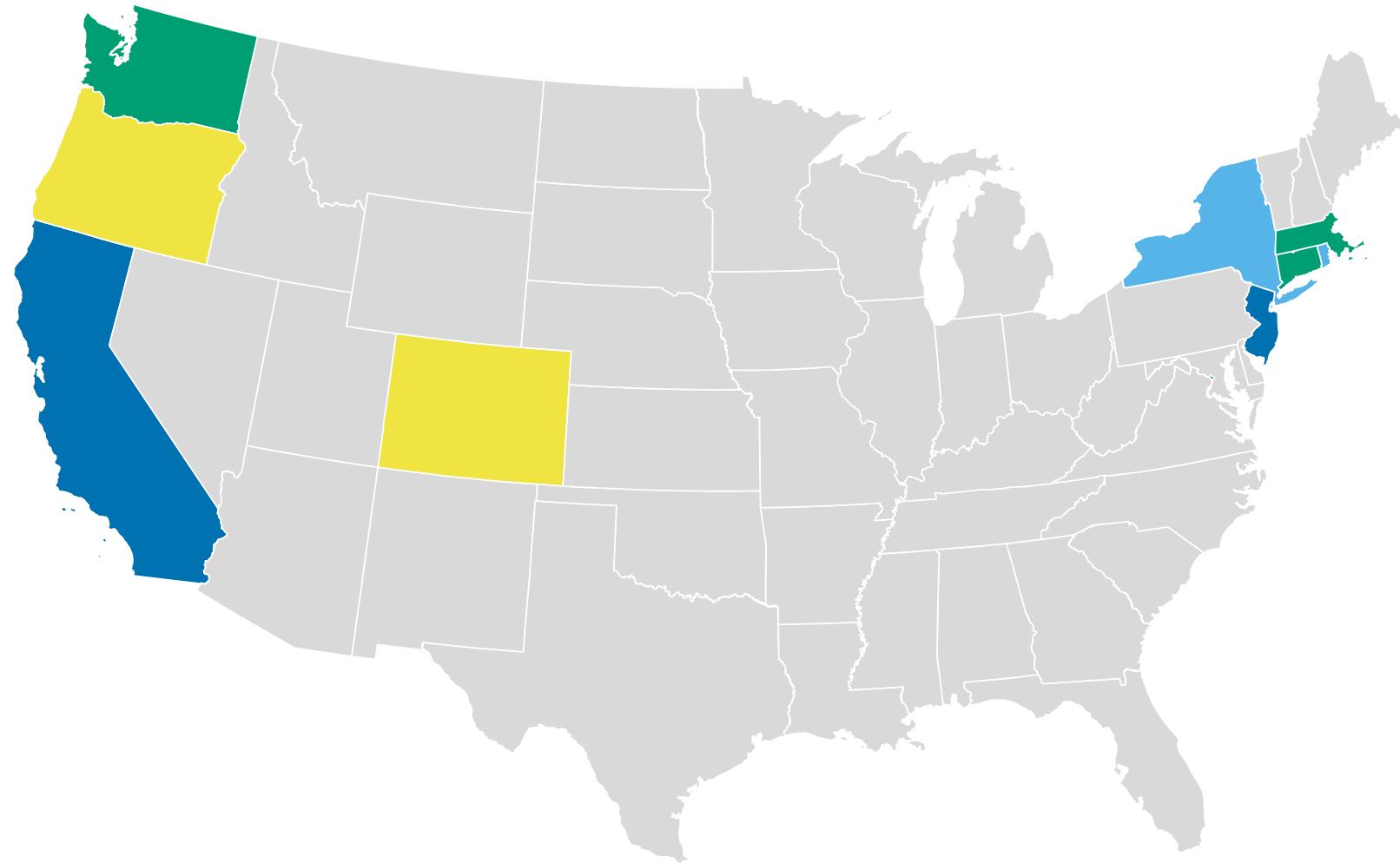


# Staggered Adoption of State Paid Family Leave

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)