

MAJORITY MEMBERS:

TIM WALBERG, MICHIGAN, *Chairman*

JOE WILSON, SOUTH CAROLINA
VIRGINIA FOXX, NORTH CAROLINA
GLENN THOMPSON, PENNSYLVANIA
GLENN GROTHMAN, WISCONSIN
ELISE M. STEFANIK, NEW YORK
RICK W. ALLEN, GEORGIA
JAMES COMER, KENTUCKY
BURGESS OWENS, UTAH
LISA C. MCCLAIN, MICHIGAN
MARY E. MILLER, ILLINOIS
JULIA LETLOW, LOUISIANA
KEVIN KILEY, CALIFORNIA
MICHAEL RULLI, OHIO
JAMES C. MOYLAN, GUAM
ROBERT F. ONDER, JR., MISSOURI
RYAN MACKENZIE, PENNSYLVANIA
MICHAEL BAUMGARTNER, WASHINGTON
MARK HARRIS, NORTH CAROLINA
MARK B. MESSMER, INDIANA
RANDY FINE, FLORIDA



COMMITTEE ON
EDUCATION AND WORKFORCE
U.S. HOUSE OF REPRESENTATIVES
2176 RAYBURN HOUSE OFFICE BUILDING
WASHINGTON, DC 20515-6100

MINORITY MEMBERS:

ROBERT C. "BOBBY" SCOTT, VIRGINIA,
Ranking Member

JOE COURTNEY, CONNECTICUT
FREDERICA S. WILSON, FLORIDA
SUZANNE BONAMICI, OREGON
MARK TAKANO, CALIFORNIA
ALMA S. ADAMS, NORTH CAROLINA
MARK DESAULNIER, CALIFORNIA
DONALD NORCROSS, NEW JERSEY
LUCY MCBATH, GEORGIA
JAHANA HAYES, CONNECTICUT
ILHAN OMAR, MINNESOTA
HALEY STEVENS, MICHIGAN
GREG CASAR, TEXAS
SUMMER L. LEE, PENNSYLVANIA
JOHN MANNION, NEW YORK
ADELITA GRIJALVA, ARIZONA

March 16, 2026

Elyse Shaw
Director of the Education, Labor and Worker Justice Team
The Center for Law and Social Policy
1310 L St. NW, Suite 900
Washington, DC 20005

Dear Ms. Shaw:

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 black ink 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 Elyse Shaw, Director of Education, Labor and Worker Justice Team, The
Center for Law and Social Policy.**

1. Ms. Shaw, during the hearing, Committee Republicans repeatedly touted 45S, a tax credit for employers who voluntarily offer paid leave benefits, as a victory for working families. What is 45S, and has it meaningfully expanded access to paid leave?
2. Ms. Shaw, can you discuss how states with comprehensive paid leave programs are providing robust benefits while maintaining the integrity of their program?
3. Following up on the discussion of the different models of state paid leave programs, can you provide estimates of the number of working people that have access to paid family and medical leave for:
 - a. States with social insurance model paid leave programs (13 states and the District of Columbia);
 - b. States that administer voluntary paid leave programs (New Hampshire and Vermont); and
 - c. States that have passed laws allowing insurance companies to sell paid leave products to employers (8 states)?
4. In states that have voluntary paid leave programs or laws, what is the estimated unmet need for leaves that people need but cannot take, and what is the impact of these unmet needs?
5. How have states with comprehensive paid leave programs impacted small businesses’ (specifically the ones that do not operate in multiple states) abilities to administer paid leave benefits?