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March 16, 2026

Julie Squire
Vice President of Policy and General Council
National Association of State Workforce Agencies
444 N. Capitol St. NW, Suite 300
Washington, DC 20001

Dear Ms. Squire:

Thank you again for testifying before the Subcommittee on Workforce Protections on February 24, 2026, at the hearing titled "Balancing Careers and Care: Examining Innovative Approaches to Paid Leave." Enclosed are additional questions following the hearing. Please provide a written response no later than April 6, 2026, for inclusion in the hearing record. The response should be sent to Kane Riddell of the Committee staff who can be contacted at (202) 226-3873 or Kane.Riddell@mail.house.gov.

We appreciate your contribution to the work of the Subcommittee.

Sincerely,

A handwritten signature in cursive script that reads "Ryan Mackenzie".

Ryan Mackenzie
Chairman
Subcommittee on Workforce Protections

**Questions for the Record from
REPRESENTATIVE ROBERT C. “BOBBY” SCOTT (D-VA)**

**Committee on Education and Workforce
WP Subcommittee hearing titled: “Balancing Careers and Care: Examining Innovative
Approaches to Paid Leave”**

**Tuesday, February 24, 2026
10:15 A.M.**

**Question(s) for Julie Squire, Vice President and General Council, National Association of
State Workforce Agencies.**

1. Ms. Squire, H.R. 3089, the *More Paid Leave for More Americans Act* authorizes funding for a three-year competitive grant program, administered by the U.S. Department of Labor, for states that enact their own paid family leave laws, subject to minimum requirements. Under this program, eligible states could receive between \$1.5 million and \$7 million in a grant, which may be used for a variety of purposes related to the state’s paid leave policy.
 - a. What is the range of costs that a state would incur to set up a social insurance model paid leave program? Additionally, what is the range of benefits that a state paid leave program pays out over the course of a year?
 - b. Are the grants in H.R. 3089 sufficient to assist states to set up their paid leave program?
 - c. What comments, if any, has the National Association of State Workforce Agencies (NASWA) received from your membership regarding the grant quantities under this legislation?

2. The second component of H.R. 3089 is the creation of a “Interstate Paid Leave Action Network (I-PLAN)” to facilitate cooperation and coordination between states. Under this section, there are several policy standards and administrative standards for state paid leave program administrators to discuss when developing an interstate agreement. Ms. Squire, the subject of some of these standards are typically spelled out in a state’s paid leave statute, and others are generally part of the regulations issued by a state agency administering the paid leave program. Can you outline which of these standards are likely to require state legislators to amend their statutes to implement an interstate agreement, and which standards under an interstate agreement are likely to be implemented by a state agency through rulemaking?

3. In October 2022, Oregon and Washington state [issued joint guidance](#) for employers who have employees that reside or work remotely in the other state regarding their paid leave programs. Ms. Squire, are there other examples of states cooperating or collaborating with regard to their respective paid leave programs? If so, please provide specific examples.
4. Ms. Squire, 13 states and the District of Columbia have established comprehensive paid leave programs for workers. Can you discuss how these states protect taxpayer dollars and minimize fraud in their programs?