Progress to Paternity Parity: DADS & BONDING LEAVE IN STATE PAID LEAVE PROGRAMS

> **By Molly Weston Williamson** June 2025



AT THE NATIONAL LEVEL, THE **UNITED STATES DOES NOT GUARANTEE NEW FATHERS** THE RIGHT **TO ANY PAID LEAVE FROM** WORK TO **BOND WITH A NEW CHILD**, IN CONTRAST TO MOST **OF ITS ECONOMIC PEERS.**<sup>1</sup> NOR, FOR THAT MATTER, DOES THE UNITED STATES NATIONALLY GUARANTEE PAID LEAVE FOR ANY OTHER REASON.



To fill this gap, thirteen states and the District of Columbia have passed laws to create their own paid family and medical leave programs, all of which include leave to bond with a new child for parents of any gender. Ten of these programs are already

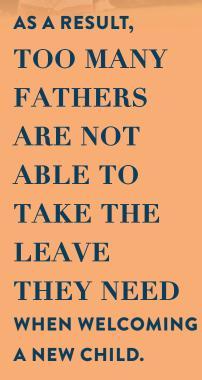
providing benefits, while the remaining four will begin doing so in the coming years. This report examines recent and historical data across all ten operational programs regarding usage of bonding leave by gender. These data show that, while work remains, dads are coming close to—or matching—the rates of moms taking bonding leave in most state paid leave programs.

# BACKGROUND

n the U.S., most workers do not have access to paid leave to welcome a new child: only 27% of private sector employees have access to paid family leave, with low-income workers especially likely to be left out.<sup>2</sup> Access to paid paternity leave is uncommon in the United States. though data specifically on paternity leave access and use are very limited. A 2018 Department of Labor survey found that nearly three-quarters (73%) of employees worked at worksites that did not provide paid paternity leave to any employees.<sup>3</sup>

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EMPLOYEES WORKED AT WORKSITES WHERE ALL EMPLOYEES HAVE ACCESS TO PAID PATERNITY LEAVE.<sup>4</sup>



From 2014 to 2022, more than a third (35%) of firsttime fathers in the United States took no leave at all.<sup>5</sup> When American dads do take leave, their leaves are typically short: in a 2016 survey, among men who took paternity leave, the median length of leave was just one week,<sup>6</sup> with 59% of leave-taking fathers reporting they wish they had taken more time off. <sup>7</sup>

When fathers can take leave on the arrival of a new child, everyone benefits. Fathers who take longer leaves are more engaged in caring for their children<sup>8</sup> and report greater satisfaction in their interactions with their children.<sup>9</sup> Improved paid parental leave policies also have positive impacts on dads' health.<sup>10</sup> Moreover, when dads can take paid parental leave, mothers see improved physical and mental health<sup>11</sup> and even increased wages.<sup>12</sup> In the intense transition to new parenthood, fathers taking leave corresponds to lesser increases in stress for both mothers and fathers;<sup>13</sup> paternity leave is also associated with greater relationship stability between parents.<sup>14</sup> And most of all, paid paternity leave reduces infant and child mortality rates—saving lives.<sup>15</sup>

#### Note on pregnancy and childbirth leave:

Following the birth of a child, workers might take two different types of leave: bonding leave and medical/ disability leave to recover from childbirth. To facilitate comparisons among parents and among states, this report only considers claims designated as for bonding with a new child. Very commonly, workers who take medical leave for childbirth recovery subsequently take bonding leave; workers who do so are included here as bonding leave claimants. However, to the extent that some workers take medical leave for childbirth and do not take bonding leave, they are not included, potentially underrepresenting the number of women relative to men who use state paid leave programs following the birth of a child.<sup>17</sup>



## IN MOST STATE PAID LEAVE PROGRAMS, SIMILAR NUMBERS OF DADS AND MOMS ARE TAKING OR SEEKING BONDING LEAVE.

Today, fathers and mothers are approaching parity in taking or applying for bonding leave in most state paid leave programs.<sup>18</sup> Men took or applied for more than 40% of the leaves to bond with a new child in eight of ten state paid family and medical leave programs in the last full year of available data.<sup>19</sup> In one state, Washington, more men than women had approved bonding leave claims in 2024, 55.3% to 44.7%.<sup>20</sup> In Colorado, 2024 bonding leave claims were split essentially evenly between men and women. In other words, in most state paid leave programs, the number of dads taking or applying for paid leave to bond with a new child is nearing or surpassing the number of moms doing so. Even in states with comparatively low rates of men taking bonding leave, a substantial proportion of those taking bonding leave are dads: men made up 35% of approved bonding claims in D.C.<sup>21</sup> and 30% of approved bonding claims in New Jersey<sup>22</sup> in the most recent annual data.

## PERCENTAGE OF BONDING LEAVE CLAIMS FROM MEN VERSUS WOMEN

Ranked from highest to lowest, using the most recent full year of available data

STATE	MEN	WOMEN
WASHINGTON	55%	45%
COLORADO	50%	50%
RHODE ISLAND	45%	55%
CALIFORNIA	44%	55%
CONNECTICUT	44%	56%
OREGON	43%	53%
MASSACHUSETTS	41%	57%
NEW YORK	41%	58%
D.C.	35%	65%
NEW JERSEY	30%	70%

Depending on the state, data cover calendar or fiscal year 2023 or 2024. For sources and additional context, please see Appendix A. All percentages rounded to nearest whole percent. Due to limitations in available data, Oregon data cover approximately 18 months.

AS MORE STATE PAID LEAVE PROGRAMS LAUNCH, MORE DADS ARE USING NEW STATE PAID LEAVE PROGRAMS FROM THE START, WHILE DADS ARE CATCHING UP TO MOMS IN OLDER PROGRAMS.

This marks a dramatic increase in the proportion of bonding claims from men compared to the launch of the earliest state paid leave programs to including bonding leave. California was the first state in the country to provide paid leave to bond with a new child. In the first full calendar year of the California program (2005), only 18% of applications for bonding leave came from men. <sup>23</sup> Even more dramatically, in the first full calendar year of paid family leave benefits in New Jersey (2010), the second state to provide such benefits, just 11% of eligible claimants for bonding leave were men.<sup>24</sup>

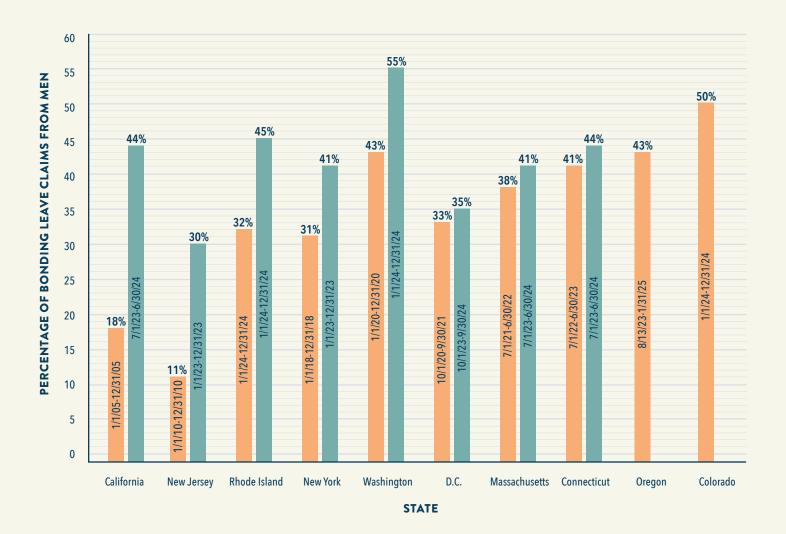
In comparison, newer programs have generally had a larger proportion of men seeking or receiving bonding leave from the very beginning. The two most recently launched programs, Oregon and Colorado, began paying benefits in 2023 and 2024, respectively.<sup>25</sup> In Oregon, 43.0% of approved bonding leave claims between August 13, 2023 and January 31, 2025 were from men.<sup>26</sup> In Colorado, nearly identical numbers of men and women made bonding leave claims in the first year: women had just 304 more claims for bonding leave, out of a total of 75,137 bonding leave claims—a difference of just 0.4% of total bonding claims.<sup>27</sup>

Moreover, older programs have made substantial progress toward parity. Most notably, in the most recent fiscal year, 44% of bonding leave claims filed in California were from men,<sup>28</sup> more than twice the proportion of bonding claims from men in the program's first full year. Comparing calendar year 2005 to fiscal year 2024, bonding claims from men in California increased 384%, while bonding claims from women increased by a much more modest 33%.<sup>29</sup> In New Jersey, where the gender gap in bonding claims is still comparatively large, bonding claims by men have increased 410% from 2010 to 2023, compared to 56% growth in bonding claims from women.<sup>30</sup>

Other states with well-established programs have also seen notable increases in bonding leave claims from men, while starting from a stronger baseline of dads taking bonding leave. In 2014, the first year Rhode Island offered bonding leave benefits, men made up 32% of approved claims; in 2024, the number was 45%, powered by a nearly 270% increase in claims from men. In New York, the number of men taking bonding leave doubled between launch in 2018 and 2023, pushing the proportion of bonding leave claims from men from 31% in 2018 to 41% in 2023.

# PERCENTAGE OF BONDING LEAVE CLAIMS FROM MEN OVER TIME

Included in order of program launch, comparing the first full year for which data are available to the most recent full year for which data are available



First Full Year Available
Most Recent Year Available

For sources and additional context on most recent year data, please see Appendix A. For sources and additional context on first year data, please see Appendix B. All percentages rounded to nearest whole percent. Due to limitations in available data, Oregon data cover approximately 18 months.

# CONCLUSION

The data presented in this report underscore how much progress has been made in men's access to and use of leave following the arrival of a new child in the United States in the last two decades. The number of states with paid leave programs is growing and within those states many more dads are taking leave. These represent powerful steps towards the future that dads, moms, and kids deserve.

However, there is still more to do. Most states with paid leave programs still have gender gaps in leave taking for bonding, some more pronounced than others, suggesting that further work is needed to promote paternity leave taking. It is also not enough for dads to catch up to moms: in all states with paid leave programs, many parents of all genders do not take paid leave when they welcome a new child, whether because they are simply not aware the program exists or because it does not meet their needs. Therefore, further investment in outreach and education, as well as continued attention to policy and implementation barriers to use, is needed in all state paid leave programs to ensure that all working parents can meaningfully access the leave they need.

More broadly, two thirds of American live in states that do not have a paid family and medical leave program. Nationally, nearly three quarters of private sector employees do not have designated paid family leave through their employers. As a result, each year, too many parents are forced back to work by economic necessity too soon after welcome a new child. For dads, lack of paid leave means missing out on those precious early moments they won't get back while losing crucial opportunities to bond and build a lifelong relationship with their children. Federal inaction on paid leave comes with costs that dads—and all of us—have been bearing for far too long.

### DADS DESERVE BETTER. so do moms, kids, and the american people.

All working people deserve the time they need to heal, to care, and to bond, without losing their paycheck or their job. Until we guarantee universal, comprehensive paid leave at the federal level, too many families will be forced to make impossible choices. It is long past time for paid leave for all.

### APPENDIX A: Most Recent Year Data

**California:** Bonding leave claims filed in state fiscal year 2023-2024 (7/1/23 to 6/30/24), from Employment Development Department, State of California, "Paid Family Leave (PFL) Program Statistics," pg. 1, https://edd.ca.gov/siteassets/files/ about\_edd/quick-stats/qspfl\_pfl\_program\_statistics.pdf

**Colorado:** Bonding leave claims submitted in calendar year 2024 currently categorized as approved, completed, or pending/processing, data provided by e-mail to author by Michael Borts, Data Analyst III, Family and Medical Leave Insurance Program, Colorado Department of Labor and Employment, April 30, 2025

**Connecticut:** Bonding leave claims approved for fiscal year 2024 (7/1/23 to 6/30/24), data provided by e-mail to author by John Simonetti, Benefits Manager, Connecticut Paid Leave Authority, April 22, 2025

**District of Columbia:** Bonding leave claims approved for fiscal year 2024 (10/1/23 to 9/30/24), data provided by e-mail to author by Michael Henderson, Program Analyst, Office of Paid Family Leave, Bureau of Economic Stability and Benefits, D.C. Department of Employment Services, March 18, 2025

**Massachusetts:** Bonding leave claims approved for fiscal year 2024 (7/1/23 to 6/30/24), data provided by e-mail to author by Caitlin Bearce, Assistant General Counsel, Massachusetts Department of Family and Medical Leave, March 28, 2025

New Jersey: Bonding leave claims classified as "eligible" for calendar year 2023, data from New Jersey Department of Labor and Workforce Development, "Family Leave Insurance and Temporary Disability Insurance Combined Annual Activity Report" (December 2024), pg. 18, https://www.nj.gov/labor/myleavebenefits/assets/pdfs/ Annual%20FLI%20TDI%20Report%20for%202023.pdf

New York: Bonding leave claims including "Newborn Bonding," "Adoption Bonding," and "Foster Child Bonding," for calendar year 2023, data from New York State Department of Financial Services, "New York State Paid Family Leave Report," https:// www.dfs.ny.gov/reports\_and\_publications/pfl

**Oregon:** Approved bonding leave applications from August 13, 2023 to January 31, 2025, data from presentation by Paid Leave Oregon to Oregon Senate Committee on Early Childhood and Behavioral Health, February 11, 2025, https://olis.oregonlegislature.gov/liz/2025R1/Downloads/CommitteeMeetingDocument/290226

Note: Benefits became payable in Oregon beginning on September 13, 2023. Due to limitations in available data, the statistics provided for Oregon cover a period of approximately 18 months, including the one-month period when claims could be submitted before the start of the program.

Rhode Island: Bonding leave claims approved for calendar year 2024, data from Rhode Island Department of Labor and Training, "Temporary Disability Insurance Program: January 2024- December 2024," https://dlt.ri.gov/media/21106/ download?language=en

Washington: Bonding leave claims approved for calendar year 2024, data provided by e-mail to author by Matt Hasso, Economic Analyst III, Leave and Care, Washington Employment Security Department, March 19, 2025

### APPENDIX B: First Full Year Program Data

States provide data based on calendar or fiscal year, depending on the state. In some cases, where the launch date of the program does not align with the initial date of the relevant year, this means that the initial unit of data was less than a one-year period. In such cases, the first full year (calendar or fiscal) for which data are available is used in the table above. See state entries below for additional details.

**California:** Bonding leave first claims filed in calendar year 2005, from Employment Development Department, State of California, "Overview of California's Paid Family Leave Program: 2025," pg. 15, https://edd.ca.gov/siteassets/files/pdf\_pub\_ctr/ de2530.pdf

Note: California's program began providing benefits in July 2004 but provides historical data on a calendar year basis, making calendar year 2005 the first full year for which data are available. In calendar year 2004, when family leave benefits were only available for half the year, 15% of submitted bonding leave claims were filed by men.

**Colorado:** Bonding leave claims submitted in calendar year 2024 currently categorized as approved, completed, or pending/processing, data provided by e-mail to author by Michael Borts, Data Analyst III, Family and Medical Leave Insurance Program, Colorado Department of Labor and Employment, April 30, 2025

**Connecticut:** Bonding leave claims approved for fiscal year 2023 (7/1/22 to 6/30/23), data provided by e-mail to author by John Simonetti, Benefits Manager, Connecticut Paid Leave Authority, April 22, 2025

Note: Connecticut's program began providing benefits in January 2022 but provides data on a fiscal year (July 1 to June 30) basis, making fiscal year 2023 (7/1/22 to 6/30/23) the first full year for which data are available. In fiscal year 2022, when paid leave benefits were only available for half the year, 44% of approved bonding leave claims were from men.

**District of Columbia:** Bonding leave claims approved for fiscal year 2021 (10/1/20 to 9/30/21), data provided by e-mail to author by Michael Henderson, Program Analyst, Office of Paid Family Leave, Bureau of Economic Stability and Benefits, D.C. Department of Employment Services, March 18, 2025

Note: D.C.'s program began providing benefits in July 2020 but provides data on a fiscal year (October 1 to September 30) basis, making fiscal year 2021 (10/1/20 to 9/30/21) the first full year for which data are available. In fiscal year 2020 (10/1/19 to 9/30/20), when paid leave benefits were only available for three months, 27% of approved bonding leave claims were from men.

**Massachusetts:** Bonding leave claims approved for fiscal year 2022 (7/1/21 to 6/30/22), data provided by e-mail to author by Caitlin Bearce, Assistant General Counsel, Massachusetts Department of Family and Medical Leave, March 28, 2025

Note: Massachusetts's program began providing benefits in January 2021 but provides data on a fiscal year (July 1 to June 30) basis, making fiscal year 2022 (7/1/21 to 6/30/22) the first full year for which data are available. In fiscal year 2021 (7/1/20 to 6/30/21), when paid leave benefits were only available for six months, 29% of approved bonding leave claims were from men; however, an unusually high 16% of bonding claims were recorded as either "prefer not to answer" regarding gender or "gender not listed." Data provided by e-mail to author by Caitlin Bearce, Assistant General Counsel, Massachusetts Department of Family and Medical Leave, May 20, 2025.

New Jersey: Bonding leave claims classified as "eligible" for calendar year 2010, among those for whom gender information was available, data from New Jersey Department of Labor and Workforce Development, "Annual Report 2010: Family Leave Insurance and Temporary Disability Insurance Programs" (December 2011), pg. 10, https://www.nj.gov/labor/forms\_pdfs/tdi/ANNUAL\_FLI-TDI\_REPORT\_FOR\_2010.pdf

Note: New Jersey's program began providing paid family leave benefits in July 2009 but provides data on a calendar year basis, making calendar year 2010 the first full year for which data are available. In calendar year 2009, when paid family leave benefits were only available for six months, 12% of eligible bonding leave claims (among those for whom gender information was available) were from men. Data from New Jersey Department of Labor and Workforce Development, "Annual Report 2009: Family Leave Insurance and Temporary Disability Insurance Programs Combined Annual Activity Report" (December 2011), pg. 10, https://dspace.njstatelib.org/ bitstreams/ceac7b77-df60-447f-8393-9c239d40869d/download/

New York: Bonding leave claims including "Newborn Bonding," "Adoption Bonding," and "Foster Child Bonding," for calendar year 2018, data from New York State Department of Financial Services, "New York State Paid Family Leave Report," https:// www.dfs.ny.gov/reports\_and\_publications/pfl

**Oregon:** Approved bonding leave applications from August 13, 2023 to January 31, 2025, data from presentation by Paid Leave Oregon to Oregon Senate Committee on Early Childhood and Behavioral Health, February 11, 2025, https://olis.oregonlegislature.gov/liz/2025R1/Downloads/CommitteeMeetingDocument/290226

Due to limitations in available data, the statistics provided for Oregon cover a period of approximately 18 months, including the one-month period when claims could be submitted before the start of the program.

Rhode Island: Bonding leave claims approved for calendar year 2014, data from Rhode Island Department of Labor and Training, Monthly TDI/TCI Claims Summaries for January to December 2014, https://dlt.ri.gov/labor-market-information/datacenter/unemployment-insurance-ui-temporary-disability-insurance-tdi

Washington: Bonding leave claims approved for calendar year 2020, data provided by e-mail to author by Matt Hasso, Economic Analyst III, Leave and Care, Washington Employment Security Department, March 19, 2025

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<sup>1</sup> Willem Adema et al., "Paid parental leave: Big differences for mothers and fathers," OECD (January 12, 2023), https://www.oecd.org/en/blogs/2023/01/Paid-parentalleave--Big-differences-for-mothers-and-fathers.html.

<sup>2</sup> U.S. Bureau of Labor Statistics, "National Compensation Survey: Employee Benefits in the United States, March 2023," September 2023, https://www.bls.gov/ebs/ publications/employee-benefits-in-the-united-states-march-2023.htm.

<sup>3</sup> Scott Brown et al., "Employee and Worksite Perspectives of the Family and Medical Leave Act: Results from the 2018 Surveys," U.S. Department of Labor (July 2020), pg. 19, https://www.dol.gov/sites/dolgov/files/OASP/evaluation/pdf/WHD\_ FMLA2018SurveyResults\_FinalReport\_Aug2020.pdf.

<sup>4</sup> Id.

<sup>5</sup> Nestor Hernandez and Rose M. Kreider, "Share of Women Who Worked Before Their First Birth Rose," U.S. Census Bureau (May 13, 2025), https://www.census.gov/ library/stories/2025/05/parental-leave.html?utm\_campaign=20250513aco&utm\_ medium=email&utm\_source=govdelivery.

<sup>6</sup> Juliana Horowitz, et al., "Americans Widely Support Paid Family and Medical Leave, but Differ Over Specific Policies," Pew Research Center (March 23, 2017), pg.13, https://www.pewresearch.org/social-trends/2017/03/23/americans-widely-supportpaid-family-and-medical-leave-but-differ-over-specific-policies/.

### <sup>7</sup> Id. at 14.

<sup>8</sup> Richard J. Petts and Chris Knoester, "Paternity Leave-Taking and Father Engagement," Journal of Marriage and Family 2018 October; 80(5): 1144–1162; Lenna Nepomnyaschy & Jane Waldfogel, "Paternity Leave and Fathers' Involvement With Their Young Children: Evidence from the American Ecls-B," Community, Work & Family, 10(4), 427–453 (2007).

<sup>9</sup> Linda Haas and C. Phillip Hwang, "The impact of taking parental leave on fathers' participation in childcare and relationships with children: Lessons from Sweden," Community, Work, & Family, 11(1), 85-104 (2008).

<sup>10</sup> Bethany C. Lee et al., "The effect of California's paid family leave policy on parent health: A quasi-experimental study," Social Science and Medicine, 251:112915 (2020); Anna Mansdotter et al., "Paternity leave in Sweden–Costs, savings and health gains," Health Policy 82 (2007) 102-115, 107, 112.

<sup>11</sup> Petra Persson and Maya Rossin-Slater, "When Dad Can Stay Home: Fathers' Workplace Flexibility and Maternal Health," American Economic Journal: Applied Economics, 16 (4): 186–219 (2024).

<sup>12</sup> Signe Hald Andersen, "Paternity Leave and the Motherhood Penalty: New Causal Evidence," Journal of Marriage and Family 80 (October 2018): 1125–1143.

<sup>13</sup> Sofia I. Cardenas et al., "Associations between Paid Paternity Leave and Parental Mental Health Across the Transition to Parenthood: Evidence from a Repeated-Measure Study of First-Time Parents in California," Journal of Child and Family Studies 30, 3080–3094 (2021).

<sup>14</sup> Richard J. Petts et al., "If I [Take] Leave, Will you Stay? Paternity Leave and Relationship Stability," Journal of Social Policy, 2020 October; 49(4).

<sup>15</sup> Mariam S. Khan, "Paid family leave and children health outcomes in OECD countries," Children and Youth Services Review, Vol. 116 (2020), 105259.

<sup>16</sup> Workers may also need leave to medically recover from childbirth in circumstances in which they do not need time to bond with a child, including stillbirths, surrogacy, and those whose children are adopted.

<sup>17</sup> While most people who give birth are women, trans men and nonbinary people who give birth also need and deserve leave to recover from childbirth as well as to bond.

<sup>18</sup> States vary substantially in the extent to which they identify or track bonding leave claims from nonbinary claimants. To facilitate comparisons among states, this analysis only separately analyzes claims labeled as from male or female claimants as percentage of total bonding claims.

<sup>19</sup> Note that, due to limitations in available data, Oregon data cover a period of approximately 18 months.

<sup>20</sup> Data provided by e-mail to author by Matt Hasso, Economic Analyst III, Leave and Care, Washington Employment Security Department, March 19, 2025. <sup>21</sup> Percentages are for approved bonding claims in fiscal year 2024 (10/1/23 to 9/30/24). Data provided by e-mail to author by Michael Henderson, Program Analyst, Office of Paid Family Leave, Bureau of Economic Stability and Benefits, D.C. Department of Employment Services, March 18, 2025.

<sup>22</sup> Bonding leave claims classified as "eligible" for calendar year 2023, data from New Jersey Department of Labor and Workforce Development, Family Leave Insurance and Temporary Disability Insurance Combined Annual Activity Report (December 2024), pg. 18, https://www.nj.gov/labor/myleavebenefits/assets/pdfs/Annual%20FLI%20 TDI%20Report%20for%202023.pdf.

<sup>23</sup> Bonding leave claims filed in state fiscal year 2023-2024 (7/12/23 to 6/30/24), from Employment Development Department, State of California, "Paid Family Leave (PFL) Progrm Statistics," pg. 1, https://edd.ca.gov/siteassets/files/about\_edd/quickstats/qspfl\_pfl\_program\_statistics.pdf. Because benefits launched in July 2004, the first full calendar year for which benefits were available is 2005. In calendar year 2004, when family leave benefits were only available for half the year, 15.3% of submitted bonding leave claims were filed by men. Id.

<sup>24</sup> Bonding leave claims classified as "eligible" for calendar year 2010, among those for whom gender information was available, data from New Jersey Department of Labor and Workforce Development, Annual Report 2010: Family Leave Insurance and Temporary Disability Insurance Programs (December 2011), pg. 10, https://www. nj.gov/labor/forms\_pdfs/tdi/ANNUAL\_FLI-TDI\_REPORT\_FOR\_2010.pdf. New Jersey's program began providing paid family leave benefits in July 2009 but provides data on a calendar year basis, making calendar year 2010 the first full year for which data are available. In calendar year 2009, when paid family leave benefits were only available for six months, 12% of eligible bonding leave claims were from men. Data from New Jersey Department of Labor and Workforce Development, Annual Report 2009: Family Leave Insurance and Temporary Disability Insurance Programs Combined Annual Activity Report (December 2011), pg. 10, https://dspace.njstatelib. org/bitstreams/ceac7b77-df60-447f-8393-9c239d40869d/download.

<sup>25</sup> Oregon began paying benefits in September 2023, while Colorado began paying benefits in January 2024.

<sup>26</sup> Approved bonding leave applications from August 13, 2023 to January 31, 2025, data from presentation by Paid Leave Oregon to Oregon Senate Committee on Early Childhood and Behavioral Health, February 11, 2025, https://olis.oregonlegislature.gov/liz/2025R1/Downloads/CommitteeMeetingDocument/290226. Benefits became payable in Oregon beginning on September 13, 2023. Due to limitations in available data, the statistics provided for Oregon cover a period of approximately 18 months, including the one month period when claims could be submitted before the start of the program.

<sup>27</sup> Bonding leave claims submitted in calendar year 2024 currently categorized as approved, completed, or pending/processing, data provided by e-mail to author by Michael Borts, Data Analyst III, Family and Medical Leave Insurance Program, Colorado Department of Labor and Employment, April 30, 2025.

<sup>28</sup> Bonding leave claims filed in state fiscal year 2023-2024 (7/12/23-6/30/24), from Employment Development Department, State of California, "Paid Family Leave (PFL) Progrm Statistics," pg. 1, https://edd.ca.gov/siteassets/files/about\_edd/quick-stats/ qspfl\_pfl\_program\_statistics.pdf

<sup>29</sup> Author's calculations based on data from Employment Development Department, State of California, "Paid Family Leave (PFL) Program Statistics," pg. 1, https://edd. ca.gov/siteassets/files/about\_edd/quick-stats/qspfl\_pfl\_program\_statistics.pdf and Employment Development Department, State of California, "Overview of California's Paid Family Leave Program: 2025," pg. 15, https://edd.ca.gov/siteassets/files/ pdf\_pub\_ctr/de2530.pdf.

<sup>30</sup> Author's calculations based on data from New Jersey Department of Labor and Workforce Development, Family Leave Insurance and Temporary Disability Insurance Combined Annual Activity Report (December 2024), pg. 18, https://www.nj.gov/ labor/myleavebenefits/assets/pdfs/Annual%20FLI%20TDI%20Report%20for%20 2023.pdf and New Jersey Department of Labor and Workforce Development, Annual Report 2010: Family Leave Insurance and Temporary Disability Insurance Programs (December 2011), pg. 10, https://www.nj.gov/labor/forms\_pdfs/tdi/ANNUAL\_FLI-TDI\_REPORT\_FOR\_2010.pdf.

