



H.R. 3090 INTERSTATE PAID LEAVE ACTION NETWORK (I-PLAN) ACT OF 2025

Rep. Houlahan and Rep. Bice

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More than a dozen states have now created state paid family and medical leave programs to provide workers with access to these critical benefits – and more states are expected to do so in the coming years.

While these state programs share a common and important purpose, they were not built and designed to function in tandem with one another – workers have issues accessing these benefits because of confusion and a lack of portability, employers face administrative challenges and can't offer uniform benefits to their workers, and states don't have a way to share information to process interstate claims and strengthen program integrity.

The I-PLAN Act of 2025 would bring state paid leave programs together to provide support and incentives for the development and adoption of an interstate agreement (called an "I-PLAN Agreement") that facilitates coordination and harmonization of state paid family and medical leave programs to benefit employees, employers, and states.

A national intermediary would manage and oversee the requirements of the I-PLAN, which are to create a single:

- 1) **Policy standard**—i.e., definitions for common terms like base period, family member etc.
- 2) **Administrative standard**—i.e., processes like record keeping, notice requirements, and the development of an equivalency standard to compare an employer-provided paid leave plan to a state program; and
- 3) **Process for claims from eligible individuals with work history across multiple I-PLAN member states**, ensuring they receive benefits from a single state program based on their combined work history

For participating in the I-PLAN in good faith and then agreeing to implement the I-PLAN Agreement's requirements, state paid leave programs would each receive two types of annual grants – **Conforming Grants** and **Implementation Grants** – to help with administration of their program and to help small businesses in their state afford employer payroll contributions (or access other forms of assistance).

We believe that paid leave is a bipartisan issue. **Our mission is to provide more families with more paid leave.** The I-PLAN Act of 2025 would build critical scaffolding across existing state paid leave programs – and others that may follow – to provide American workers, families, and businesses with the support they desperately need.