

ONLINE APPENDIX

*The Intergenerational Effects of Parental Leave: Exploiting Forty Years of U.S. Policy Variation**

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A Robustness Checks

A.1 Treatment Timing and Compositional Changes

Appendix Table S2: Callaway and Sant'Anna Estimates, Children's Long-Run Outcomes

	Education			Wages (Ages 25-30)	
	(1) Years of Education	(2) High School Dropout	(3) College Completion	(4) Avg. Wages <i>Unconditional</i>	(5) Avg. Wages <i>Conditional</i>
(A) NEVER TREATED AS COMPARISON GROUP					
Leave Reform	0.601*** (0.053)	-0.085*** (0.009)	0.084*** (0.009)	2.546*** (0.291)	3.646*** (0.607)
(B) NOT YET TREATED AS COMPARISON GROUP					
Leave Reform	0.585*** (0.053)	-0.081*** (0.009)	0.089*** (0.009)	2.576*** (0.291)	3.188*** (0.588)

NOTES: *Unconditional* and *Conditional* average (Avg.) wages are computed for all the children who reported wages at least once and at least twice during the age window 25-30, respectively. Sociodemographic variables are included in all regressions (mother's age, marital status and education at the time of birth). Mothers' employment and hours worked two years before birth are also included as controls. Statistical significance is indicated as such: *** 99%, ** 95%, * 90%.

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Appendix Table S3: Callaway and Sant'Anna Estimates Using Never Treated Units as Comparison Group, Upward Intergenerational Mobility in Education

	<i>All Children</i>		<i>Daughters</i>		<i>Sons</i>	
	(1)	(2)	(3)	(4)	(5)	(6)
(A) MATERNAL INTERGENERATIONAL LINKS						
Leave Reform	0.160*	0.050	0.257**	0.101	0.109	-0.014
	(0.082)	(0.104)	(0.125)	(0.177)	(0.105)	(0.130)
(B) PATERNAL INTERGENERATIONAL LINKS						
Leave Reform	0.221**	0.224	0.383**	0.378	0.124	0.065
	(0.111)	(0.145)	(0.190)	(0.253)	(0.138)	(0.183)

NOTES: Dependent variable is an indicator of whether the child's quartile in their own education distribution is higher than their parent's quartile. Birth year and state fixed effects are included in all regressions. *Sociodemographics* include the child's birth order, and the mother's age, race and marital status. Statistical significance is indicated as such: *** 99%, ** 95%, * 90%.

Appendix Table S4: Callaway and Sant'Anna Estimates Using Not Yet Treated Units as Comparison Group, Upward Intergenerational Mobility in Education

	<i>All Children</i>		<i>Daughters</i>		<i>Sons</i>	
	(1)	(2)	(3)	(4)	(5)	(6)
(A) MATERNAL INTERGENERATIONAL LINKS						
Leave Reform	0.149*	0.046	0.228*	0.097	0.104	-0.020
	(0.082)	(0.103)	(0.123)	(0.171)	(0.104)	(0.129)
(B) PATERNAL INTERGENERATIONAL LINKS						
Leave Reform	0.192*	0.187	0.362*	0.364	0.095	0.012
	(0.110)	(0.138)	(0.189)	(0.250)	(0.135)	(0.165)

NOTES: Dependent variable is an indicator of whether the child's quartile in their own education distribution is higher than their parent's quartile. Birth year and state fixed effects are included in all regressions. *Sociodemographics* include the child's birth order, and the mother's age, race and marital status. Statistical significance is indicated as such: *** 99%, ** 95%, * 90%.

Appendix Table S5: Callaway and Sant'Anna Estimates Using Not-Yet Treated as Control Group, Parental Fertility

	Women		Men	
	(1)	(2)	(3)	(4)
Leave Reform [<i>Null Parity</i>]	0.044*** (0.008)		0.027*** (0.006)	
Leave Reform × <i>Positive Parity</i>		-0.073** (0.037)		-0.106*** (0.028)

A.2 Parallel Trends

Appendix Table S6: Children's Long-Run Outcomes: Pre-Trend Checks

	Education			Wages (Ages 25-30)	
	(1) Years of Education	(2) High School Dropout	(3) College Completion	(4) Avg. Wages <i>Unconditional</i>	(5) Avg. Wages <i>Conditional</i>
-4yrs	-0.064 (0.342)	-0.055 (0.049)	-0.040 (0.075)	-3.771 (2.568)	-6.234 (4.719)
-2yrs	0.189 (0.298)	-0.065 (0.045)	-0.038 (0.063)	0.430 (1.546)	0.830 (4.139)
+2yrs	0.395 (0.336)	-0.085* (0.045)	0.085 (0.072)	5.295** (2.444)	9.056 (6.081)
+4yrs	0.707 (0.539)	-0.093 (0.072)	0.103 (0.118)	7.524** (3.717)	14.062* (7.505)
+6yrs	0.999 (0.718)	-0.134 (0.093)	0.163 (0.162)	11.832** (5.362)	19.632* (10.043)
+8yrs	1.528* (0.922)	-0.148 (0.118)	0.303 (0.207)	11.540* (6.912)	26.345* (13.753)
+10yrs	1.622 (1.070)	-0.134 (0.142)	0.283 (0.242)	15.675** (7.754)	25.988* (15.203)
Sociodemographics	✓	✓	✓	✓	✓
Mother's Labor Supply, Baseline	✓	✓	✓	✓	✓

NOTES: *Unconditional* and *Conditional* average (Avg.) wages are computed for all the children who reported wages at least once and at least twice during the age window 25-30, respectively. Sociodemographic variables are included in all regressions (mother's age, marital status and education at the time of birth). Mothers' employment and hours worked two years before birth are also included as controls. Statistical significance is indicated as such: *** 99%, ** 95%, * 90%.

Appendix Table S7: Upward Intergenerational Mobility in Education: Parallel Trends Checks

	<i>All Children</i>		<i>Daughters</i>		<i>Sons</i>	
	(1)	(2)	(3)	(4)	(5)	(6)
(A) MATERNAL INTERGENERATIONAL LINKS						
-4yrs	0.053 (0.069)	0.052 (0.067)	0.101 (0.110)	0.125 (0.107)	0.015 (0.090)	0.027 (0.086)
-2yrs	0.104 (0.076)	0.103 (0.073)	0.135 (0.115)	0.160 (0.111)	0.050 (0.103)	0.052 (0.098)
+2yrs	0.127* (0.073)	0.092 (0.071)	0.187* (0.110)	0.177* (0.107)	0.090 (0.100)	0.073 (0.097)
+4yrs	0.091 (0.079)	0.072 (0.078)	0.123 (0.119)	0.102 (0.117)	0.068 (0.111)	0.081 (0.110)
+6yrs	0.080 (0.091)	0.022 (0.088)	0.178 (0.132)	0.148 (0.128)	-0.078 (0.135)	-0.110 (0.131)
+8yrs	0.160 (0.098)	0.111 (0.096)	0.264* (0.155)	0.211 (0.149)	0.139 (0.127)	0.101 (0.127)
+10yrs	0.317*** (0.099)	0.243** (0.096)	0.334** (0.148)	0.286** (0.143)	0.348*** (0.135)	0.284** (0.131)
(B) PATERNAL INTERGENERATIONAL LINKS						
-4yrs	0.039 (0.092)	0.012 (0.090)	0.067 (0.146)	0.038 (0.141)	0.003 (0.124)	0.003 (0.124)
-2yrs	-0.090 (0.098)	-0.101 (0.096)	-0.118 (0.148)	-0.139 (0.145)	-0.065 (0.135)	-0.062 (0.134)
+2yrs	-0.054 (0.104)	-0.098 (0.102)	0.002 (0.168)	-0.076 (0.163)	-0.058 (0.136)	-0.081 (0.136)
+4yrs	0.083 (0.118)	0.007 (0.116)	0.104 (0.160)	0.032 (0.158)	0.070 (0.184)	0.046 (0.187)
+6yrs	0.177 (0.123)	0.105 (0.122)	0.214 (0.188)	0.129 (0.187)	0.126 (0.172)	0.104 (0.166)
+8yrs	0.322*** (0.120)	0.231* (0.121)	0.290 (0.180)	0.192 (0.180)	0.402** (0.169)	0.348** (0.168)
+10yrs	0.360*** (0.115)	0.280** (0.115)	0.289* (0.173)	0.227 (0.171)	0.413** (0.164)	0.333** (0.165)
Sociodemographics		✓		✓		✓

NOTES: Dependent variable is an indicator of whether the child's quartile in their own education distribution is higher than their parent's quartile. Birth year and state fixed effects are included in all regressions. *Sociodemographics* include the child's birth order, and the mother's age, race and marital status. Statistical significance is indicated as such: *** 99%, ** 95%, * 90%.

Appendix Table S8: Intergenerational Rank Correlation in Education, Parallel Trends Checks

	MATERNAL INTERGENERATIONAL LINKS			PATERNAL INTERGENERATIONAL LINKS		
	<i>All Children</i> (1)	<i>Daughters</i> (2)	<i>Sons</i> (3)	<i>All Children</i> (4)	<i>Daughters</i> (5)	<i>Sons</i> (6)
(A) LEVEL						
-4yrs	-3.288 (3.067)	-5.179 (4.165)	-1.525 (4.557)	-2.918 (3.748)	-5.986 (5.009)	-0.384 (5.825)
-2yrs	-4.639 (5.835)	-4.416 (10.368)	-3.377 (6.915)	-4.392 (7.072)	-8.475 (13.156)	0.438 (8.130)
+2yrs	15.290*** (4.381)	15.969*** (5.805)	12.541** (6.251)	12.801** (5.939)	13.699* (8.157)	14.959 (9.143)
+4yrs	25.925*** (5.139)	30.491*** (6.118)	19.994** (8.209)	16.600*** (5.494)	14.228** (6.827)	16.531* (9.534)
+6yrs	24.033*** (5.200)	33.547*** (6.735)	9.386 (7.408)	28.720*** (5.979)	35.259*** (7.106)	18.235** (8.679)
+8yrs	26.608*** (5.072)	27.151*** (8.020)	26.636*** (6.262)	34.535*** (5.048)	36.402*** (7.457)	33.465*** (6.403)
+10yrs	21.497*** (4.774)	21.059*** (6.532)	22.379*** (6.816)	28.940*** (5.065)	21.359*** (7.330)	34.084*** (6.599)
+12yrs	21.698*** (4.841)	24.195*** (6.076)	19.483** (7.661)	28.908*** (4.940)	26.616*** (6.929)	30.783*** (6.951)
(B) MOBILITY						
-4yrs	-0.005 (0.060)	0.006 (0.092)	-0.009 (0.080)	0.004 (0.073)	-0.026 (0.122)	0.026 (0.099)
-2yrs	0.001 (0.113)	-0.063 (0.195)	0.039 (0.136)	-0.053 (0.124)	0.021 (0.198)	-0.144 (0.169)
+2yrs	-0.174** (0.076)	-0.132 (0.100)	-0.193* (0.106)	-0.188** (0.096)	-0.190* (0.115)	-0.256 (0.175)
+4yrs	-0.391*** (0.098)	-0.512*** (0.128)	-0.251* (0.143)	-0.077 (0.084)	-0.112 (0.111)	-0.016 (0.133)
+6yrs	-0.353*** (0.108)	-0.518*** (0.166)	-0.131 (0.132)	-0.423*** (0.114)	-0.615*** (0.151)	-0.196 (0.167)
+8yrs	-0.260*** (0.084)	-0.219* (0.118)	-0.276** (0.113)	-0.270*** (0.082)	-0.329*** (0.108)	-0.280** (0.142)
+10yrs	-0.130 (0.081)	-0.162 (0.117)	-0.109 (0.111)	-0.282*** (0.095)	-0.131 (0.123)	-0.400*** (0.132)

NOTES: Dependent variable is the child's rank in their own education distribution. Birth year and state fixed effects are included in all regressions. *Sociodemographics* include the child's birth order, and the mother's age, race and marital status. Statistical significance is indicated as such: *** 99%, ** 95%, * 90%.

Appendix Table S9: Intergenerational Rank Correlation in Earnings, Parallel Trends Checks

	MATERNAL INTERGENERATIONAL LINKS			PATERNAL INTERGENERATIONAL LINKS		
	<i>All Children</i>	<i>Daughters</i>	<i>Sons</i>	<i>All Children</i>	<i>Daughters</i>	<i>Sons</i>
	(1)	(2)	(3)	(4)	(5)	(6)
(A) LEVEL						
-4yrs	3.969 (10.133)	0.308 (11.408)	3.135 (12.570)	16.549 (12.947)	-14.718* (7.570)	25.781* (13.453)
-2yrs	-8.146 (19.365)	8.014 (24.533)	-26.741 (26.459)	36.944*** (13.643)	48.134*** (16.686)	12.887 (19.831)
+2yrs	-1.286 (9.914)	-7.143 (12.122)	4.739 (13.785)	14.586 (13.855)	17.203 (14.979)	7.145 (28.839)
+4yrs	-4.204 (10.433)	-3.023 (10.042)	12.072 (28.023)	7.487 (12.802)	9.000 (15.164)	9.619 (19.003)
+6yrs	12.471 (10.982)	18.955* (9.896)	0.570 (33.130)	-12.884 (12.903)	-6.792 (20.389)	-18.431 (16.902)
+8yrs	-8.715 (11.288)	-26.140 (22.644)	-19.648* (11.491)	21.655 (15.739)	26.172 (16.057)	-137.607*** (2.611)
+10yrs	-22.378** (8.966)	-20.178 (16.287)	-29.335*** (10.405)	-3.166 (11.785)	-16.846 (11.570)	23.422 (23.773)
(B) MOBILITY						
-4yrs	0.169 (0.171)	0.156 (0.235)	0.207 (0.182)	-0.160 (0.200)	0.203 (0.165)	-0.323 (0.228)
-2yrs	0.197 (0.326)	-0.178 (0.410)	0.629* (0.326)	-0.633*** (0.230)	-0.872*** (0.236)	-0.187 (0.407)
+2yrs	0.014 (0.148)	0.045 (0.185)	-0.025 (0.205)	-0.285 (0.196)	-0.367* (0.211)	-0.133 (0.408)
+4yrs	0.176 (0.192)	0.163 (0.174)	-0.067 (0.445)	-0.176 (0.191)	-0.292 (0.218)	-0.162 (0.271)
+6yrs	-0.273* (0.163)	-0.202 (0.141)	-0.274 (0.439)	0.418** (0.171)	0.363 (0.342)	0.422** (0.211)
+8yrs	0.290 (0.188)	0.360 (0.364)	0.545*** (0.145)	-0.548** (0.249)	-0.472* (0.275)	1.379*** (0.041)
+10yrs	0.438*** (0.121)	0.416* (0.236)	0.502*** (0.135)	0.094 (0.180)	0.276 (0.209)	-0.211 (0.337)

NOTES: Dependent variable is the child's rank in their own education distribution. Birth year and state fixed effects are included in all regressions. *Sociodemographics* include the child's birth order, and the mother's age, race and marital status. Statistical significance is indicated as such: *** 99%, ** 95%, * 90%.

Appendix Table S10: Pre-FMLA Leave Policies and Fertility

	Null Parity		Positive Parity	
	(1)	(2)	(3)	(4)
(A) WOMEN				
-4yrs	0.003 (0.008)	0.008 (0.008)	0.007 (0.016)	0.003 (0.016)
-2yrs	0.019*** (0.006)	0.022*** (0.007)	-0.001 (0.011)	0.001 (0.011)
+2yrs	0.010 (0.008)	0.009 (0.008)	-0.033** (0.016)	-0.031** (0.016)
+4yrs	0.013 (0.013)	0.012 (0.014)	-0.053** (0.026)	-0.046* (0.026)
+6yrs	0.019 (0.018)	0.008 (0.019)	-0.090** (0.036)	-0.090** (0.036)
+8yrs	0.021 (0.023)	0.015 (0.024)	-0.105** (0.047)	-0.096** (0.047)
+10yrs	0.034 (0.027)	0.034 (0.029)	-0.104* (0.056)	-0.088 (0.056)
(B) MEN				
-4yrs	0.009 (0.007)	0.009 (0.007)	0.007 (0.019)	0.011 (0.019)
-2yrs	0.007 (0.005)	0.007 (0.006)	-0.000 (0.013)	0.008 (0.013)
+2yrs	0.001 (0.006)	0.002 (0.006)	-0.020 (0.018)	-0.016 (0.018)
+4yrs	0.008 (0.011)	0.012 (0.011)	-0.029 (0.031)	-0.027 (0.031)
+6yrs	0.002 (0.014)	0.002 (0.015)	-0.069 (0.043)	-0.066 (0.043)
+8yrs	0.006 (0.019)	0.011 (0.020)	-0.069 (0.055)	-0.066 (0.055)
+10yrs	0.013 (0.023)	0.020 (0.024)	-0.065 (0.065)	-0.059 (0.065)
Sociodemographics	✓	✓	✓	✓
Labor Supply		✓		✓

NOTES: Parallel trends checks are implemented separately for the *Null Parity* group (columns (1) and (2)) and for the *Positive Parity* group (columns (4) and (5)). *Labor Supply* includes controls for hours worked and predicted labor market earnings in the year prior.

A.3 Confounding Effects

Appendix Table S11: Pre-FMLA Leave Policies and Children's Education and Labor Market Returns Accounting for Differences in State-Level Taxation and Welfare

	Education			Wages (Ages 25-30)	
	(1) Years of Education	(2) High School Dropout	(3) College Completion	(4) Avg. Wages <i>Unconditional</i>	(5) Avg. Wages <i>Conditional</i>
(A) OVERALL EFFECT: BASELINE SPECIFICATION					
Leave Reform	0.211 (0.136)	-0.042** (0.019)	0.035 (0.028)	2.724*** (0.897)	4.624** (2.353)
(B) HETEROGENEITY BY MOTHERS' CHARACTERISTICS: EDUCATION					
Leave Reform	1.306*** (0.301)	-0.147*** (0.049)	0.176*** (0.056)	1.021 (1.155)	3.612* (2.138)
Leave Reform × High School, Mother	-1.101*** (0.325)	0.042 (0.047)	-0.163*** (0.063)	0.386 (1.071)	-0.658 (1.928)
Leave Reform × Some College, Mother	-1.374*** (0.317)	0.093* (0.048)	-0.276*** (0.064)	1.449 (1.346)	0.954 (2.656)
Leave Reform × College, Mother	-1.207*** (0.317)	0.164*** (0.050)	-0.097 (0.061)	5.386*** (1.821)	3.502 (3.364)
(C) HETEROGENEITY BY MOTHERS' CHARACTERISTICS: ALL					
Leave Reform	1.584*** (0.332)	-0.223*** (0.050)	0.176*** (0.062)	-0.539 (2.088)	6.128* (3.412)
Leave Reform × Part-time, Mother	-0.048 (0.198)	0.089*** (0.028)	0.063 (0.042)	1.312 (1.063)	0.497 (1.931)
Leave Reform × Full-Time, Mother	-0.388* (0.206)	0.090*** (0.028)	0.027 (0.045)	2.498* (1.395)	5.609** (2.853)
Leave Reform × High School, Mother	-0.811** (0.345)	-0.024 (0.050)	-0.125* (0.072)	-0.359 (1.172)	0.623 (3.218)
Leave Reform × Some College, Mother	-1.011*** (0.335)	0.020 (0.051)	-0.232*** (0.072)	0.497 (1.469)	1.335 (3.521)
Leave Reform × College, Mother	-0.571 (0.352)	0.075 (0.053)	0.030 (0.077)	4.285** (1.800)	3.852 (4.045)
Leave Reform × White, Mother	-0.652** (0.297)	0.109*** (0.037)	-0.089 (0.066)	1.319 (1.929)	-4.893 (4.110)
Leave Reform × Black, Mother	-0.307 (0.303)	0.067* (0.039)	-0.061 (0.066)	1.187 (1.889)	-5.635 (4.259)
Leave Reform × Hispanic, Mother	-0.023 (0.374)	-0.070 (0.049)	-0.108 (0.076)	0.055 (2.797)	0.000 (.)
<i>Observations</i>	7465	7465	7465	4854	1642

NOTES: *Unconditional* and *Conditional* average (Avg.) wages are computed for all the children who reported wages at least once and at least twice during the age window 25-30, respectively. In Panel B, the omitted category is *Leave Reform × High School Dropout, Mother*. In Panel C the mothers' labor participation variables interacted with *Leave Reform* are computed based on the average yearly working hours in the two years prior to birth. The omitted categories in Panel C are *Leave Reform × Less than Part-Time Mother*, *Leave Reform × High School Dropout Mother*, and *Leave Reform × Other Race Mother*. Birth year and state fixed effects are included in all regressions. Sociodemographic variables are included in all regressions (mother's age, marital status and education at the time of birth). Mothers' employment and hours worked two years before birth are also included as controls. The interaction between *Leave Reform* and *Hispanic Mother* has been dropped in column (5) due to multicollinearity as there is little variation with other sociodemographic characteristics in the smaller sample. Statistical significance is indicated as such: *** 99%, ** 95%, * 90%.

Appendix Table S12: Pre-FMLA Leave Policies and Children's Education and Labor Market Returns Accounting for the Presence of Grandparents

	Education			Wages (Ages 25-30)	
	(1) Years of Education	(2) High School Dropout	(3) College Completion	(4) Avg. Wages <i>Unconditional</i>	(5) Avg. Wages <i>Conditional</i>
(A) OVERALL EFFECT: BASELINE SPECIFICATION					
Leave Reform	0.226* (0.129)	-0.041** (0.019)	0.033 (0.026)	2.646*** (0.776)	3.972* (2.047)
(B) HETEROGENEITY BY MOTHERS' CHARACTERISTICS: EDUCATION					
Leave Reform	1.332*** (0.297)	-0.139*** (0.048)	0.177*** (0.055)	0.976 (1.040)	2.875 (1.929)
Leave Reform × High School, Mother	-1.130*** (0.326)	0.036 (0.047)	-0.169*** (0.063)	0.396 (1.066)	-0.682 (2.029)
Leave Reform × Some College, Mother	-1.399*** (0.318)	0.088* (0.048)	-0.281*** (0.064)	1.505 (1.340)	1.291 (2.734)
Leave Reform × College, Mother	-1.229*** (0.319)	0.157*** (0.049)	-0.101* (0.061)	5.383*** (1.816)	3.606 (3.486)
(C) HETEROGENEITY BY MOTHERS' CHARACTERISTICS: ALL					
Leave Reform	1.610*** (0.327)	-0.212*** (0.049)	0.177*** (0.061)	-0.613 (2.006)	5.780* (3.200)
Leave Reform × Part-time, Mother	-0.058 (0.198)	0.089*** (0.028)	0.062 (0.042)	1.281 (1.061)	0.446 (1.935)
Leave Reform × Full-Time, Mother	-0.390* (0.206)	0.088*** (0.028)	0.026 (0.045)	2.475* (1.389)	5.587* (2.879)
Leave Reform × High School, Mother	-0.838** (0.345)	-0.027 (0.049)	-0.131* (0.072)	-0.343 (1.166)	0.632 (3.382)
Leave Reform × Some College, Mother	-1.034*** (0.335)	0.017 (0.050)	-0.237*** (0.073)	0.559 (1.460)	1.716 (3.689)
Leave Reform × College, Mother	-0.589* (0.352)	0.072 (0.053)	0.025 (0.077)	4.272** (1.793)	3.955 (4.200)
Leave Reform × White, Mother	-0.650** (0.296)	0.104*** (0.037)	-0.087 (0.066)	1.405 (1.925)	-5.143 (4.271)
Leave Reform × Black, Mother	-0.315 (0.303)	0.063 (0.039)	-0.062 (0.066)	1.217 (1.881)	-6.119 (4.426)
Leave Reform × Hispanic, Mother	-0.025 (0.374)	-0.066 (0.048)	-0.109 (0.076)	0.140 (2.804)	0.000 (.)
<i>Observations</i>	7471	7471	7471	4860	1646

NOTES: *Unconditional* and *Conditional* average (Avg.) wages are computed for all the children who reported wages at least once and at least twice during the age window 25-30, respectively. In Panel B, the omitted category is *Leave Reform × High School Dropout, Mother*. In Panel C the mothers' labor participation variables interacted with *Leave Reform* are computed based on the average yearly working hours in the two years prior to birth. The omitted categories in Panel C are *Leave Reform × Less than Part-Time Mother*, *Leave Reform × High School Dropout Mother*, and *Leave Reform × Other Race Mother*. Birth year and state fixed effects are included in all regressions. Sociodemographic variables are included in all regressions (mother's age, marital status and education at the time of birth). Mothers' employment and hours worked two years before birth are also included as controls. The interaction between *Leave Reform* and *Hispanic Mother* has been dropped in column (5) due to multicollinearity as there is little variation with other sociodemographic characteristics in the smaller sample. Statistical significance is indicated as such: *** 99%, ** 95%, * 90%.

Appendix Table S13: Pre-FMLA Leave Policies and Education Rank Correlations Accounting for Differences in State-Level Taxation and Welfare

	No Policy Interactions		Including Policy Interactions					
	All Children (1)	(2)	All Children (3)	(4)	Daughters (5)	(6)	Sons (7)	(8)
(A) MATERNAL INTERGENERATIONAL LINKS								
Education Rank, Mother	0.346*** (0.013)	0.318*** (0.014)	0.367*** (0.014)	0.333*** (0.015)	0.361*** (0.020)	0.313*** (0.021)	0.377*** (0.019)	0.357*** (0.021)
Female		7.540*** (0.649)		7.498*** (0.649)				
Leave Reform			12.621*** (2.579)	10.003*** (2.555)	16.740*** (3.588)	14.619*** (3.630)	8.004** (3.564)	5.929* (3.573)
Leave Reform × Education Rank, Mother			-0.151*** (0.038)	-0.129*** (0.037)	-0.212*** (0.054)	-0.204*** (0.054)	-0.094* (0.051)	-0.063 (0.051)
Sociodemographics	✓	✓	✓	✓	✓	✓	✓	✓
Observations	5909	5860	5909	5860	2906	2873	3003	2987
(B) PATERNAL INTERGENERATIONAL LINKS								
Education Rank, Mother	0.341*** (0.016)	0.311*** (0.018)	0.374*** (0.017)	0.337*** (0.019)	0.373*** (0.026)	0.329*** (0.028)	0.377*** (0.023)	0.349*** (0.025)
Female		6.735*** (0.836)		6.693*** (0.834)				
Leave Reform			18.113*** (3.106)	14.020*** (3.139)	21.571*** (4.573)	17.479*** (4.704)	15.002*** (4.288)	12.288*** (4.344)
Leave Reform × Education Rank, Mother			-0.227*** (0.042)	-0.198*** (0.042)	-0.261*** (0.058)	-0.222*** (0.059)	-0.223*** (0.063)	-0.196*** (0.064)
Sociodemographics	✓	✓	✓	✓	✓	✓	✓	✓
Observations	3731	3726	3731	3726	1774	1772	1957	1954

NOTES: Dependent variable is the child's rank in their own education distribution. Birth year and state fixed effects are included in all regressions. *Sociodemographics* include the child's birth order, and the mother's age, race and marital status. Statistical significance is indicated as such: *** 99%, ** 95%, * 90%.

Appendix Table S14: Pre-FMLA Leave Policies and Education Rank Correlations Accounting for the Presence of Grandparents

	No Policy Interactions		Including Policy Interactions					
	All Children (1)	(2)	All Children (3)	(4)	Daughters (5)	(6)	Sons (7)	(8)
(A) MATERNAL INTERGENERATIONAL LINKS								
Education Rank, Mother	0.333*** (0.014)	0.318*** (0.014)	0.355*** (0.014)	0.333*** (0.015)	0.349*** (0.021)	0.312*** (0.021)	0.365*** (0.020)	0.356*** (0.021)
Female		7.529*** (0.649)		7.489*** (0.648)				
Leave Reform			12.121*** (2.366)	9.580*** (2.385)	15.848*** (3.271)	14.065*** (3.374)	8.350** (3.354)	5.818* (3.406)
Leave Reform × Education Rank, Mother			-0.147*** (0.037)	-0.123*** (0.037)	-0.207*** (0.053)	-0.201*** (0.054)	-0.090* (0.051)	-0.053 (0.051)
Sociodemographics	✓	✓	✓	✓	✓	✓	✓	✓
Observations	5909	5860	5909	5860	2906	2873	3003	2987
(B) PATERNAL INTERGENERATIONAL LINKS								
Education Rank, Mother	0.336*** (0.016)	0.312*** (0.018)	0.370*** (0.017)	0.336*** (0.019)	0.365*** (0.026)	0.329*** (0.028)	0.377*** (0.023)	0.349*** (0.025)
Female		6.747*** (0.835)		6.679*** (0.834)				
Leave Reform			16.829*** (2.842)	13.685*** (2.935)	20.657*** (4.141)	17.251*** (4.372)	14.358*** (3.989)	12.530*** (4.101)
Leave Reform × Education Rank, Mother			-0.222*** (0.041)	-0.193*** (0.042)	-0.255*** (0.057)	-0.214*** (0.058)	-0.224*** (0.063)	-0.196*** (0.063)
Sociodemographics	✓	✓	✓	✓	✓	✓	✓	✓
Observations	3757	3726	3757	3726	1792	1772	1965	1954

NOTES: Dependent variable is the child's rank in their own education distribution. Birth year and state fixed effects are included in all regressions. *Sociodemographics* include the child's birth order, and the mother's age, race and marital status. Statistical significance is indicated as such: *** 99%, ** 95%, * 90%.

Appendix Table S15: Pre-FMLA Leave Policies and Earnings Rank Correlations Accounting for Differences in State-Level Taxation and Welfare

	No Policy Interactions		Including Policy Interactions					
	All Children		All Children	Daughters		Sons		
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
(A) MATERNAL INTERGENERATIONAL LINKS								
Earnings Rank, Mother	0.197*** (0.022)	0.176*** (0.022)	0.194*** (0.024)	0.170*** (0.023)	0.267*** (0.032)	0.244*** (0.031)	0.120*** (0.036)	0.114*** (0.036)
Female		-10.718*** (1.221)		-10.734*** (1.221)				
Leave Reform			-2.387 (5.486)	-4.951 (5.388)	-4.366 (7.124)	-7.463 (7.069)	-0.511 (9.627)	0.459 (9.812)
Leave Reform × Earnings Rank, Mother			0.034 (0.072)	0.048 (0.071)	-0.031 (0.097)	-0.008 (0.097)	0.072 (0.122)	0.053 (0.123)
Sociodemographics		✓		✓		✓		✓
Observations	1941	1934	1941	1934	1046	1041	895	893
(B) PATERNAL INTERGENERATIONAL LINKS								
Earnings Rank, Father	0.274*** (0.029)	0.223*** (0.030)	0.295*** (0.030)	0.245*** (0.031)	0.265*** (0.042)	0.259*** (0.045)	0.339*** (0.043)	0.282*** (0.044)
Female		-11.995*** (1.445)		-12.004*** (1.449)				
Leave Reform			4.624 (6.714)	5.761 (6.716)	10.234 (9.212)	12.261 (9.280)	8.609 (10.230)	5.980 (10.195)
Leave Reform × Earnings Rank, Father			-0.160* (0.089)	-0.176* (0.091)	-0.113 (0.126)	-0.149 (0.127)	-0.223* (0.133)	-0.210 (0.134)
Sociodemographics		✓		✓		✓		✓
Observations	1449	1449	1449	1449	748	748	745	745

NOTES: Dependent variable is the child's rank in their own education distribution. Birth year and state fixed effects are included in all regressions. *Sociodemographics* include the child's birth order, and the mother's age, race and marital status. Statistical significance is indicated as such: *** 99%, ** 95%, * 90%.

Appendix Table S16: Pre-FMLA Leave Policies and Earnings Rank Correlations Accounting for the Presence of Grandparents

	No Policy Interactions		Including Policy Interactions					
	All Children		All Children	Daughters		Sons		
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
(A) MATERNAL INTERGENERATIONAL LINKS								
Earnings Rank, Mother	0.197*** (0.022)	0.176*** (0.022)	0.193*** (0.024)	0.170*** (0.023)	0.263*** (0.032)	0.242*** (0.031)	0.119*** (0.036)	0.113*** (0.036)
Female		-10.713*** (1.217)		-10.741*** (1.218)				
Leave Reform			-2.644 (5.353)	-5.438 (5.265)	-4.138 (6.969)	-7.040 (6.927)	-1.313 (9.289)	-0.068 (9.444)
Leave Reform × Earnings Rank, Mother			0.034 (0.072)	0.049 (0.070)	-0.040 (0.097)	-0.015 (0.096)	0.079 (0.121)	0.055 (0.122)
Sociodemographics	✓	✓	✓	✓	✓	✓	✓	✓
Observations	1941	1934	1941	1934	1046	1041	895	893
(B) PATERNAL INTERGENERATIONAL LINKS								
Earnings Rank, Father	0.286*** (0.028)	0.224*** (0.030)	0.307*** (0.029)	0.245*** (0.031)	0.262*** (0.040)	0.256*** (0.045)	0.366*** (0.041)	0.282*** (0.043)
Female		-11.895*** (1.443)		-11.917*** (1.447)				
Leave Reform			5.238 (6.409)	7.292 (6.423)	10.655 (8.777)	13.099 (8.901)	10.432 (9.747)	8.772 (9.642)
Leave Reform × Earnings Rank, Father			-0.167* (0.089)	-0.177* (0.091)	-0.115 (0.127)	-0.151 (0.127)	-0.246* (0.132)	-0.227* (0.131)
Sociodemographics		✓		✓		✓		✓
Observations	1458	1449	1458	1449	754	748	749	745

NOTES: Dependent variable is the child's rank in their own education distribution. Birth year and state fixed effects are included in all regressions. *Sociodemographics* include the child's birth order, and the mother's age, race and marital status. Statistical significance is indicated as such: *** 99%, ** 95%, * 90%.

Appendix Table S17: Pre-FMLA Leave Policies and Upward Intergenerational Mobility in Education Accounting for Differences in State-Level Taxation and Welfare

	<i>All Children</i>		<i>Daughters</i>		<i>Sons</i>	
	(1)	(2)	(3)	(4)	(5)	(6)
(A) MATERNAL INTERGENERATIONAL LINKS						
Leave Reform	0.112*** (0.039)	0.066* (0.039)	0.124** (0.055)	0.077 (0.056)	0.107* (0.057)	0.070 (0.056)
Female		0.125*** (0.014)				
Sociodemographics	✓	✓	✓	✓	✓	✓
<i>Observations</i>	4735	4689	2334	2304	2401	2385
(B) PATERNAL INTERGENERATIONAL LINKS						
Leave Reform	0.165*** (0.052)	0.092* (0.052)	0.206*** (0.075)	0.137* (0.075)	0.129* (0.073)	0.071 (0.075)
Female		0.106*** (0.020)				
Sociodemographics	✓	✓	✓	✓	✓	✓
<i>Observations</i>	2416	2415	1137	1136	1279	1279

NOTES: Dependent variable is an indicator of whether the child's quartile in their own education distribution is higher than their parent's quartile. Birth year and state fixed effects are included in all regressions. *Sociodemographics* include the child's birth order, and the mother's age, race and marital status. Statistical significance is indicated as such: *** 99%, ** 95%, * 90%.

Appendix Table S18: Pre-FMLA Leave Policies and Upward Intergenerational Mobility in Education Accounting for the Presence of Grandparents

	<i>All Children</i>		<i>Daughters</i>		<i>Sons</i>	
	(1)	(2)	(3)	(4)	(5)	(6)
(A) MATERNAL INTERGENERATIONAL LINKS						
Leave Reform	0.112*** (0.034)	0.056* (0.033)	0.136*** (0.047)	0.082* (0.048)	0.107* (0.057)	0.053 (0.049)
Female		0.125*** (0.014)				
Sociodemographics		✓		✓	✓	✓
<i>Observations</i>	4735	4689	2334	2304	2401	2385
(B) PATERNAL INTERGENERATIONAL LINKS						
Leave Reform	0.127*** (0.043)	0.056 (0.045)	0.167*** (0.062)	0.103 (0.065)	0.129* (0.073)	0.036 (0.065)
Female		0.105*** (0.020)				
Sociodemographics		✓		✓	✓	✓
<i>Observations</i>	2439	2415	1152	1136	1279	1279

NOTES: Dependent variable is an indicator of whether the child's quartile in their own education distribution is higher than their parent's quartile. Birth year and state fixed effects are included in all regressions. *Sociodemographics* include the child's birth order, and the mother's age, race and marital status. Statistical significance is indicated as such: *** 99%, ** 95%, * 90%.

Appendix Table S19: Pre-FMLA Leave Policies and Fertility Accounting for Differences in State-Level Taxation and Welfare

	Women			Men		
	(1)	(2)	(3)	(4)	(5)	(6)
Leave Reform [<i>Null Parity</i>]	-0.000 (0.003)	-0.003 (0.003)	0.031*** (0.004)	0.000 (0.003)	-0.005* (0.003)	0.018*** (0.003)
Leave Reform × <i>Positive Parity</i>			-0.053*** (0.003)			-0.049*** (0.003)
Sociodemographics	✓	✓	✓	✓	✓	✓
Labor Supply		✓	✓		✓	✓
<i>Observations</i>	168616	160893	160893	177247	169702	169702

NOTES: We present the results obtained from implementing the generalized difference-in-differences estimator described in specification 2 in Section 4, which is used to capture treatment heterogeneity across parity at baseline. *Labor Supply* includes controls for hours worked and predicted labor market earnings in the year prior.

Appendix Table S20: Pre-FMLA Leave Policies and Fertility Accounting for the Presence of Grandparents

	Women			Men		
	(1)	(2)	(3)	(4)	(5)	(6)
Leave Reform [<i>Null Parity</i>]	-0.003 (0.004)	-0.004 (0.004)	0.024*** (0.004)	0.001 (0.003)	-0.004 (0.003)	0.013*** (0.004)
Leave Reform × <i>Positive Parity</i>			-0.052*** (0.003)			-0.043*** (0.004)
Sociodemographics	✓	✓	✓	✓	✓	✓
Labor Supply		✓	✓		✓	✓
<i>Observations</i>	119004	113751	113751	125915	120504	120504

NOTES: We present the results obtained from implementing the generalized difference-in-differences estimator described in specification 2 in Section 4, which is used to capture treatment heterogeneity across parity at baseline. *Labor Supply* includes controls for hours worked and predicted labor market earnings in the year prior.