Letter in Support of H.R. 3090 Interstate Paid Leave Action Network Act (I-PLAN Act)

May 30, 2025

The Honorable Stephanie Bice
2402 Longworth House Office Bldg
Washington, DC 20515

The Honorable Chrissy Houlahan
1727 Rayburn House Office Bldg
Washington, DC 20515

To Representatives Bice and Houlahan,

On April 30, 2025, Representatives Bice and Houlahan introduced the "**More Paid Leave for More Americans Act**." This bipartisan package includes H.R. 3090, the Interstate Paid Leave Action Network Act (I-PLAN Act).

The National Association of State Workforce Agencies (NASWA) sends this letter in support of this bipartisan effort to provide resources to states who are implementing paid family and medical leave (PFLM) programs.

NASWA is the national organization representing all 50 state workforce agencies, D.C. and U.S. territories. NASWA provides policy expertise, shares promising state practices and promotes state innovation and leadership in workforce development. Our mission is to enhance the state workforce agencies' ability to accomplish their goals, statutory roles and responsibilities. Through our national policy committees and workgroups, NASWA members inform policy makers about issues that are critical to state workforce agencies. NASWA's PFML Workgroup members are paid leave program administrators and workforce agency leaders in states without paid leave who have a vested interest in understanding paid leave programs. The NASWA PFML Workgroup strives to address concerns pressing to the states and territories, share best practices, and communicate with external partners and stakeholders.

NASWA has been supportive of the work of the Bipartisan Working Group's efforts and the development of the I-PLAN Act. Our members requested the establishment of the Paid Family and Medical Leave (PFML) Workgroup due to the need for increased communication, discussion, and collaboration among states.

The PFML Workgroup meets virtually each month and in-person once a year. In 2024, the group held its first in-person convening in New Orleans which allowed the members to propel their mission and goals forward. The shared goals of the workgroup include:

- Support fellow states and territories as they explore, pass, implement, and improve paid family and medical leave programs
- Provide advice, receive updates, and inform the work of federal policymakers and other key external stakeholders, including but not limited to researchers, advocates, vendors, and others.
- Assist with the development of NASWA's legislative and other priorities
- Coordinate to provide responses and feedback to issues affecting paid leave programs
- Strive to address fraud detection, prevention, and bring awareness to the latest fraud trends impacting paid leave programs
- Develop resources to address the needs and interests of the Workgroup. This could include projects such as a state comparison tool, a Frequently Asked Questions repository, and the creation of shared definitions.

We are pleased the I-PLAN Act requires the establishment of an Intermediary to facilitate the Interstate Network. This would include but not be limited to hosting meetings, publishing information and updates, engaging with external stakeholders, and creating or leveraging a standardized technology-based system allowing states to achieve the goals of the I-PLAN Act agreement by processing interstate claims and strengthen program integrity. These goals are critical next steps in addressing the needs of state paid leave programs.

The grant funding outlined in the legislation provided to the states is essential to achieving the goals of harmonization and coordination. Given the challenge and scope of the work ahead, increasing the amount of funding available to states would provide states with adequate resources to participate in I-PLAN and implement the results.

NASWA shares our enthusiasm for this critical bipartisan effort to support state paid leave programs. We hope this legislation is able to gain momentum and make a real impact in the states.

Sincerely,

Joseph M. Barela
NASWA Board Chair
Executive Director, Colorado Department of Labor and Employment

Scott B. Sanders
President and CEO
NASWA

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