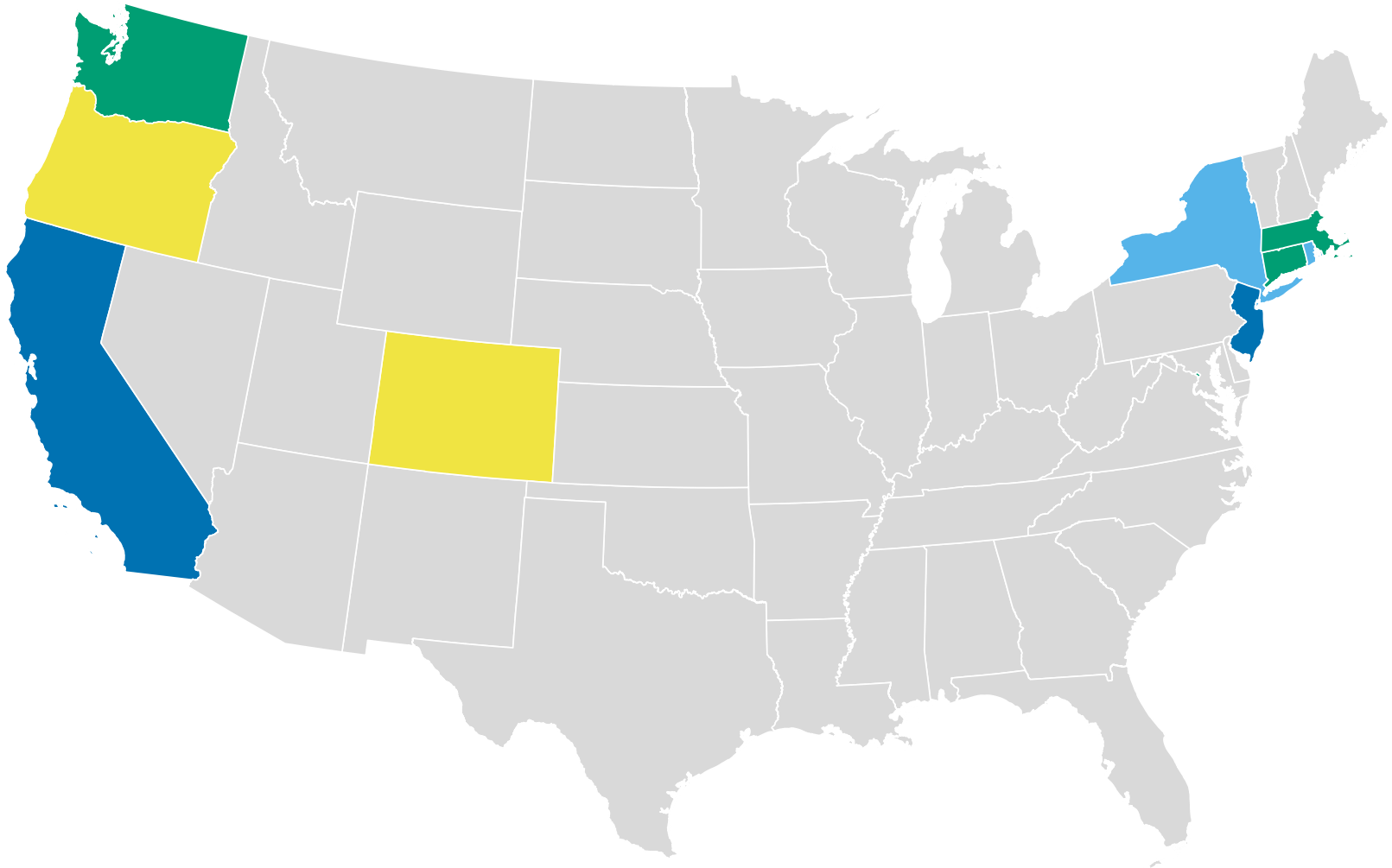


Staggered Adoption of State Paid Family Leave

First full year of benefit availability



PFL Adoption  Early (2005–2010)  Middle (2014–2018)  Recent (2020–2022)  Very Recent (2023+)  Never Adopted

Source: Department of Labor (2024)