

119TH CONGRESS  
1ST SESSION

# H. R. 3090

To establish the Interstate Paid Leave Action Network to provide support and incentives for the development and adoption of an interstate agreement that facilitates streamlined benefit delivery, reduced administrative burden, and coordination and harmonization of State paid family and medical leave programs to benefit employees, States, and employers.

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## IN THE HOUSE OF REPRESENTATIVES

APRIL 30, 2025

Ms. HOULAHAN (for herself, Mrs. BICE, Ms. LETLOW, Ms. STEVENS, Mrs. MILLER-MEEKS, Mr. GOMEZ, Mr. FEENSTRA, and Mr. BEYER) introduced the following bill; which was referred to the Committee on Education and Workforce

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## A BILL

To establish the Interstate Paid Leave Action Network to provide support and incentives for the development and adoption of an interstate agreement that facilitates streamlined benefit delivery, reduced administrative burden, and coordination and harmonization of State paid family and medical leave programs to benefit employees, States, and employers.

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

1 **SECTION 1. SHORT TITLE.**

2 This Act may be cited as the “Interstate Paid Leave  
3 Action Network Act of 2025” or “I-PLAN Act of 2025”.

4 **SEC. 2. DEFINITIONS.**

5 In this Act:

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

8 (2) EMPLOYER-PROVIDED PAID FAMILY AND  
9 MEDICAL LEAVE PLAN.—The terms “employer-pro-  
10 vided paid family and medical leave plan” and “em-  
11 ployer plan” mean a plan that—

12 (A) is provided by an employer to the em-  
13 ployees of such employer (whether directly,  
14 under a contract with an insurer, or provided  
15 through a multiemployer plan);

16 (B) is an option for an employer within the  
17 structure of a State paid family and medical  
18 leave program in such State; and

19 (C) meets or exceeds the requirements of  
20 the State paid family and medical leave pro-  
21 gram of the State in which such employee is  
22 employed.

23 (3) I-PLAN.—The term “I-PLAN” means the  
24 Interstate Paid Leave Action Network established in  
25 section 3(a).

1           (4) I-PLAN AGREEMENT.—The term “I-  
2           PLAN Agreement” means the interstate agreement  
3           produced pursuant to section 3(b).

4           (5) NATIONAL INTERMEDIARY.—The term “na-  
5           tional intermediary” means a national nongovern-  
6           mental workforce organization that has extensive ex-  
7           perience partnering with the Department of Labor  
8           to operate interstate technological systems and the  
9           electronic transmission of information and data for  
10          State workforce agencies and employers.

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

17          (7) QUALIFYING REASON.—The term “quali-  
18          fying reason” means, in relation to an individual, a  
19          reason described in subparagraphs (A) through (D)  
20          of section 102(a)(1) of the Family and Medical  
21          Leave Act of 1993 (29 U.S.C. 2612(a)(1)) (applied  
22          for purposes of this paragraph as if the individual  
23          involved were the employee referred to in such sec-  
24          tion).

1           (8) SECRETARY.—The term “Secretary” means  
2 the Secretary of Labor.

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

5           (A) designated by the State agency in  
6 charge of such State’s paid family and medical  
7 leave program to—

8           (i) participate in the I-PLAN;

9           (ii) lead such State’s efforts to adopt  
10 and implement the I-PLAN Agreement;  
11 and

12           (iii) communicate with key paid leave  
13 stakeholders across the State; and

14           (B) who—

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

17           (ii) has knowledge, experience, and  
18 authority in paid leave matters.

19           (10) STATE PAID FAMILY AND MEDICAL LEAVE  
20 PROGRAM.—The terms “State paid family and med-  
21 ical leave program” and “State program” mean a  
22 program under State law that provides, during any  
23 24-month period, a total of not less than 6 weeks of  
24 paid leave to individuals—

25           (A) for each qualifying reason; and

1 (B) in aggregate.

2 **SEC. 3. INTERSTATE PAID LEAVE ACTION NETWORK.**

3 (a) IN GENERAL.—

4 (1) ESTABLISHMENT.—There is established an  
5 Interstate Paid Leave Action Network the purpose  
6 of which is to provide support and incentives for the  
7 development and adoption of an interstate agree-  
8 ment in accordance with this Act to benefit employ-  
9 ees, States, and employers by—

10 (A) facilitating streamlined benefit deliv-  
11 ery;

12 (B) reducing administrative burden; and

13 (C) coordinating and harmonizing State  
14 programs.

15 (2) MEMBERSHIP.—The I-PLAN shall include  
16 a State focal from each State receiving a conforming  
17 grant under section 5(a).

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

20 (4) PROCESSES.—

21 (A) CERTIFICATION.—States shall certify  
22 to the Secretary their participation in the I-  
23 PLAN.

1 (B) PROCEDURES.—State focals may de-  
2 termine, in coordination with the Secretary, the  
3 process for the following:

4 (i) the order in which States approach  
5 the substance of each I-PLAN require-  
6 ment;

7 (ii) the process by which States reach  
8 consensus on such substance and agree to  
9 the I-PLAN Agreement;

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

12 (iv) other processes relevant to the  
13 success and administration of the I-PLAN  
14 as the Secretary determines.

15 (5) ROADMAP.—The I-PLAN shall develop,  
16 and annually update, a roadmap for developing and  
17 implementing the interstate agreement described in  
18 subsection (b) including metrics for success.

19 (b) DUTIES.—The duty of the I-PLAN shall be to  
20 produce an interstate agreement into which States offer-  
21 ing a State paid family and medical leave program may  
22 enter and to periodically update such agreement as nec-  
23 essary to improve clarity and scope. Such agreement shall  
24 be publicly available and pursue each of the following re-  
25 quirements:

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

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

7                   (B) Base period.

8                   (C) Intermittent and reduced schedule  
9           leave.

10                  (D) Place of performance.

11                  (E) Family members.

12                  (F) Employee eligibility.

13                  (G) Employee coverage.

14                  (H) Waiting period.

15                  (I) Covered wage.

16           (2) ADMINISTRATIVE STANDARD.—Create a sin-  
17           gle administrative standard with respect to all par-  
18           ticipating States to facilitate easier compliance with  
19           and understanding of paid leave programs across  
20           States, including—

21                   (A) the process by which employers re-  
22                   spond to requests from States to verify and pro-  
23                   vide employee information for eligibility deter-  
24                   minations, including wages and work history;

1 (B) the process by which employers provide  
2 periodic and permanent notice of the avail-  
3 ability of paid leave under a State program or  
4 employer plan to employees;

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

7 (D) timing of and process for collecting  
8 payroll contributions;

9 (E) coordinating with other types of paid  
10 time off and leaves of absence;

11 (F) continuing other benefits;

12 (G) accessing employee leave information;

13 (H) protecting personal information;

14 (I) creating and updating written leave  
15 materials such as handbooks;

16 (J) maintaining records and documenta-  
17 tion; and

18 (K) if a State program permits employers  
19 to elect to provide employer plans, facilitating  
20 such election, including by creating a single  
21 equivalency standard with respect to all partici-  
22 pating States to determine whether the max-  
23 imum monetary value of an employer plan for  
24 the average weekly wage of workers in the State  
25 for total covered establishments in all industries

1 (based on the most recent calendar year for  
2 which data are available from the Quarterly  
3 Census of Employment and Wages program of  
4 the BLS) is greater than or equal to the max-  
5 imum monetary value of a State program (or  
6 that of multiple States), taking into account  
7 programmatic elements such as—

8 (i) how benefit duration, wage replace-  
9 ment, absence of a weekly benefit cap, ab-  
10 sence of a waiting week, and other factors  
11 interact in a quantitative manner; and

12 (ii) how an individual taking paid  
13 family and medical leave for a qualifying  
14 reason affects the ability of such individual  
15 to take paid family and medical leave for  
16 another qualifying reason.

17 (3) COORDINATION OF BENEFITS ACROSS  
18 STATE PROGRAMS.—Create a single process for  
19 State programs to process claims for an individual  
20 who has work history across multiple participating  
21 States so that a single State program may provide  
22 benefits to such individual on the basis of all such  
23 work history.

1 **SEC. 4. NATIONAL INTERMEDIARY TO SUPPORT THE**  
2 **INTERSTATE PAID LEAVE ACTION NETWORK.**

3 (a) **AUTHORITY TO MAKE GRANTS.**—Subject to the  
4 availability of appropriations under section 6(a), the Sec-  
5 retary, acting through the Employment and Training Ad-  
6 ministration, shall award a grant to one national inter-  
7 mediary to facilitate the activities of the I-PLAN.

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

11 (1) **MEETINGS.**—Meeting activities, including—

12 (A) convening the State focals as described  
13 in section 3(a)(3), including reasonable travel,  
14 transportation, and other expenses of State  
15 focals and staff of the national intermediary  
16 (and any necessary accompanying State per-  
17 sonnel);

18 (B) making publicly available information  
19 on the agendas and outcomes of such meetings;  
20 and

21 (C)(i) not later than 12 months after the  
22 date of enactment of this Act, making publicly  
23 available the roadmap described under section  
24 3(a)(5); and

25 (ii) making any updates to such roadmap  
26 publicly available.

1           (2) ANNUAL REPORT.—Producing and making  
2 publicly available on an annual basis a report that  
3 compares State programs, including information  
4 on—

5                   (A) benefit eligibility;

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

8                           (i) for each qualifying reason; and

9                           (ii) in aggregate;

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

12                  (D) maximum weekly benefit amount;

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

16                  (F) whether and how such programs allow  
17 employers to provide employer plans, taking  
18 into consideration elements such as—

19                           (i) benefit payment timeliness; and

20                           (ii) employer and employee adminis-  
21 trative complexity;

22                  (G) whether and how such programs co-  
23 ordinate with other types of paid-time off and  
24 leaves of absence;

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

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

6 (3) OUTREACH AND COORDINATION.—Engage-  
7 ment, consulting, and gathering relevant information  
8 in coordination with I-PLAN States from a wide  
9 range of external stakeholders, including—

10 (A) State legislatures;

11 (B) Governors;

12 (C) employees;

13 (D) representatives of employers, includ-  
14 ing—

15 (i) employers with employees in mul-  
16 tiple States; and

17 (ii) employers with fewer than 50 em-  
18 ployees;

19 (E) self-employed individuals;

20 (F) policy experts and other organizations  
21 with expertise on paid leave and unemployment  
22 compensation programs; and

23 (G) Tribal governments.

24 (4) STANDARDIZED AND INTEROPERABLE  
25 TECHNOLOGY SYSTEM FOR WAGES.—Providing a

1 standardized technology-based system to facilitate  
2 States' ability to carry out the I-PLAN Agreement,  
3 allowing States to process interstate claims and  
4 strengthen program integrity, that—

5 (A) adopts or leverages modular technology

6 that—

7 (i) ensures privacy, security, and  
8 prompt data availability;

9 (ii) enhances and streamlines the  
10 claimant, employer, and participating State  
11 experience; and

12 (iii) is interoperable with other rel-  
13 evant State systems; and

14 (B) permits States to report on, to the ex-  
15 tent reasonable and technologically feasible, and  
16 disaggregated by qualifying reason, on trends  
17 such as—

18 (i) the number of initial and contin-  
19 ued benefit claims;

20 (ii) average duration of benefits;

21 (iii) average weekly benefit amount;

22 (iv) average time between filing a  
23 claim and receiving an initial benefit pay-  
24 ment; and

1 (v) the accuracy of benefit payment  
2 amounts.

3 (5) ADDITIONAL USES.—Additional activities,  
4 including—

5 (A) hiring and compensating staff;

6 (B) formulating guidance, recommenda-  
7 tions, and best practices for States;

8 (C) providing training on program admin-  
9 istration;

10 (D) providing technical assistance to  
11 States; and

12 (E) creating or leveraging technology es-  
13 sential for the success and effectiveness of the  
14 I-PLAN.

15 (c) DURATION OF AWARD.—

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

20 (2) COMPLIANCE.—The Secretary shall annu-  
21 ally evaluate whether the national intermediary is  
22 complying with the requirements of this Act and, if  
23 the Secretary determines that the national inter-  
24 mediary is not so complying, shall withhold any pay-  
25 ment or part of the payment to the national inter-

1       mediary under this section for the following fiscal  
2       year unless and until the Secretary determines the  
3       national intermediary has remedied such compliance  
4       issue.

5       (d) NATIONAL INTERMEDIARY OVERSIGHT.—The  
6 Secretary shall—

7           (1) monitor the national intermediary to ensure  
8       compliance with the requirements of this Act;

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

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

15 **SEC. 5. GRANTS TO ELIGIBLE STATES.**

16       (a) CONFORMING GRANTS.—

17           (1) IN GENERAL.—

18           (A) AUTHORITY TO MAKE GRANTS.—Sub-  
19       ject to the availability of appropriations under  
20       section 6(b), the Secretary, acting through the  
21       Employment and Training Administration,  
22       shall, on an annual basis, make a conforming  
23       grant to each eligible State.

24           (B) AMOUNT OF GRANT.—

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

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

5 (II) subject to subclause (I),  
6 awarded on the basis of the relative  
7 annual level of employment (as pub-  
8 lished by the Current Employment  
9 Statistics program of the BLS) of the  
10 eligible State, compared to the annual  
11 level of employment in all eligible  
12 States.

13 (ii) ADJUSTMENT.—The amounts  
14 specified in clause (i) shall be ratably in-  
15 creased or decreased to the extent that  
16 funds available under section 6(b) exceed  
17 or are less than (respectively) the amount  
18 required to provide the amounts specified  
19 in clause (i).

20 (2) ELIGIBLE STATES.—

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

23 (i) have a State focal; and

24 (ii) participate in the I-PLAN in good  
25 faith.

1 (B) GOOD FAITH REQUIREMENT.—

2 (i) WITHHOLDING.—If the Secretary,  
3 in consultation with the national inter-  
4 mediary awarded the grant under section  
5 4(a), determines that a State is not par-  
6 ticipating in the I-PLAN in good faith,  
7 the Secretary—

8 (I) shall provide warning and  
9 feedback to States in a prompt man-  
10 ner; and

11 (II) if, six months after the date  
12 on which the Secretary provides such  
13 warning and feedback, the Secretary  
14 determines such State continues not  
15 to participate in the I-PLAN in good  
16 faith, the Secretary may elect to with-  
17 hold a portion or the total amount of  
18 a grant under paragraph (1) to such  
19 State.

20 (ii) RESTORATION.—If the Secretary  
21 elects to withhold an amount from a State  
22 under clause (i)(II), the Secretary may  
23 later elect to provide the amount so with-  
24 held to such State if the Secretary later

1 determines that such State is participating  
2 in good faith.

3 (b) IMPLEMENTATION GRANTS.—

4 (1) IN GENERAL.—

5 (A) AUTHORITY TO MAKE GRANTS.—Sub-  
6 ject to the availability of appropriations under  
7 section 6(c), the Secretary, acting through the  
8 Employment and Training Administration,  
9 shall, on an annual basis, make an implementa-  
10 tion grant to each eligible State.

11 (B) AMOUNT OF GRANT.—

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

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

16 (II) subject to subclause (I),  
17 awarded on the basis of the relative  
18 annual level of employment (as pub-  
19 lished by Current Employment Statis-  
20 tics program of the BLS) of the eligi-  
21 ble State, compared to the annual  
22 level of employment in all eligible  
23 States.

24 (ii) ADJUSTMENT.—The amounts  
25 specified in clause (i) shall be ratably in-

1           creased or decreased to the extent that  
2           funds available under section 6(c) exceed  
3           or are less than (respectively) the amount  
4           required to provide the amounts specified  
5           in clause (i).

6           (2) ELIGIBILITY.—

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

10                   (i) meet the requirements of sub-  
11                   section (a)(2)(A); and

12                   (ii) have entered into the I-PLAN  
13                   Agreement.

14           (B) LIMITATION.—A State described in  
15           subparagraph (A) shall be ineligible to receive a  
16           grant for any fiscal year beginning after the  
17           date that is 4 years after the date on which  
18           such State enters into the I-PLAN Agreement  
19           in which such State does not meet the require-  
20           ments of such Agreement.

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

23                   (1) to help pay administrative costs, including  
24                   costs related to—

25                           (A) customer service;

- 1 (B) staffing and training;
- 2 (C) technology;
- 3 (D) data sharing;
- 4 (E) identity validation; and
- 5 (F) program awareness; and

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

10 **SEC. 6. AUTHORIZATION OF APPROPRIATIONS.**

11 (a) NATIONAL INTERMEDIARY GRANT.—There are  
12 authorized to be appropriated not more than \$10,000,000  
13 for the purposes of section 4 for each of fiscal years 2026  
14 through 2028.

15 (b) CONFORMING GRANTS.—There are authorized to  
16 be appropriated not more than \$40,000,000 for the pur-  
17 poses of section 5(a) for each of fiscal years 2026 through  
18 2028.

19 (c) IMPLEMENTATION GRANTS.—There are author-  
20 ized to be appropriated not more than \$40,000,000 for  
21 the purposes of section 5(b) for each of fiscal years 2026  
22 through 2028.

○