

Appendix B3:

Tables by State

Table B3.1.
Paid Leave Legislation by State, 2014

State	Temporary Disability Insurance Statewide ^a	Paid Leave (for FMLA Related Reasons) ^a	Paid Sick Days ^b	Paid Leave Legislation Total Score	Rank
Alabama	No	No	No	0.00	12
Alaska	No	No	No	0.00	12
Arizona	No	No	No	0.00	12
Arkansas	No	No	No	0.00	12
California	Yes	Yes	State	2.00	1
Colorado	No	No	No	0.00	12
Connecticut	No	No	State	0.67	5
Delaware	No	No	No	0.00	12
District of Columbia	No	No	State	0.67	5
Florida	No	No	No	0.00	12
Georgia	No	No	No	0.00	12
Hawaii	Yes	No	No	0.67	5
Idaho	No	No	No	0.00	12
Illinois	No	No	No	0.00	12
Indiana	No	No	No	0.00	12
Iowa	No	No	No	0.00	12
Kansas	No	No	No	0.00	12
Kentucky	No	No	No	0.00	12
Louisiana	No	No	No	0.00	12
Maine	No	No	No	0.00	12
Maryland	No	No	No	0.00	12
Massachusetts	No	No	State	0.67	5
Michigan	No	No	No	0.00	12
Minnesota	No	No	No	0.00	12
Mississippi	No	No	No	0.00	12
Missouri	No	No	No	0.00	12
Montana	No	No	No	0.00	12
Nebraska	No	No	No	0.00	12
Nevada	No	No	No	0.00	12
New Hampshire	No	No	No	0.00	12
New Jersey	Yes	Yes	Local	1.67	2
New Mexico	No	No	No	0.00	12
New York	Yes	No	Local	1.00	4
North Carolina	No	No	No	0.00	12
North Dakota	No	No	No	0.00	12
Ohio	No	No	No	0.00	12
Oklahoma	No	No	No	0.00	12
Oregon	No	No	Local	0.33	9
Pennsylvania	No	No	Local	0.33	9
Rhode Island	Yes	Yes	No	1.33	3
South Carolina	No	No	No	0.00	12
South Dakota	No	No	No	0.00	12
Tennessee	No	No	No	0.00	12
Texas	No	No	No	0.00	12
Utah	No	No	No	0.00	12
Vermont	No	No	No	0.00	12
Virginia	No	No	No	0.00	12
Washington	No	Yes ^c	Local	0.33	9
West Virginia	No	No	No	0.00	12
Wisconsin	No	No	No	0.00	12
Wyoming	No	No	No	0.00	12

Note: ^cThe Washington State Family Leave Act was passed in 2007, but its implementation has been indefinitely postponed. It receives a score of 0 on this component.

Sources: ^aGault et al. 2014; ^bNational Partnership for Women and Families 2014b.

Table B3.2.
Elder and Dependent Care by State

State	Unemployment Insurance Covers Family Care Reasons, 2014 ^a	Dependent Care Credits Not Limited to Child Care, 2014 ^b	Credit Refundable ^b	Maximum Dependent Care Credit ^b	Rank	Number of Long-Term Support Services That Can Be Delegated to a Home Care Agency Worker (out of 16), 2013 ^c	Rank	Elder and Dependent Care Total Score	Rank
Alabama	No	No	N/A	\$0	23	2	40	0.13	46
Alaska	Yes	No	N/A	\$0	23	16	1	1.50	8
Arizona	Yes	No	N/A	\$0	23	5	33	0.81	27
Arkansas	Yes	Yes	No	\$210	15	15	10	1.69	5
California	Yes	Yes	No	\$525	10	2	40	1.00	22
Colorado	Yes	Yes	Yes	\$525	1	16	1	2.00	1
Connecticut	Yes	No	N/A	\$0	23	5	33	0.81	27
Delaware	Yes	Yes	No	\$525	10	3	36	1.06	21
District of Columbia	Yes	Yes	No	\$336	15	10	24	1.38	14
Florida	No	No	N/A	\$0	23	0	47	0.00	49
Georgia	No	Yes	No	\$315	15	14	13	1.13	19
Hawaii	Yes	Yes	Yes	\$600	1	14	13	1.88	3
Idaho	No	No	N/A	\$0	23	13	18	0.81	27
Illinois	Yes	No	N/A	\$0	23	3	36	0.69	34
Indiana	No	No	N/A	\$0	23	0	47	0.00	49
Iowa	No	Yes	Yes	\$788	1	16	1	1.50	8
Kansas	Yes	No	N/A	\$0	23	6	31	0.88	25
Kentucky	No	Yes	No	\$210	15	4	35	0.50	40
Louisiana	No	Yes	Yes	\$525	1	11	20	1.19	18
Maine	Yes	Yes	Yes	\$525	1	9	26	1.56	7
Maryland	No	Yes	No	\$341	15	14	13	1.13	19
Massachusetts	Yes	No	N/A	\$0	23	2	40	0.63	37
Michigan	No	No	N/A	\$0	23	0	47	0.00	49
Minnesota	Yes	Yes	Yes	\$720	1	16	1	2.00	1
Mississippi	No	No	N/A	\$0	23	3	36	0.19	44
Missouri	No	No	N/A	\$0	23	16	1	1.00	22
Montana	No	No	N/A	\$0	23	3	36	0.19	44
Nebraska	No	Yes	Yes	\$1,050	1	16	1	1.50	8
Nevada	Yes	No	N/A	\$0	23	15	10	1.44	13
New Hampshire	Yes	No	N/A	\$0	23	14	13	1.38	14
New Jersey	No	No	N/A	\$0	23	7	29	0.44	42
New Mexico	No	Yes	Yes	\$480	10	8	28	0.88	25
New York	Yes	Yes	Yes	\$1,555	1	11	20	1.69	5
North Carolina	No	No	N/A	\$0	23	6	31	0.38	43
North Dakota	No	No	N/A	\$0	23	13	18	0.81	27
Ohio	No	Yes	No	\$1,050	10	7	29	0.81	27
Oklahoma	Yes	Yes	No	\$210	15	9	26	1.31	17
Oregon	Yes	Yes	No	\$900	10	16	1	1.88	3
Pennsylvania	Yes	No	N/A	\$0	23	0	47	0.50	40
Rhode Island	Yes	Yes	No	\$263	15	0	47	0.75	33
South Carolina	Yes	Yes	No	\$210	15	1	45	0.81	27
South Dakota	No	No	No	\$0	23	11	20	0.69	34
Tennessee	No	No	N/A	\$0	23	2	40	0.13	46
Texas	No	No	N/A	\$0	23	15	10	0.94	24
Utah	Yes	No	N/A	\$0	23	1	45	0.56	39
Vermont	No	Yes	Yes	\$525	1	16	1	1.50	8
Virginia	No	No	N/A	\$0	23	2	40	0.13	46
Washington	Yes	No	N/A	\$0	23	16	1	1.50	8
West Virginia	No	No	N/A	\$0	23	11	20	0.69	34
Wisconsin	Yes	No	N/A	\$0	23	14	13	1.38	14
Wyoming	No	No	N/A	\$0	23	10	24	0.63	37

Notes: The 16 LTSS tasks are: administer oral medications; administer medication on an as needed basis; administer medication via pre-filled insulin or insulin pen; draw up insulin for dosage measurement; administer intramuscular injection medications; administer glucometer test; administer medication through tubes; insert suppository; administer eye/ear drops; gastrostomy tube feeding; administer enema; perform intermittent catheterization; perform ostomy care including skin care and changing appliance; perform nebulizer treatment; administer oxygen therapy; and perform ventilator respiratory care. N/A= not available.

Source: ^aBen-Ishai, McHugh, and Ujvari 2015 and U.S. Department of Labor 2014; ^bTax Credits for Working Families 2015; ^cReinhard et al 2014.

Table B3.3.

Child Care by State

State	Average Annual Cost of Full-Time Infant Care in a Center, 2013 ^a	Cost of Infant Care as Percent of Women's Median Annual Earnings ^{a,b}	Rank	Percent of Four-Year-Olds Enrolled in State Pre-K, Preschool Special Education, and State and Federal Head Start, 2012–2013 ^c	Rank	Preschool Quality Standards (out of 10), 2012–2013 ^c	Rank	Child Care Total Score	Rank
Alabama	\$5,547	16.8%	1	22.9%	35	10	1	1.42	11
Alaska	\$10,280	23.9%	16	21.7%	38	10	1	1.37	15
Arizona	\$9,166	25.5%	23	19.0%	41	5	35	0.97	39
Arkansas	\$5,933	19.8%	7	50.6%	13	9	5	1.54	5
California	\$11,628	27.7%	33	28.7%	27	4	37	0.95	40
Colorado	\$13,143	32.9%	47	34.1%	26	6	27	1.11	31
Connecticut	\$13,241	28.8%	37	25.9%	30	6	27	1.07	34
Delaware	\$9,058	22.1%	13	18.9%	43	8	12	1.21	26
District of Columbia	\$21,948	36.6%	51	100.0%	1	8	12	1.73	2
Florida	\$8,376	24.6%	21	88.6%	2	3	40	1.34	17
Georgia	\$7,025	20.1%	9	65.9%	8	8	12	1.57	4
Hawaii	\$11,748	29.4%	40	13.4%	48	N/A	N/A	0.53	50
Idaho	\$6,483	21.6%	11	12.8%	50	N/A	N/A	0.57	47
Illinois	\$12,568	31.4%	45	41.4%	17	8	12	1.32	21
Indiana	\$8,281	24.4%	19	14.5%	46	N/A	N/A	0.56	48
Iowa	\$9,185	26.2%	30	70.4%	7	6.9	25	1.49	7
Kansas	\$10,787	30.8%	44	36.2%	21	6	27	1.14	29
Kentucky	\$6,194	18.7%	6	44.3%	16	9	5	1.50	6
Louisiana	\$5,655	17.7%	3	45.0%	15	8	12	1.43	9
Maine	\$9,360	26.0%	27	51.8%	11	6	27	1.28	23
Maryland	\$13,897	27.9%	35	48.3%	14	8	12	1.40	13
Massachusetts	\$16,549	34.1%	49	25.3%	31	6	27	1.04	38
Michigan	\$9,724	26.3%	31	35.5%	22	7	21	1.23	25
Minnesota	\$13,993	35.0%	50	15.2%	45	9	5	1.18	28
Mississippi	\$5,496	18.3%	4	37.0%	20	N/A	N/A	0.77	42
Missouri	\$8,736	25.7%	25	19.0%	41	7	21	1.11	31
Montana	\$8,858	28.0%	36	21.8%	37	N/A	N/A	0.60	46
Nebraska	\$9,100	27.7%	33	34.6%	23	6	27	1.14	29
Nevada	\$10,095	28.8%	37	13.9%	47	7	21	1.06	37
New Hampshire	\$11,901	29.8%	42	12.3%	51	N/A	N/A	0.51	51
New Jersey	\$11,534	24.0%	17	39.8%	18	8.8	11	1.42	11
New Mexico	\$7,523	21.5%	10	39.1%	19	8	12	1.37	15
New York	\$14,508	33.1%	48	60.5%	10	7	21	1.38	14
North Carolina	\$9,107	26.0%	27	34.2%	25	10	1	1.45	8
North Dakota	\$7,871	22.5%	14	22.4%	36	N/A	N/A	0.63	44
Ohio	\$7,771	21.6%	11	19.1%	40	4	37	0.91	41
Oklahoma	\$7,741	24.2%	18	87.1%	3	9	5	1.78	1
Oregon	\$11,078	29.2%	39	23.0%	34	8	12	1.20	27
Pennsylvania	\$10,470	27.6%	32	28.4%	28	5.6	34	1.07	34
Rhode Island	\$12,662	29.4%	40	18.4%	44	10	1	1.31	22
South Carolina	\$6,372	19.9%	8	50.9%	12	6.2	26	1.33	19
South Dakota	\$5,571	18.6%	5	24.0%	33	N/A	N/A	0.67	43
Tennessee	\$5,857	17.5%	2	34.6%	23	9	5	1.43	9
Texas	\$8,619	24.6%	21	61.6%	9	2	41	1.07	34
Utah	\$8,052	23.0%	15	13.0%	49	N/A	N/A	0.56	48
Vermont	\$10,103	26.0%	27	79.6%	5	4	37	1.34	17
Virginia	\$10,028	24.5%	20	26.5%	29	6	27	1.10	33
Washington	\$12,332	29.9%	43	20.1%	39	9	5	1.25	24
West Virginia	\$7,800	25.7%	25	85.3%	4	8	12	1.69	3
Wisconsin	\$11,342	31.5%	46	72.4%	6	5	35	1.33	19
Wyoming	\$9,233	25.6%	24	24.2%	32	N/A	N/A	0.63	44

Note: N/A= not available.

Source: ^aChild Care Aware of America, 2014; ^bIWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 5.0); ^cBarnett, Carolan, Squires, and Clarke Brown (National Institute for Early Education Research) 2013.

Table B3.4.
Gender Gap in Parents' Labor Force Participation Rates, 2013

	Mothers' Labor Force Participation Rate	Fathers' Labor Force Participation Rate	Difference in Labor Force Participation Rates*	
State	Percent	Percent	Percentage Point Gap	Rank
Alabama	70.1%	91.0%	+20.9	7
Alaska	68.3%	94.8%	+26.5	32
Arizona	59.8%	91.7%	+31.9	46
Arkansas	62.9%	92.8%	+29.9	42
California	62.1%	94.4%	+32.3	47
Colorado	65.1%	94.0%	+28.9	38
Connecticut	72.2%	95.5%	+23.3	12
Delaware	70.8%	92.1%	+21.3	8
District of Columbia	67.5%	96.3%	+28.8	37
Florida	67.7%	94.0%	+26.3	30
Georgia	68.5%	94.2%	+25.7	24
Hawaii	65.9%	96.5%	+30.6	44
Idaho	58.4%	97.1%	+38.7	50
Illinois	69.8%	95.6%	+25.8	26
Indiana	67.6%	94.2%	+26.6	33
Iowa	77.0%	95.6%	+18.6	3
Kansas	69.9%	96.6%	+26.7	34
Kentucky	66.1%	93.9%	+27.8	36
Louisiana	68.6%	94.2%	+25.6	23
Maine	75.3%	89.0%	+13.7	1
Maryland	72.5%	95.6%	+23.1	11
Massachusetts	72.5%	96.0%	+23.5	13
Michigan	68.4%	92.4%	+24.0	17
Minnesota	74.8%	95.6%	+20.8	6
Mississippi	73.4%	93.6%	+20.2	5
Missouri	70.4%	94.1%	+23.7	15
Montana	69.8%	93.8%	+24.0	17
Nebraska	72.9%	97.1%	+24.2	19
Nevada	65.9%	95.0%	+29.1	39
New Hampshire	71.1%	95.4%	+24.3	20
New Jersey	69.3%	95.6%	+26.3	31
New Mexico	62.2%	91.9%	+29.7	41
New York	67.5%	93.2%	+25.7	25
North Carolina	70.8%	94.6%	+23.8	16
North Dakota	71.3%	97.2%	+25.9	27
Ohio	70.6%	93.6%	+23.0	10
Oklahoma	63.9%	93.5%	+29.6	40
Oregon	66.0%	92.0%	+26.0	28
Pennsylvania	70.5%	94.0%	+23.5	13
Rhode Island	71.7%	94.6%	+22.9	9
South Carolina	68.7%	93.9%	+25.2	21
South Dakota	80.3%	94.8%	+14.5	2
Tennessee	67.7%	93.8%	+26.1	29
Texas	61.9%	95.2%	+33.3	49
Utah	52.8%	95.5%	+42.7	51
Vermont	69.4%	94.8%	+25.4	22
Virginia	69.2%	96.3%	+27.1	35
Washington	63.0%	94.8%	+31.8	45
West Virginia	61.3%	91.5%	+30.2	43
Wisconsin	76.6%	96.2%	+19.6	4
Wyoming	65.3%	98.0%	+32.7	48
United States	67.1%	94.4%	+28.2	

Notes: *Difference equals fathers' labor force participation rate minus mothers' labor force participation rate. For women and men with a child under six in the household related by birth, marriage, or adoption.

Source: IWPR analysis of American Community Survey microdata (Integrated Public Use Microdata Series, Version 5.0).