

119TH CONGRESS
2D SESSION

S. 5017

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

IN THE SENATE OF THE UNITED STATES

JULY 16, 2026

Mr. BOOZMAN (for himself and Mrs. GILLIBRAND) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

A BILL

To direct the Secretary of Labor to carry out a grant program to award grants to States to carry out a paid 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”.

6 **SEC. 2. DEFINITIONS.**

7 For purposes of this Act:

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

9 (2) SECRETARY.—The term “Secretary” means
 10 the Secretary of Labor.

11 **TITLE I—STATE PAID LEAVE** 12 **PUBLIC-PRIVATE PARTNERSHIP**

13 **SEC. 101. DEFINITIONS.**

14 In this title:

15 (1) AVERAGE WEEKLY EARNINGS.—The term
 16 “average weekly earnings”, with respect to an indi-
 17 vidual, means the quotient obtained by dividing—

18 (A) the annual earnings of the individual,

19 by

20 (B) 52.

21 (2) COVERED PARTNERSHIP.—

22 (A) IN GENERAL.—The term “covered
 23 partnership” means—

24 (i) a partnership between a State and
 25 at least one private entity in which that

1 private entity handles at least one specific
2 function integral to the provision of the
3 paid leave program benefits (such as the
4 benefit application process or the payment
5 of benefit claims) as described in section
6 102(d); or

7 (ii) with respect to a State described
8 in subparagraph (B), the State and every
9 employer covered by the paid leave pro-
10 gram of the State.

11 (B) CERTAIN STATES.—For purposes of
12 subparagraph (A)(ii), a State described in this
13 subparagraph is a State in which the paid leave
14 program of the State—

15 (i) allows employers in the State that
16 are covered by the State paid leave pro-
17 gram to self-administer the payment of
18 paid leave program benefits to eligible em-
19 ployees of the employer; and

20 (ii) requires any such employer that
21 self-administers such payment to—

22 (I) meet or exceed the require-
23 ments of the State paid leave pro-
24 gram; and

1 (II) provide paid leave program
2 benefits to all employees of the em-
3 ployer who meet the eligibility require-
4 ments of the State paid leave pro-
5 gram.

6 (3) EARNINGS.—The term “earnings”, with re-
7 spect to an individual, means all compensation for
8 employment that is considered under the applicable
9 State unemployment compensation law for the pur-
10 pose of calculating the amount of unemployment
11 compensation for the individual.

12 (4) ELIGIBLE EMPLOYEE.—The term “eligible
13 employee” means an employee who meets the eligi-
14 bility requirements of the State paid leave program
15 of the State in which the employee works.

16 (5) ELIGIBLE STATE PAID LEAVE PROGRAM.—
17 The term “eligible State paid leave program” means
18 a program described in section 102(d).

19 (6) EMPLOYER.—The term “employer” means
20 an employer covered by the State paid leave program
21 of the State in which the employer operates.

22 (7) FLSA TERMS.—The terms “employ” and
23 “employee” have the meanings given the terms in
24 section 3 of the Fair Labor Standards Act of 1938
25 (29 U.S.C. 203).

1 (8) STATE.—The term “State” includes any
 2 State of the United States, the District of Columbia,
 3 Puerto Rico, the Virgin Islands, American Samoa,
 4 Guam, and the Commonwealth of the Northern Mar-
 5 iana Islands.

6 **SEC. 102. ESTABLISHMENT OF THE STATE PAID LEAVE PUB-**
 7 **LIC-PRIVATE PARTNERSHIP GRANT PRO-**
 8 **GRAM.**

9 (a) IN GENERAL.—The Secretary shall establish and
 10 administer a competitive grant program to provide grants
 11 to States that have enacted a law establishing an eligible
 12 paid leave program as described in subsection (d).

13 (b) ELIGIBILITY.—To be eligible to receive a grant
 14 under this section, a State shall have enacted a State law
 15 establishing an eligible State paid leave program.

16 (c) APPLICATION.—

17 (1) IN GENERAL.—To be eligible to receive a
 18 grant under this section, a State shall submit to the
 19 Secretary an application at such time, in such man-
 20 ner, and containing such information as the Sec-
 21 retary may require, including a description of how
 22 the funds will be used, the working population of the
 23 State, the percentage of the State’s working popu-
 24 lation that is able to access a paid leave benefit, and
 25 the source of such benefit.

1 (2) PRIORITY.—

2 (A) IN GENERAL.—In awarding grants
3 under this section, the Secretary shall prioritize
4 States—

5 (i) that, as of the date of enactment
6 of this Act, did not already have estab-
7 lished a paid leave benefits program;

8 (ii) that participate in the Interstate
9 Paid Leave Action Network established by
10 section 202(a);

11 (iii) that provide paid leave benefits
12 for the reasons described in subparagraphs
13 (A) and (B) of section 102(a)(1) of the
14 Family and Medical Leave Act of 1993 (29
15 U.S.C. 2612(a)(1));

16 (iv) that indicate in the application
17 submitted under paragraph (1) that the
18 covered partnership will use software that
19 is a commercially available off-the-shelf
20 item (as defined in part 2.101 of the Fed-
21 eral Acquisition Regulation) to administer
22 benefits that will produce cost-savings for
23 the State;

24 (v) that have, relative to other States
25 that have submitted an application in a

given year, a lower percentage of the working population of the State that have access to a paid leave benefit at the time of the submission of the application;

(vi) that demonstrate in the application that the State has a plan to implement a financing mechanism that does not have long-term reliance on Federal funding; or

(vii) that demonstrate in the application how the State paid leave program serves low-income populations.

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

(d) PAID LEAVE PROGRAM REQUIREMENTS.—

(1) PROGRAM REQUIREMENTS.—An eligible State paid leave program shall, at a minimum—

(A) provide, through a covered partnership, not less than 6 weeks of paid leave benefit to eligible employees in a 12 month period for at least one qualifying reason;

1 (B) annually establish a weekly maximum
2 benefit amount that is equal to 150 percent of
3 the State's average weekly wage (based on the
4 most recent calendar year for which data is
5 available from the Quarterly Census of Employ-
6 ment and Wages program of the Bureau of
7 Labor Statistics);

8 (C) require the establishment and use of a
9 covered partnership;

10 (D) establish premium rates or a financing
11 method to fund the paid leave program for em-
12 ployees, employers, or both to pay;

13 (E) establish criteria for an individual to
14 be classified as an employee for purposes of
15 such program that would include, at minimum,
16 any eligible employee, as such term is defined
17 in section 101 of the Family and Medical Leave
18 Act of 1993 (29 U.S.C. 2611); and

19 (F) establish criteria for a person to be
20 classified as an employer for purposes of such
21 program that would include, at minimum, any
22 person described in clause (i) or (ii) of section
23 101(A) of the Family and Medical Leave Act of
24 1993 (29 U.S.C. 2611(A)).

1 (2) PAID LEAVE BENEFIT.—A paid leave ben-
 2 efit under paragraph (1) that is provided to an eligi-
 3 ble employee shall, at a minimum, include weekly
 4 compensation in an amount (not to exceed the
 5 amount described in paragraph (1)(B)) equal to the
 6 product of the average weekly earnings of the eligi-
 7 ble employee and—

8 (A) in the case of an eligible employee
 9 whose earnings for the 4 most recently com-
 10 pleted calendar quarters that immediately pre-
 11 cede the paid leave benefit request are less than
 12 or equal to the poverty line (as defined in sec-
 13 tion 673 of the Community Services Block
 14 Grant Act (42 U.S.C. 9902)) applicable to a 4-
 15 person household, not less than 67 percent;

16 (B) in the case of an eligible employee
 17 whose earnings for such calendar quarters are
 18 more than such poverty line, but less than the
 19 amount that is double such poverty line, a per-
 20 centage not less than—

21 (i) 67 percent, minus

22 (ii) the product of—

23 (I) 17 percent; and

1 (II) the percentage by which the
2 employee's earnings exceed such pov-
3 erty line; or

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

6 (3) RECALCULATION OF BENEFIT AMOUNT.—

7 The weekly compensation calculated under para-
8 graph (2) for an eligible employee shall be recal-
9 culated each time such employee applies for a paid
10 leave benefit.

11 (4) EMPLOYEES WITH MULTIPLE EMPLOY-
12 ERS.—An eligible State paid leave program shall
13 provide that, in the case that an employee is em-
14 ployed by multiple employers, such an employee shall
15 be entitled to receive a paid leave benefit from each
16 employer, but the employee may not receive a total
17 combined weekly benefit in excess of the maximum
18 benefit amount established by the State pursuant to
19 paragraph (1)(B).

20 (5) EMPLOYER SELF-ADMINISTRATION FLEXI-
21 BILITY.—An eligible State paid leave program shall,
22 in the case that the program includes a requirement
23 for employer participation, provide that the employer
24 may self-administer paid leave benefits to eligible
25 employees if such benefits meet or exceed the bene-

1 fits available under the eligible State paid leave pro-
2 gram of such State.

3 (6) RULE OF CONSTRUCTION.—Nothing in this
4 subsection shall be construed to limit the ability of
5 a State to provide additional paid leave benefits in
6 excess of the benefits required to be provided under
7 this subsection, including—

8 (A) benefits for reasons other than the rea-
9 sons described in subparagraphs (A) through
10 (D) of section 102(a)(1) of the Family and
11 Medical Leave Act of 1993 (29 U.S.C.
12 2612(a)(1));

13 (B) benefits in amounts in excess of
14 amounts provided under this subsection; or

15 (C) benefits for individuals other than eli-
16 gible employees.

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

19 (1) Start up costs for the implementation of the
20 eligible State paid leave program.

21 (2) To pay out benefits to eligible employees,
22 but only for a qualifying reason.

23 (3) To fund the covered partnership.

24 (4) Paid leave program design.

1 (5) Purchasing and maintaining any necessary
2 software.

3 (6) Establishing a covered partnership.

4 (7) Obtaining technical assistance for the State
5 or the covered partnership to carry out the eligible
6 State paid leave program.

7 (8) Outreach to employers, payroll providers,
8 relevant professional or trade associations, and the
9 general public to increase awareness of the State's
10 eligible State paid leave program and to convey rel-
11 evant information such as program eligibility, fund-
12 ing requirements, benefit information, the applica-
13 tion process, and any other information the State
14 determines relevant.

15 (9) Other activities to disseminate information
16 about, and otherwise support, the accessibility of the
17 State's eligible State paid leave program, including
18 the operation and maintenance of a program
19 website, running a call center, and sending mar-
20 keting materials on the State's covered partnership
21 to the groups described in paragraph (8).

22 (10) Research to inform the establishment and
23 operation of the State's eligible State paid leave pro-
24 gram, including program evaluations, and the dis-
25 semination of such research to the public.

1 (11) To evaluate existing programs and models.

2 (12) To reduce administrative burdens on em-
3 ployers in the State.

4 (f) GRANT AMOUNTS.—

5 (1) IN GENERAL.—In determining the amount
6 of a grant to be provided to a State, the Secretary
7 shall consider—

8 (A) the size of the working population of
9 the State relative to the size of the working
10 population of the other States that are receiving
11 a grant;

12 (B) the birth rate of the State relative to
13 the other such States;

14 (C) the share of low-income individuals in
15 the State; and

16 (D) the demonstrated need of a State in
17 the grant application.

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

21 **SEC. 103. OVERSIGHT.**

22 (a) REPORT.—Not later than 1 year after a State re-
23 ceives a grant under this title, and on an annual basis
24 thereafter, the State shall submit to the Secretary, and
25 make publicly available, a report on—

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

3 (2) the number of individuals in the State that
4 have used paid leave benefits as a result of the grant
5 program described in section 102.

6 (b) ANNUAL REPORT.—The Secretary shall, on an
7 annual basis beginning on the date that is 1 year after
8 the date the Secretary receives the first report under sub-
9 section (a), submit a report to the appropriate committees
10 on the progress of States establishing paid leave programs,
11 the modification of existing paid leave programs, and any
12 changes in the levels of access workers have to paid leave
13 benefits in each State that receives a grant under section
14 102.

15 (c) AUDIT REQUIRED.—Not later than 1 year after
16 a State receives a grant under section 102, and on an an-
17 nual basis thereafter, the Inspector General of the Depart-
18 ment of Labor shall conduct audits on States that received
19 such a grant to determine whether such States—

20 (1) are using the grant funds in compliance
21 with the requirements described in section 102(e);
22 and

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

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

1 (1) the Committee on Education and Work-
 2 force, the Committee on Ways and Means, and the
 3 Committee on Appropriations of the House of Rep-
 4 resentatives; and

5 (2) the Committee on Health, Education,
 6 Labor, and Pensions, the Committee on Finance,
 7 and the Committee on Appropriations of the Senate.

8 **SEC. 104. AUTHORIZATION OF APPROPRIATIONS.**

9 There is authorized to be appropriated such sums as
 10 may be necessary to carry out this title for each of fiscal
 11 years 2027 through 2029.

12 **TITLE II—I-PLAN**

13 **SEC. 201. DEFINITIONS.**

14 In this title:

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

17 (2) EMPLOYER PAID LEAVE BENEFITS PRO-
 18 GRAM.—The term “employer paid leave benefits pro-
 19 gram” means a program that—

20 (A) is provided by an employer to the em-
 21 ployees of such employer (whether directly,
 22 under a contract with an insurer, or provided
 23 through a multiemployer plan);

1 (B) is an option for an employer within the
2 structure of a State paid leave benefits program
3 in such State; and

4 (C) meets or exceeds the requirements of
5 the State paid leave benefits program of the
6 State in which such employee is employed.

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

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

13 (5) NATIONAL INTERMEDIARY.—The term “na-
14 tional intermediary” means a national nongovern-
15 mental workforce organization that has extensive ex-
16 perience partnering with the Department of Labor
17 to operate interstate technological systems and the
18 electronic transmission of information and data for
19 State workforce agencies and employers.

20 (6) PAID LEAVE.—The term “paid leave”
21 means an increment of compensated leave that is
22 provided, in the case of a State paid leave benefits
23 program, by such State or, in the case of an em-
24 ployer plan paid leave benefits program, by such em-

1 ployer for use during a period in which such indi-
 2 vidual is not working due to a qualifying reason.

3 (7) 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 leave benefits pro-
 7 gram 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 leave benefits program; and

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

19 (8) STATE PAID LEAVE BENEFITS PROGRAM.—
 20 The “State paid leave benefits program” means a
 21 program under State law that provides, during any
 22 24-month period, a total of not less than 6 weeks of
 23 paid leave to individuals—

24 (A) for each qualifying reason; and

25 (B) in aggregate.

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

2 (a) IN GENERAL.—

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

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

11 (B) reducing administrative burden; and

12 (C) coordinating and harmonizing State
13 programs.

14 (2) MEMBERSHIP.—The I-PLAN shall include
15 a State focal from each State receiving a conforming
16 grant under section 204(a).

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

19 (4) PROCESSES.—

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

23 (B) PROCEDURES.—State focals may de-
24 termine, in coordination with the Secretary, the
25 process for each of the following:

1 (i) The order in which States ap-
 2 proach the substance of each I-PLAN re-
 3 quirement.

4 (ii) The process by which States reach
 5 consensus on such substance and agree to
 6 the I-PLAN Agreement.

7 (iii) The process by which a State
 8 may leave the I-PLAN.

9 (iv) Other processes relevant to the
 10 success and administration of the I-PLAN
 11 as the Secretary determines.

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

16 (b) DUTIES.—The duty of the I-PLAN shall be to
 17 produce an interstate agreement into which States offer-
 18 ing a State paid leave benefits program may enter and
 19 to periodically update such agreement as necessary to im-
 20 prove clarity and scope. Such agreement shall be publicly
 21 available and pursue each of the following requirements:

22 (1) POLICY STANDARD.—Create a single policy
 23 standard with respect to all participating States to
 24 facilitate easier compliance with and understanding

1 of paid leave programs across States, including defi-
 2 nitions for the following:

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

4 (B) Base period.

5 (C) Intermittent and reduced schedule
 6 leave.

7 (D) Place of performance.

8 (E) Family members.

9 (F) Employee eligibility.

10 (G) Employee coverage.

11 (H) Waiting period.

12 (I) Covered wage.

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

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

22 (B) the process by which employers provide
 23 periodic and permanent notice of the avail-
 24 ability of paid leave under a State paid leave

1 benefits program or employer paid leave bene-
2 fits program to employees;

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

5 (D) timing of and process for collecting
6 payroll contributions;

7 (E) coordinating with other types of paid
8 time off and leaves of absence;

9 (F) continuing other benefits;

10 (G) accessing employee leave information;

11 (H) protecting personal information;

12 (I) creating and updating written leave
13 materials such as handbooks;

14 (J) maintaining records and documenta-
15 tion; and

16 (K) if a State program permits employers
17 to elect to provide employer paid leave benefits
18 programs, facilitating such election, including
19 by creating a single equivalency standard with
20 respect to all participating States to determine
21 whether the maximum monetary value of an
22 employer paid leave benefits program for the
23 average weekly wage of workers in the State for
24 total covered establishments in all industries
25 (based on the most recent calendar year for

which data are available from the Quarterly Census of Employment and Wages program of the BLS) is greater than or equal to the maximum monetary value of a State program (or that of multiple States), taking into account programmatic elements such as—

(i) how benefit duration, wage replacement, absence of a weekly benefit cap, absence of a waiting week, and other factors interact in a quantitative manner; and

(ii) how an individual taking paid leave for a qualifying reason affects the ability of such individual to take paid leave for another qualifying reason.

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

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

(a) AUTHORITY TO MAKE GRANTS.—Subject to the availability of appropriations under section 205(a), the

1 Secretary, acting through the Employment and Training
2 Administration, shall award a grant to one national inter-
3 mediary to facilitate the activities of the I-PLAN.

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

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

8 (A) convening the State focals as described
9 in section 202(a)(3), including reasonable trav-
10 el, transportation, and other expenses of State
11 focals and staff of the national intermediary
12 (and any necessary accompanying State per-
13 sonnel);

14 (B) making publicly available information
15 on the agendas and outcomes of such meetings;
16 and

17 (C)(i) not later than 12 months after the
18 date of enactment of this title, making publicly
19 available the roadmap described under section
20 202(a)(5); and

21 (ii) making any updates to such roadmap
22 publicly available.

23 (2) ANNUAL REPORT.—Producing and making
24 publicly available on an annual basis a report that

1 compares State programs, including information
2 on—

3 (A) benefit eligibility;

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

6 (i) for each qualifying reason; and

7 (ii) in aggregate;

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

10 (D) maximum weekly benefit amount;

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

14 (F) whether and how such programs allow
15 employers to provide employer paid leave bene-
16 fits programs, taking into consideration ele-
17 ments such as—

18 (i) benefit payment timeliness; and

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

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

1 (H) the reasons, including qualifying rea-
 2 sons, under which an individual is eligible to
 3 take paid 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.—Subject to subsection
16 (d)(4), the period during which payments are made to an
17 entity from an award of a grant under subsection (a) shall
18 be 5 years.

19 (d) NATIONAL INTERMEDIARY OVERSIGHT.—The
20 Secretary shall—

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

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

(3) require regular reports on the performance of the national intermediary, including on the roadmap under section 202(a)(5), the use of funds under section 203(b), and other methods of evaluation; and

(4) annually evaluate whether the national intermediary is complying with the requirements of this title and, if the Secretary determines that the national intermediary is not so complying, withhold any payment or part of the payment to the national intermediary under this section for the following fiscal year unless and until the Secretary determines the national intermediary has remedied such compliance issue.

SEC. 204. GRANTS TO ELIGIBLE STATES.

(a) CONFORMING GRANTS.—

(1) IN GENERAL.—

(A) AUTHORITY TO MAKE GRANTS.—Subject to the availability of appropriations under section 205(b), the Secretary, acting through the Employment and Training Administration, shall, on an annual basis, make a conforming grant to each eligible State.

(B) AMOUNT OF GRANT.—

(i) IN GENERAL.—A grant to an eligible State under this subsection shall be—

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

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

11 (ii) ADJUSTMENT.—The amounts
 12 specified in clause (i) shall be ratably in-
 13 creased or decreased to the extent that
 14 funds available under section 205(b) ex-
 15 ceed or are less than (respectively) the
 16 amount required to provide the amounts
 17 specified in clause (i).

18 (2) ELIGIBLE STATES.—

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

21 (i) have a State focal; and

22 (ii) participate in the I-PLAN in good
 23 faith.

24 (B) GOOD FAITH REQUIREMENT.—

1 (i) WITHHOLDING.—If the Secretary,
2 in consultation with the national inter-
3 mediary awarded the grant under section
4 203(a), determines that a State is not par-
5 ticipating in the I-PLAN in good faith,
6 the Secretary—

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

10 (II) if, 180 days after the date
11 on which the Secretary provides such
12 warning and feedback, the Secretary
13 determines such State continues not
14 to participate in the I-PLAN in good
15 faith, the Secretary may elect to with-
16 hold a portion or the total amount of
17 a grant under paragraph (1) to such
18 State.

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

1 (b) IMPLEMENTATION GRANTS.—

2 (1) IN GENERAL.—

3 (A) AUTHORITY TO MAKE GRANTS.—Sub-
 4 ject to the availability of appropriations under
 5 section 205(c), the Secretary, acting through
 6 the Employment and Training Administration,
 7 shall, on an annual basis, make an implementa-
 8 tion grant to each eligible State.

9 (B) AMOUNT OF GRANT.—

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

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

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

22 (ii) ADJUSTMENT.—The amounts
 23 specified in clause (i) shall be ratably in-
 24 creased or decreased to the extent that
 25 funds available under section 205(c) exceed

1 or are less than (respectively) the amount
 2 required to provide the amounts specified
 3 in clause (i).

4 (2) ELIGIBILITY.—

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

8 (i) meet the requirements of sub-
 9 section (a)(2)(A); and

10 (ii) have entered into the I-PLAN
 11 Agreement.

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

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

21 (1) to help pay administrative costs, including
 22 costs related to—

23 (A) customer service;

24 (B) staffing and training;

25 (C) technology;

1 (D) data sharing;

2 (E) identity validation; and

3 (F) program awareness; and

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

8 **SEC. 205. AUTHORIZATION OF APPROPRIATIONS.**

9 (a) NATIONAL INTERMEDIARY GRANT.—There are
 10 authorized to be appropriated such sums as may be nec-
 11 essary for the purposes of section 203 for each of fiscal
 12 years 2027 through 2029.

13 (b) CONFORMING GRANTS.—There are authorized to
 14 be appropriated such sums as may be necessary for the
 15 purposes of section 204(a) for each of fiscal years 2027
 16 through 2029.

17 (c) IMPLEMENTATION GRANTS.—There are author-
 18 ized to be appropriated such sums as may be necessary
 19 for the purposes of section 204(b) for each of fiscal years
 20 2027 through 2029.

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