

sedgwick

State of the Line

2026 MID-YEAR

Statutory and paid leave claims

Dive deeper into the stats with the full report here →

THREE KEY DEVELOPMENTS

01

Continued growth in statutory leave utilization

02

Increasing concentration of claims in large states like New York and California

03

The ongoing expansion of state leave programs will increase employer complexity in the years ahead



Statutory disability and paid leave programs continue to expand in both volume and complexity across the United States. In 2026, claim volume has increased nearly 20%, making statutory leave one of the fastest-growing workforce benefit programs. Growth was accompanied by increases in claim duration and approved leave days, reflecting the continued evolution of state-sponsored leave benefits and increasing employee utilization.

While claim growth remains concentrated in a relatively small number of states, the broader trend is clear: Statutory leave programs are becoming a more significant component of workforce absence management. As additional states implement paid family and medical leave (PFML) programs and existing programs expand eligibility and benefits, employers face a rapidly changing compliance and workforce management environment.