

119TH CONGRESS
1ST SESSION

H. R. 3089

To direct the Secretary of Labor to carry out a grant program to award grants to States to carry out a paid family leave program, to establish the Interstate Paid Leave Action Network, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

APRIL 30, 2025

Mrs. BICE (for herself, Ms. HOULAHAN, Mrs. MILLER-MEEKS, Ms. STEVENS, Ms. LETLOW, Mr. BEYER, Mr. FEENSTRA, and Mr. GOMEZ) introduced the following bill; which was referred to the Committee on Education and Workforce, and in addition to the Committees on Ways and Means, Armed Services, Oversight and Government Reform, House Administration, and the Judiciary, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

A BILL

To direct the Secretary of Labor to carry out a grant program to award grants to States to carry out a paid family leave program, to establish the Interstate Paid Leave Action Network, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “More Paid Leave for
5 More Americans Act”.

1 **TITLE I—STATE PAID FAMILY**
2 **LEAVE PUBLIC-PRIVATE**
3 **PARTNERSHIP**

4 **SEC. 101. ESTABLISHMENT OF THE STATE PAID FAMILY**
5 **LEAVE PUBLIC-PRIVATE PARTNERSHIP**
6 **GRANT PROGRAM.**

7 (a) IN GENERAL.—The Secretary of Labor shall es-
8 tablish and administer a competitive grant program to
9 provide grants to States that have enacted a law estab-
10 lishing a paid family leave program as described in sub-
11 section (d).

12 (b) ELIGIBILITY.—To be eligible to receive a grant
13 under this section, a State shall—

14 (1) have enacted a State law establishing a paid
15 family leave program as described in subsection (d);
16 and

17 (2) participate in the Interstate Paid Leave Ac-
18 tion Network established under section 202(a).

19 (c) APPLICATION.—

20 (1) IN GENERAL.—To be eligible to receive a
21 grant under this section, a State shall submit to the
22 Secretary an application at such time, in such man-
23 ner, and containing such information as the Sec-
24 retary may require, including how the funds will be
25 used, the working population of the State, the per-

1 centage of the State's working population that is
2 able to access a paid family leave benefit, and the
3 source of such benefit.

4 (2) PRIORITY.—

5 (A) IN GENERAL.—The Secretary shall
6 prioritize States—

7 (i) that indicate in the application
8 submitted under paragraph (1) that the
9 covered partnership will use software that
10 is a commercially available off-the-shelf
11 item (as defined in part 2.101 of the Fed-
12 eral Acquisition Regulation) to administer
13 benefits;

14 (ii) that have, relative to other States
15 that have submitted an application in a
16 given year, a lower percentage of the work-
17 ing population of the State that have ac-
18 cess to a paid family leave benefit at the
19 time of the submission of the application;

20 (iii) that demonstrate in the applica-
21 tion that the State has a plan to imple-
22 ment a financing mechanism that does not
23 have long-term reliance on Federal fund-
24 ing; and

1 (iv) that demonstrate in the applica-
2 tion how the State paid family leave pro-
3 gram serves low-income populations.

4 (B) CONSIDERATION PROHIBITION.—The
5 Secretary may not consider whether a State
6 provides benefits in excess of those required
7 under subsection (d) when deciding which
8 States shall receive a grant under this title.

9 (d) PAID FAMILY LEAVE PROGRAM REQUIRE-
10 MENTS.—

11 (1) PROGRAM REQUIREMENTS.—A paid family
12 leave program described in this subsection shall, at
13 a minimum—

14 (A) provide, through the covered partner-
15 ship, a paid family leave benefit to eligible em-
16 ployees because of—

17 (i) the birth of a son or daughter of
18 an eligible employee and in order to care
19 for such son or daughter; and

20 (ii) the placement of a son or daugh-
21 ter with the eligible employee for adoption;

22 (B) provide 6 weeks of paid family leave
23 benefits;

24 (C) annually establish a weekly maximum
25 benefit amount that is equal to 150 percent of

1 the State's average weekly wage (based on the
2 most recent calendar year for which data is
3 available from the Quarterly Census of Employ-
4 ment and Wages program of the BLS);

5 (D) only permit an eligible employee to be
6 entitled to a leave benefit under clauses (i) and
7 (ii) of subparagraph (A) for a birth or place-
8 ment of a son or daughter during the 12-month
9 period beginning on the date of such birth or
10 placement;

11 (E) require the establishment and use of a
12 covered partnership; and

13 (F) establish premium rates or a financing
14 method to fund the paid family leave program
15 for employees, employers, or both to pay.

16 (2) PAID FAMILY LEAVE BENEFIT.—For the
17 purposes of this title, a paid family leave benefit pro-
18 vided to an eligible employee shall, at a minimum,
19 include weekly compensation in an amount (not to
20 exceed the amount described in paragraph (1)(C))
21 equal to the product of the average weekly earnings
22 of the eligible employee and—

23 (A) in the case of an eligible employee
24 whose earnings for the 4 most recently com-
25 pleted calendar quarters that immediately pre-

1 cede the paid family leave benefit request are
2 less than or equal to the poverty line (as de-
3 fined in section 673 of the Community Services
4 Block Grant Act (42 U.S.C. 9902)) applicable
5 to a 4-person household, 67 percent;

6 (B) in the case of an eligible employee
7 whose earnings for such calendar quarters are
8 more than such poverty line, but less than the
9 amount that is double such poverty line, a per-
10 centage equal to—

11 (i) 67 percent, minus

12 (ii) the product of—

13 (I) 17 percent; and

14 (II) the percentage by which the
15 employee's earnings exceed such pov-
16 erty line; or

17 (C) in the case of any other eligible em-
18 ployee, 50 percent.

19 (3) RECALCULATION OF BENEFIT AMOUNT.—

20 The weekly compensation calculated under para-
21 graph (2) for an eligible employee shall be recal-
22 culated each time such employee applies for a paid
23 family leave benefit.

24 (4) EMPLOYEES WITH MULTIPLE EMPLOY-
25 ERS.—In the case that an employee is employed by

1 multiple employers, such an employee is entitled to
2 receive a benefit from each employer, but the em-
3 ployee may not receive a total combined weekly ben-
4 efit in excess of the maximum benefit amount estab-
5 lished by a State pursuant to paragraph (1)(C).

6 (5) EMPLOYER SELF-ADMINISTRATION FLEXI-
7 BILITY.—In the case that a State’s paid family leave
8 program includes a requirement for employer par-
9 ticipation, States shall be deemed to be in compli-
10 ance with this section only if they allow employers
11 to self-administer paid family leave benefits to eligi-
12 ble employees, provided such benefits meet or exceed
13 the paid family leave program established by the
14 State that meets the requirements of this subsection.

15 (6) RULE OF CONSTRUCTION.—Nothing in this
16 subsection shall be construed to limit the ability of
17 a State to provide additional paid family leave bene-
18 fits (including benefits for reasons described in sec-
19 tion 102(a)(1) of the Family and Medical Leave Act
20 of 1993 (29 U.S.C. 2612(a)(1))) in excess of the
21 benefits required to be provided under this sub-
22 section.

23 (e) USE OF FUNDS.—Grants awarded under this sec-
24 tion may be used by States for the following purposes:

1 (1) Start up costs for the implementation of the
2 paid family leave program.

3 (2) To pay out benefits to eligible employees,
4 but only for the reasons described in subsection
5 (d)(1)(A).

6 (3) To fund the covered partnership.

7 (4) Paid family leave program design.

8 (5) Purchasing and maintaining any necessary
9 software.

10 (6) Establishing a covered partnership.

11 (7) Obtaining technical assistance for the State
12 or the covered partnership to carry out a paid family
13 leave program.

14 (8) Outreach to employers, payroll providers,
15 relevant professional or trade associations, and the
16 general public to increase awareness of the State's
17 paid family leave program and to convey relevant in-
18 formation such as program eligibility, funding re-
19 quirements, benefit information, the application
20 process, and any other information the State deems
21 relevant.

22 (9) Other activities to disseminate information
23 about, and otherwise support, the accessibility of the
24 State's paid family leave program, including the op-
25 eration and maintenance of a program website, run-

1 ning a call center, and sending marketing materials
2 on the State's covered partnership to the groups de-
3 scribed in paragraph (8).

4 (10) Research to inform the establishment and
5 operation of the State's paid family leave program,
6 including program evaluations, and the dissemina-
7 tion of such research to the public.

8 (11) To evaluate existing programs and models.

9 (12) To reduce administrative burdens on em-
10 ployers in the State.

11 (f) GRANT AMOUNTS.—

12 (1) IN GENERAL.—In determining the amount
13 of a grant to be provided to a State, the Secretary
14 shall consider—

15 (A) the size of the working population of
16 the State relative to the size of the working
17 population of the other States that are receiving
18 a grant;

19 (B) the birth rate of the State relative to
20 the other such States;

21 (C) the share of low-income individuals in
22 the State; and

23 (D) the demonstrated need of a State in
24 the grant application.

1 (2) LIMITS.—A grant provided under this sec-
2 tion may not be less than \$1,500,000 and not more
3 than \$7,000,000.

4 **SEC. 102. OVERSIGHT.**

5 (a) REPORT.—Not later than 1 year after a State re-
6 ceives a grant under this section, and on an annual basis
7 thereafter, the State shall submit to the Secretary, and
8 make publicly available, a report on—

9 (1) how the State has used the grant funds;
10 and

11 (2) the number of individuals in the State that
12 have used paid family leave benefits as a result of
13 the grant program described in section 101.

14 (b) ANNUAL REPORT.—The Secretary shall, on an
15 annual basis beginning on the date that is 1 year after
16 the date the Secretary receives the first report under sub-
17 section (a), submit a report to the appropriate committees
18 on the progress of States establishing paid family leave
19 programs, the modification of existing paid family leave
20 programs, and any changes in the levels of access workers
21 have to paid family leave benefits in each State that re-
22 ceives a grant under section 101.

23 (c) AUDIT REQUIRED.—Not later than 1 year after
24 a State receives a grant under section 101, and on an an-
25 nual basis thereafter, the Inspector General of the Depart-

1 ment of Labor shall conduct audits on States that received
2 such a grant to determine whether such States—

3 (1) are using the grant funds in compliance
4 with the requirements described in section 101(e);
5 and

6 (2) engaging in any waste, fraud, or abuse.

7 (d) APPROPRIATE COMMITTEES DEFINED.—In this
8 section, the term “appropriate committees” means—

9 (1) the Committee on Education and Work-
10 force, the Ways and Means Committee, and the
11 Committee on Appropriations of the House of Rep-
12 resentatives; and

13 (2) the Committee on Health, Education,
14 Labor, and Pensions, the Committee on Finance,
15 and the Committee on Appropriations of the Senate.

16 **SEC. 103. DEFINITIONS.**

17 In this title:

18 (1) AVERAGE WEEKLY EARNINGS.—The term
19 “weekly earnings”, with respect to an individual,
20 means the quotient obtained by dividing—

21 (A) the earnings of the individual, by

22 (B) 52.

23 (2) COVERED PARTNERSHIP.—The term “cov-
24 ered partnership”—

1 (A) means a partnership between a State
2 and at least one private entity (such as an in-
3 surance company or other private entity han-
4 dling specific functions of the paid leave pro-
5 gram, such as the benefit application process),
6 that provides a paid family leave benefit to eli-
7 gible employees pursuant to the paid family
8 leave program established by the State that
9 meets the requirements of section 101(d); and

10 (B) includes a State that allows employers
11 to self-administer paid family leave benefits, as
12 described in section 101(d)(5).

13 (3) EARNINGS.—The term “earnings”, with re-
14 spect to an individual, means all compensation for
15 employment that is considered under the applicable
16 State unemployment compensation law for the pur-
17 pose of calculating the amount of unemployment
18 compensation for the individual.

19 (4) ELIGIBLE EMPLOYEE.—

20 (A) IN GENERAL.—The term “eligible em-
21 ployee” means an employee who has been em-
22 ployed—

23 (i) for at least 12 months by the em-
24 ployer with respect to whom leave is re-

1 requested for the birth or placement of a son
2 or daughter; and

3 (ii) for at least 1,250 hours of service
4 with such employer during the previous 12-
5 month period.

6 (B) DETERMINATION.—For purposes of
7 determining whether an employee meets the
8 hours of service requirement specified in sub-
9 paragraph (A)(ii), the legal standards estab-
10 lished under section 7 of the Fair Labor Stand-
11 ards Act of 1938 (29 U.S.C. 207) shall apply.

12 (5) EMPLOYER.—The term “employer” has the
13 meaning given the term in section 101(4)(A)(i) and
14 (ii) of the Family and Medical Leave Act of 1993
15 (29 U.S.C. 2611(4)(A)(i)–(ii)).

16 (6) FLSA TERMS.—The terms “employ” and
17 “employee” have the meanings given the terms in
18 section 3 of the Fair Labor Standards Act of 1938
19 (29 U.S.C. 203).

20 (7) STATE.—The term “State” includes any
21 State of the United States, the District of Columbia,
22 Puerto Rico, the Virgin Islands, American Samoa,
23 Guam, and the Commonwealth of the Northern Mar-
24 iana Islands.

1 (8) SON OR DAUGHTER.—The term “son or
2 daughter” has the meaning given the term in section
3 101 of the Family and Medical Leave Act of 1993
4 (29 U.S.C. 2611).

5 **SEC. 104. RESCISSION AND APPROPRIATION OF FUNDS.**

6 (a) TARIFF ACT ENFORCEMENT ACTIONS.—Section
7 11334 of the James M. Inhofe National Defense Author-
8 ization Act for Fiscal Year 2023 (16 U.S.C. 1885a) is
9 amended by striking “\$20,000,000” and inserting
10 “\$10,000,000”.

11 (b) DEPARTMENT OF DEFENSE GOLF COURSES;
12 LIMITATION ON USE OF APPROPRIATED FUNDS.—Section
13 2491a of title 10, United States Code, is amended—

14 (1) by striking “(a) LIMITATION.—Except as
15 provided in subsection (b), funds” and inserting
16 “Funds”; and

17 (2) by striking subsection (b).

18 (c) CONTRACT MODIFICATION.—

19 (1) RELEASE.—The head of each executive
20 agency that, as of the day before the date of enact-
21 ment of this Act, has entered into a contract or pur-
22 chase order under Procurement Instrument Identifi-
23 fier GS03F047CA shall take such steps as may be
24 necessary to terminate any such order or contract

1 and release the unexpended balances of any funds
2 obligated to carry out any such order or contract.

3 (2) RESCISSION.—Any balance released from
4 obligation pursuant to the termination of a contract
5 or order pursuant to paragraph (1) shall be perma-
6 nently rescinded as of the date of the termination of
7 the applicable contract or order.

8 (3) EXECUTIVE AGENCY DEFINED.—In this
9 subsection, the term “executive agency” has the
10 meaning given the term in section 133 of title 41,
11 United States Code.

12 (d) AUTHORIZATION OF APPROPRIATIONS.—There
13 are authorized to be appropriated to carry out this title
14 the following amounts:

15 (1) \$39,787,500 for fiscal year 2026.

16 (2) \$79,575,000 for fiscal year 2027.

17 (3) \$145,887,500 for fiscal year 2028.

18 **TITLE II—I-PLAN**

19 **SEC. 201. DEFINITIONS.**

20 In this title:

21 (1) BLS.—The term “BLS” means the Bureau
22 of Labor Statistics.

23 (2) EMPLOYER-PROVIDED PAID FAMILY AND
24 MEDICAL LEAVE PLAN.—The terms “employer-pro-

1 vided paid family and medical leave plan” and “em-
2 ployer plan” mean a plan that—

3 (A) is provided by an employer to the em-
4 ployees of such employer (whether directly,
5 under a contract with an insurer, or provided
6 through a multiemployer plan);

7 (B) is an option for an employer within the
8 structure of a State paid family and medical
9 leave program in such State; and

10 (C) meets or exceeds the requirements of
11 the State paid family and medical leave pro-
12 gram of the State in which such employee is
13 employed.

14 (3) I-PLAN.—The term “I-PLAN” means the
15 Interstate Paid Leave Action Network established in
16 section 202(a).

17 (4) I-PLAN AGREEMENT.—The term “I-
18 PLAN Agreement” means the interstate agreement
19 produced pursuant to section 202(b).

20 (5) NATIONAL INTERMEDIARY.—The term “na-
21 tional intermediary” means a national nongovern-
22 mental workforce organization that has extensive ex-
23 perience partnering with the Department of Labor
24 to operate interstate technological systems and the

1 electronic transmission of information and data for
2 State workforce agencies and employers.

3 (6) PAID LEAVE.—The term “paid leave”
4 means an increment of compensated leave that is
5 provided, in the case of a State program, by such
6 State or, in the case of an employer plan, by such
7 employer for use during a period in which such indi-
8 vidual is not working due to a qualifying reason.

9 (7) QUALIFYING REASON.—The term “quali-
10 fying reason” means, in relation to an individual, a
11 reason described in subparagraphs (A) through (D)
12 of section 102(a)(1) of the Family and Medical
13 Leave Act of 1993 (29 U.S.C. 2612(a)(1)) (applied
14 for purposes of this paragraph as if the individual
15 involved were the employee referred to in such sec-
16 tion).

17 (8) SECRETARY.—The term “Secretary” means
18 the Secretary of Labor.

19 (9) STATE FOCAL.—The term “State focal”
20 means, with respect to a State, an individual—

21 (A) designated by the State agency in
22 charge of such State’s paid family and medical
23 leave program to—

24 (i) participate in the I-PLAN;

1 (ii) lead such State’s efforts to adopt
2 and implement the I-PLAN Agreement;
3 and

4 (iii) communicate with key paid leave
5 stakeholders across the State; and

6 (B) who—

7 (i) is employed by such State’s paid
8 family and medical leave program; and

9 (ii) has knowledge, experience, and
10 authority in paid leave matters.

11 (10) STATE PAID FAMILY AND MEDICAL LEAVE
12 PROGRAM.—The terms “State paid family and med-
13 ical leave program” and “State program” mean a
14 program under State law that provides, during any
15 24-month period, a total of not less than 6 weeks of
16 paid leave to individuals—

17 (A) for each qualifying reason; and

18 (B) in aggregate.

19 **SEC. 202. INTERSTATE PAID LEAVE ACTION NETWORK.**

20 (a) IN GENERAL.—

21 (1) ESTABLISHMENT.—There is established an
22 Interstate Paid Leave Action Network the purpose
23 of which is to provide support and incentives for the
24 development and adoption of an interstate agree-

1 ment in accordance with this title to benefit employ-
2 ees, States, and employers by—

3 (A) facilitating streamlined benefit deliv-
4 ery;

5 (B) reducing administrative burden; and

6 (C) coordinating and harmonizing State
7 programs.

8 (2) MEMBERSHIP.—The I-PLAN shall include
9 a State focal from each State receiving a conforming
10 grant under section 204(a).

11 (3) MEETINGS.—The I-PLAN shall meet not
12 less than 3 times in each calendar year.

13 (4) PROCESSES.—

14 (A) CERTIFICATION.—States shall certify
15 to the Secretary their participation in the I-
16 PLAN.

17 (B) PROCEDURES.—State focals may de-
18 termine, in coordination with the Secretary, the
19 process for the following:

20 (i) the order in which States approach
21 the substance of each I-PLAN require-
22 ment;

23 (ii) the process by which States reach
24 consensus on such substance and agree to
25 the I-PLAN Agreement;

1 (iii) the process by which a State may
2 leave the I-PLAN; and

3 (iv) other processes relevant to the
4 success and administration of the I-PLAN
5 as the Secretary determines.

6 (5) ROADMAP.—The I-PLAN shall develop,
7 and annually update, a roadmap for developing and
8 implementing the interstate agreement described in
9 subsection (b) including metrics for success.

10 (b) DUTIES.—The duty of the I-PLAN shall be to
11 produce an interstate agreement into which States offer-
12 ing a State paid family and medical leave program may
13 enter and to periodically update such agreement as nec-
14 essary to improve clarity and scope. Such agreement shall
15 be publicly available and pursue each of the following re-
16 quirements:

17 (1) POLICY STANDARD.—Create a single policy
18 standard with respect to all participating States to
19 facilitate easier compliance with and understanding
20 of paid leave programs across States, including defi-
21 nitions for the following:

22 (A) Benefit day, week, and year.

23 (B) Base period.

24 (C) Intermittent and reduced schedule
25 leave.

1 (D) Place of performance.

2 (E) Family members.

3 (F) Employee eligibility.

4 (G) Employee coverage.

5 (H) Waiting period.

6 (I) Covered wage.

7 (2) ADMINISTRATIVE STANDARD.—Create a sin-
8 gle administrative standard with respect to all par-
9 ticipating States to facilitate easier compliance with
10 and understanding of paid leave programs across
11 States, including—

12 (A) the process by which employers re-
13 spond to requests from States to verify and pro-
14 vide employee information for eligibility deter-
15 minations, including wages and work history;

16 (B) the process by which employers provide
17 periodic and permanent notice of the avail-
18 ability of paid leave under a State program or
19 employer plan to employees;

20 (C) employees' responsibility to provide no-
21 tices of leave to their employers;

22 (D) timing of and process for collecting
23 payroll contributions;

24 (E) coordinating with other types of paid
25 time off and leaves of absence;

- 1 (F) continuing other benefits;
- 2 (G) accessing employee leave information;
- 3 (H) protecting personal information;
- 4 (I) creating and updating written leave
5 materials such as handbooks;
- 6 (J) maintaining records and documenta-
7 tion; and
- 8 (K) if a State program permits employers
9 to elect to provide employer plans, facilitating
10 such election, including by creating a single
11 equivalency standard with respect to all partici-
12 pating States to determine whether the max-
13 imum monetary value of an employer plan for
14 the average weekly wage of workers in the State
15 for total covered establishments in all industries
16 (based on the most recent calendar year for
17 which data are available from the Quarterly
18 Census of Employment and Wages program of
19 the BLS) is greater than or equal to the max-
20 imum monetary value of a State program (or
21 that of multiple States), taking into account
22 programmatic elements such as—
- 23 (i) how benefit duration, wage replace-
24 ment, absence of a weekly benefit cap, ab-

1 sence of a waiting week, and other factors
2 interact in a quantitative manner; and

3 (ii) how an individual taking paid
4 family and medical leave for a qualifying
5 reason affects the ability of such individual
6 to take paid family and medical leave for
7 another qualifying reason.

8 (3) COORDINATION OF BENEFITS ACROSS
9 STATE PROGRAMS.—Create a single process for
10 State programs to process claims for an individual
11 who has work history across multiple participating
12 States so that a single State program may provide
13 benefits to such individual on the basis of all such
14 work history.

15 **SEC. 203. NATIONAL INTERMEDIARY TO SUPPORT THE**
16 **INTERSTATE PAID LEAVE ACTION NETWORK.**

17 (a) AUTHORITY TO MAKE GRANTS.—Subject to the
18 availability of appropriations under section 205(a), the
19 Secretary, acting through the Employment and Training
20 Administration, shall award a grant to one national inter-
21 mediary to facilitate the activities of the I-PLAN.

22 (b) USE OF FUNDS.—A national intermediary award-
23 ed a grant under subsection (a) shall use funds for the
24 costs related to each of the following:

25 (1) MEETINGS.—Meeting activities, including—

1 (A) convening the State focals as described
2 in section 202(a)(3), including reasonable trav-
3 el, transportation, and other expenses of State
4 focals and staff of the national intermediary
5 (and any necessary accompanying State per-
6 sonnel);

7 (B) making publicly available information
8 on the agendas and outcomes of such meetings;
9 and

10 (C)(i) not later than 12 months after the
11 date of enactment of this title, making publicly
12 available the roadmap described under section
13 202(a)(5); and

14 (ii) making any updates to such roadmap
15 publicly available.

16 (2) ANNUAL REPORT.—Producing and making
17 publicly available on an annual basis a report that
18 compares State programs, including information
19 on—

20 (A) benefit eligibility;

21 (B) the maximum number of weeks an eli-
22 gible employee is allowed to receive benefits—

23 (i) for each qualifying reason; and

24 (ii) in aggregate;

1 (C) wage replacement rate and how that
2 may vary based on prior earnings;

3 (D) maximum weekly benefit amount;

4 (E) how such programs are financed by
5 employees and employers, including the payroll
6 tax rate and amount of wages subject to tax;

7 (F) whether and how such programs allow
8 employers to provide employer plans, taking
9 into consideration elements such as—

10 (i) benefit payment timeliness; and

11 (ii) employer and employee adminis-
12 trative complexity;

13 (G) whether and how such programs co-
14 ordinate with other types of paid-time off and
15 leaves of absence;

16 (H) the reasons, including qualifying rea-
17 sons, under which an individual is eligible to
18 take paid family and medical leave; and

19 (I) other activities essential for the success,
20 effectiveness, and sustainability of the I-PLAN.

21 (3) OUTREACH AND COORDINATION.—Engage-
22 ment, consulting, and gathering relevant information
23 in coordination with I-PLAN States from a wide
24 range of external stakeholders, including—

25 (A) State legislatures;

1 (B) Governors;

2 (C) employees;

3 (D) representatives of employers, includ-
4 ing—

5 (i) employers with employees in mul-
6 tiple States; and

7 (ii) employers with fewer than 50 em-
8 ployees;

9 (E) self-employed individuals;

10 (F) policy experts and other organizations
11 with expertise on paid leave and unemployment
12 compensation programs; and

13 (G) Tribal governments.

14 (4) STANDARDIZED AND INTEROPERABLE
15 TECHNOLOGY SYSTEM FOR WAGES.—Providing a
16 standardized technology-based system to facilitate
17 States' ability to carry out the I-PLAN Agreement,
18 allowing States to process interstate claims and
19 strengthen program integrity, that—

20 (A) adopts or leverages modular technology
21 that—

22 (i) ensures privacy, security, and
23 prompt data availability;

1 (ii) enhances and streamlines the
2 claimant, employer, and participating State
3 experience; and

4 (iii) is interoperable with other rel-
5 evant State systems; and

6 (B) permits States to report on, to the ex-
7 tent reasonable and technologically feasible, and
8 disaggregated by qualifying reason, on trends
9 such as—

10 (i) the number of initial and contin-
11 ued benefit claims;

12 (ii) average duration of benefits;

13 (iii) average weekly benefit amount;

14 (iv) average time between filing a
15 claim and receiving an initial benefit pay-
16 ment; and

17 (v) the accuracy of benefit payment
18 amounts.

19 (5) ADDITIONAL USES.—Additional activities,
20 including—

21 (A) hiring and compensating staff;

22 (B) formulating guidance, recommenda-
23 tions, and best practices for States;

24 (C) providing training on program admin-
25 istration;

1 (D) providing technical assistance to
2 States; and

3 (E) creating or leveraging technology es-
4 sential for the success and effectiveness of the
5 I-PLAN.

6 (c) DURATION OF AWARD.—

7 (1) IN GENERAL.—Subject to paragraph (2),
8 the period during which payments are made to an
9 entity from an award of a grant under subsection
10 (a) shall be 5 years.

11 (2) COMPLIANCE.—The Secretary shall annu-
12 ally evaluate whether the national intermediary is
13 complying with the requirements of this title and, if
14 the Secretary determines that the national inter-
15 mediary is not so complying, shall withhold any pay-
16 ment or part of the payment to the national inter-
17 mediary under this section for the following fiscal
18 year unless and until the Secretary determines the
19 national intermediary has remedied such compliance
20 issue.

21 (d) NATIONAL INTERMEDIARY OVERSIGHT.—The
22 Secretary shall—

23 (1) monitor the national intermediary to ensure
24 compliance with the requirements of this title;

1 (2) provide technical assistance to assist the na-
2 tional intermediary with such compliance; and

3 (3) require regular reports on the performance
4 of the national intermediary, including on the road-
5 map under section 202(a)(5), the use of funds under
6 section 203(b), and other methods of evaluation.

7 **SEC. 204. GRANTS TO ELIGIBLE STATES.**

8 (a) CONFORMING GRANTS.—

9 (1) IN GENERAL.—

10 (A) AUTHORITY TO MAKE GRANTS.—Sub-
11 ject to the availability of appropriations under
12 section 205(b), the Secretary, acting through
13 the Employment and Training Administration,
14 shall, on an annual basis, make a conforming
15 grant to each eligible State.

16 (B) AMOUNT OF GRANT.—

17 (i) IN GENERAL.—A grant to an eligi-
18 ble State under this subsection shall be—

19 (I) not less than \$1,500,000 and
20 not more than \$8,000,000; and

21 (II) subject to subclause (I),
22 awarded on the basis of the relative
23 annual level of employment (as pub-
24 lished by the Current Employment
25 Statistics program of the BLS) of the

1 eligible State, compared to the annual
2 level of employment in all eligible
3 States.

4 (ii) ADJUSTMENT.—The amounts
5 specified in clause (i) shall be ratably in-
6 creased or decreased to the extent that
7 funds available under section 205(b) ex-
8 ceed or are less than (respectively) the
9 amount required to provide the amounts
10 specified in clause (i).

11 (2) ELIGIBLE STATES.—

12 (A) IN GENERAL.—To be eligible to receive
13 a grant under paragraph (1), a State shall—

14 (i) have a State focal; and

15 (ii) participate in the I-PLAN in good
16 faith.

17 (B) GOOD FAITH REQUIREMENT.—

18 (i) WITHHOLDING.—If the Secretary,
19 in consultation with the national inter-
20 mediary awarded the grant under section
21 203(a), determines that a State is not par-
22 ticipating in the I-PLAN in good faith,
23 the Secretary—

1 (I) shall provide warning and
2 feedback to States in a prompt man-
3 ner; and

4 (II) if, six months after the date
5 on which the Secretary provides such
6 warning and feedback, the Secretary
7 determines such State continues not
8 to participate in the I-PLAN in good
9 faith, the Secretary may elect to with-
10 hold a portion or the total amount of
11 a grant under paragraph (1) to such
12 State.

13 (ii) RESTORATION.—If the Secretary
14 elects to withhold an amount from a State
15 under clause (i)(II), the Secretary may
16 later elect to provide the amount so with-
17 held to such State if the Secretary later
18 determines that such State is participating
19 in good faith.

20 (b) IMPLEMENTATION GRANTS.—

21 (1) IN GENERAL.—

22 (A) AUTHORITY TO MAKE GRANTS.—Sub-
23 ject to the availability of appropriations under
24 section 205(c), the Secretary, acting through
25 the Employment and Training Administration,

1 shall, on an annual basis, make an implementa-
2 tion grant to each eligible State.

3 (B) AMOUNT OF GRANT.—

4 (i) IN GENERAL.—A grant to an eligi-
5 ble State under this subsection shall be—

6 (I) not less than \$1,500,000 and
7 not more than \$8,000,000; and

8 (II) subject to subclause (I),
9 awarded on the basis of the relative
10 annual level of employment (as pub-
11 lished by Current Employment Statis-
12 tics program of the BLS) of the eligi-
13 ble State, compared to the annual
14 level of employment in all eligible
15 States.

16 (ii) ADJUSTMENT.—The amounts
17 specified in clause (i) shall be ratably in-
18 creased or decreased to the extent that
19 funds available under section 205(c) exceed
20 or are less than (respectively) the amount
21 required to provide the amounts specified
22 in clause (i).

23 (2) ELIGIBILITY.—

1 (A) IN GENERAL.—Subject to subpara-
2 graph (B), to be eligible to receive a grant
3 under paragraph (1), a State shall—

4 (i) meet the requirements of sub-
5 section (a)(2)(A); and

6 (ii) have entered into the I-PLAN
7 Agreement.

8 (B) LIMITATION.—A State described in
9 subparagraph (A) shall be ineligible to receive a
10 grant for any fiscal year beginning after the
11 date that is 4 years after the date on which
12 such State enters into the I-PLAN Agreement
13 in which such State does not meet the require-
14 ments of such Agreement.

15 (c) USE OF FUNDS.—A State may use grants re-
16 ceived under this section—

17 (1) to help pay administrative costs, including
18 costs related to—

19 (A) customer service;

20 (B) staffing and training;

21 (C) technology;

22 (D) data sharing;

23 (E) identity validation; and

24 (F) program awareness; and

1 (2) to help small businesses, as defined by the
2 State, afford employer payroll contributions or ac-
3 cess other forms of technical and operational assist-
4 ance related to State paid family and medical leave.

5 **SEC. 205. AUTHORIZATION OF APPROPRIATIONS.**

6 (a) NATIONAL INTERMEDIARY GRANT.—There are
7 authorized to be appropriated not more than
8 \$8,824,106.36 for the purposes of section 203 for each
9 of fiscal years 2026 through 2028.

10 (b) CONFORMING GRANTS.—There are authorized to
11 be appropriated not more than \$35,296,425.43 for the
12 purposes of section 204(a) for each of fiscal years 2026
13 through 2028.

14 (c) IMPLEMENTATION GRANTS.—There are author-
15 ized to be appropriated not more than \$35,296,425.43 for
16 the purposes of section 204(b) for each of fiscal years
17 2026 through 2028.

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