

June 11, 2025

The Honorable Chrissy Houlahan
1727 Longworth House Office Building
Washington, DC, 20515

The Honorable Stephanie I. Bice
2402 Rayburn House Office Building
Washington, DC, 20515

Dear Representatives Houlahan and Bice,

The HR Policy Association (HRPA) strongly commends your leadership and supports H.R. 3089, the *More Paid Leave for More Americans Act*, and H.R. 3090, the *Interstate Paid Leave Action Network or I-PLAN Act of 2025*. These proposals are the product of more than two years of dedicated work by the House Paid Family Leave Working Group, which you have ably led. We applaud your bipartisan collaboration, the tireless efforts of your staff, and your thoughtful engagement with stakeholders – including private employers that have long provided paid leave benefits to their employees.

HRPA is the lead organization representing chief human resource officers of major employers. The Association consists of nearly 400 of the largest corporations doing business in the United States and globally and are represented in the Association by their most senior human resource executive. Collectively, their companies employ more than 11 million people in the United States, over nine percent of the private sector workforce, and 20 million employees worldwide. Their objective is to act as a positive influence, through membership in the Association, to improve public policy, the HR marketplace, and outcomes for both employees and business.

The *More Paid Leave for More Americans Act* would establish a three-year pilot grant program within the Department of Labor aimed at encouraging states to establish paid family leave programs through public-private partnerships.

- The programs must provide at least six weeks of paid leave to be eligible for the federal grant.
- The paid benefit must meet the 67 percent wage replacement rate for individuals at or below the poverty line for a family of four (\$31,200), or 50 percent wage replacement for individuals earning more than double the poverty line for a family of four (\$62,400).
- The maximum benefit is capped at 150 percent of a state's average weekly wage to avoid high-income earners getting large benefits.

H.R. 3089 incorporates the framework of H.R. 3090, requiring state participation in the Interstate Paid Leave Action Network (I-PLAN). This initiative would promote best practices for paid leave programs based on successful models across states, with the goal of fostering greater consistency and “harmonization” amid a growing patchwork of varied state laws.

Currently, thirteen states and the District of Columbia have established paid family leave programs; Hawaii offers paid disability leave, and three additional states have created voluntary programs enabling workers and employers to purchase private family or medical leave insurance.

Given this evolving landscape, we believe now is the right time to advance your combined efforts to encourage and support the expansion of paid family leave nationwide – delivering modern benefits that reflect the realities and expectations of today’s workforce. Please keep HRPA in mind as a resource for any future hearings, markups, or related discussions.

HR Policy Association looks forward to supporting these proposals through the legislative process and we encourage all U.S. Representatives to co-sponsor H.R. 3089 and H.R. 3090 to achieve a more consistent and inclusive approach to paid family leave nationwide. Please contact me with questions or requests for more information at Cbirbal@HRPolicy.org.

Sincerely,



Chatrane Birbal
Vice President, Policy & Government Relations
HR Policy Association
www.HRPolicy.org

cc: U.S. House of Representatives