missouri	SB 69	Paid Family & Medical Leave	Social insurance
Missouri	HB 1059	Paid Family & Medical Leave	Social insurance
Montana	HB 392	Paid Family & Medical Leave	Social insurance
Nebraska	LB 305	Paid Family & Medical Leave	Social insurance
New Hampshire	HB 628	Paid Family & Medical Leave	Social insurance
Oklahoma	SB 143/HB 1815	Paid Family Leave	Social insurance
Oregon	HB 3052	Paid Family & Medical Leave	Social insurance
Oregon	HB 3087	Paid Family & Medical Leave	Social insurance
Vermont	H 196/S 82	Paid Family & Medical Leave	Social insurance
Virginia	HB 2126	Paid Family & Medical Leave	Social insurance
Washington	SB 5032/HB 1116	Paid Family & Medical Leave	Social insurance
Washington	SB 5149	Paid Family & Medical Leave	Social insurance
Wisconsin	SB 215	Paid Family & Medical Leave	Social insurance
Texas	H.B. 656	Paid Family & Medical Leave	Social insurance/employer mandate hybrid
Iowa	SF 105	Paid Leave for Prenatal Appointments	Employer mandate
Kentucky	HB 303	Paid Maternity Leave (birth mothers only)	Employer mandate
Michigan	HB 4226	Paid Parental Leave	Employer mandate
Minnesota	HF 519/SF 2110	Paid Leave for Organ Donation	Employer mandate
Mississippi	SB 2820	Paid Family & Medical Leave	Employer mandate
Mississippi	SB 2762/HB 1067	Paid Family & Medical Leave	Employer mandate
Missouri	SB 54	Paid Family & Medical Leave	Employer mandate
South Dakota	SB 150	Paid Parental Leave	Employer mandate
Texas	HB 718	Paid Parental Leave	Employer mandate
Maine	LD 554	Paid Parental Leave	Not yet determined, likely employer mandate
Arkansas	HB 1046	Paid Maternity & Adoption/Foster Leave	Public employees only
Delaware	HB 3	Paid Parental Leave	Public employees only
Hawaii	HB 214	Paid Family Leave	Public employees only

Massachusetts	H 3276	Paid Parental Leave	Public employees only
Missouri	HB 325/SB 291	Paid Parental Leave	Public employees only
North Carolina	S 516	Paid Parental Leave	Public employees only
Oklahoma	SB 736/HB 1641	Paid Family Leave	Public employees only
Texas	HB 830	Paid Parental Leave	Public employees only
Utah	HB 438	Paid Parental Leave	Public employees only
Virginia	SB 1412	Paid Adoption & Paternity Leave	Public employees only
Connecticut	HB 6216	Paid Family & Medical Leave Savings Accounts	Savings accounts/tax deduction
Minnesota	SF 1791/HF 736	Paid Family & Medical Leave Savings Accounts & Tax Deductions	Savings accounts/tax deduction
Montana	HB 175	Paid Family Leave Savings Accounts	Savings accounts
Oregon	HB 3336	Paid Leave Savings Accounts	Savings accounts
Arkansas	HB 1850	Paid Family & Medical Leave Tax Credit	Tax credit
Minnesota	HF 315/SF 454	Paid Parental Leave Tax Credit	Tax credit
Nevada	AB 266	Paid Family & Medical Leave Tax Credit	Tax credit
Oregon	SB 400	Paid Sick Time & Paid Family & Medical Leave Tax Credit	Tax credit
Indiana	SB3	Paid Family & Medical Leave Study	Study
Indiana	SB 253	Study of Voluntary Paid Family & Medical Leave	Study
Iowa	SB 63	Paid Family & Medical Leave Study	Study
Virginia	SB 847	Paid Family Leave Study	Study
New Mexico	HM 48	Paid Family & Medical Leave Task Force	Task force