

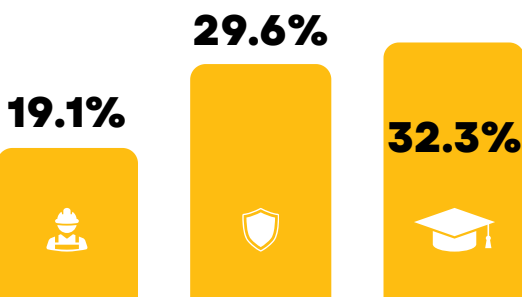
Building Stronger Unions with Paid Parental Leave

Labor unions have been instrumental in the adoption of Paid Family Leave (PFL) in several states, such as California and Oregon. Due to their ability to negotiate, lobby, and organize, labor unions have played a pivotal role in collective bargaining efforts alongside public health and community groups. [\(Source\)](#)

Unionized mothers are 17% more likely to use paid maternity leave than their non-unionized counterparts but millions of union affiliated members are in states without PFL.

Through their efforts, here are recent wins:

- Iron Workers and Contractors announce paid maternity leave for its membership, a first amongst trade unions
- Starbucks' union announces 18 weeks of paid parental leave for members
- The IUOE announces paid maternity leave for its U.S. and Canadian members



The highest unionization rates are among workers in education, training, and library occupations (32.3%), protective service occupations (29.6%), and construction and extraction occupations (19.1%) ([Source: BLS](#))

14.3m

14,300,000 wage and salary workers belong to unions [\(Source: BLS\)](#)

32%

of public-sector workers belong to unions [\(Source: BLS\)](#)

Union affiliation of employed wage and salary workers by state (2024)

STATE	% UNION	HAS PFL?
West Virginia	10.0	X
Indiana	10.4	X
New Hampshire	10.6	X
Kentucky	11.2	X
District of Columbia	11.7	YES
Pennsylvania	12.4	X
Montana	13.1	X
Ohio	13.3	X
Maryland	13.4	Coming 2026
Nevada	13.4	X
Illinois	14.2	X
Michigan	14.7	X
Minnesota	14.8	X
Maine	15.3	Coming 2026
Rhode Island	15.3	YES
Massachusetts	15.6	YES
Vermont	15.8	X
California	16.3	YES
New Jersey	17.4	YES
Oregon	17.5	YES
Connecticut	17.8	YES
Washington	18.3	YES
Alaska	19.5	X
New York	21.9	YES
Hawaii	27.5	X

[\(Source: BLS\)](#)

[Get Started Today](#)
[Schedule a Meeting](#)