



NATIONAL CONFERENCE *of* STATE LEGISLATURES

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2009 Family Leave Legislation

as of August 28, 2009

ALABAMA

AL H 895 Sponsor: Grantland (D)
Title: Volunteer Firefighters
Summary: Relates to volunteer firefighters; provides that an employer may not terminate an employee who is a volunteer firefighter and who fails to report to work because the employee has responded to an emergency summons if the employee provides the employer with a written statement from the chief of the fire department that the employees absence was due to the response.
Status: 04/14/2009 Introduced.
04/14/2009 To House Committee on Commerce.

ALASKA

AK S 86 Sponsor: Ellis (D)
Title: Paid Sick Leave
Summary: Establishes requirements and limitations related to the payment of sick leave by certain employers; provides for an effective date.
Status: 03/25/2009 From Senate Committee on Labor and Commerce: Do pass.

ARKANSAS

AR S 333 Sponsor: Altes (R)
Title: Income Tax Credit and Leave
Summary: Provides an income tax credit to employees that donate unused leave time to the catastrophic leave bank program.
Status: 03/18/2009 Withdrawn by Author.

ARIZONA

AZ H 2475 Sponsor: Ableser (D)
Title: Unlawful Employee Termination
Summary: Concerns unlawful employee termination; relates to family responsibilities.
Status: 02/10/2009 To House Committee on Government.
02/10/2009 Additionally referred to House Committee on Commerce.
02/10/2009 Additionally referred to House Committee on Rules.

AZ H 2598 Sponsor: Patterson (D)
Title: Family Leave Insurance
Summary: Concerns family leave insurance.
Status: 02/19/2009 To House Committee on Commerce.

02/19/2009 Additionally referred to House Committee on Appropriations.
02/19/2009 Additionally referred to House Committee on Rules.

AZ S 1219 Sponsor: Garcia J (D)
Title: Family Leave Insurance
Summary: Concerns family leave insurance.
Status: 06/04/2009 To Senate Committee on Commerce and Economic Development.
 06/04/2009 Additionally referred to Senate Committee on Appropriations.
 06/04/2009 Additionally referred to Senate Committee on Rules.

CALIFORNIA

CA A 485 Sponsor: Carter (D)
Title: Civil Air Patrol: California Wing: Employment Leave
Summary: Requires employers employing more than 15 employees to provide not less than 10 days per year of leave, beyond any leave benefits otherwise available to employees, to employees who have been employed by that employer for at least 90 days preceding the commencement of leave, who are volunteer members of the state Wing of the Civil Air Patrol, and who have been authorized to respond to an emergency operational mission. Authorizes a right of action to enforce such leave rights.
Status: 08/19/2009 In Senate. Read second time. To third reading.

CA A 849 Sponsor: Swanson (D)
Title: Family and Medical Leave
Summary: Relates to protected leave pursuant to the Family Rights Act. Eliminates age and dependency elements from the definition of child. Expands the definition of parent to include a parent-in-law. Permits leave for a seriously ill grandparent or close relative.
Status: 05/28/2009 In Assembly Committee on Appropriations: Heard, remains in Committee.

CA A 1000 Sponsor: Ma (D)
Title: Employment: Paid Sick Days
Summary: Relates to employment and sick days. Provides an employee who works in the state for a specified period during a calendar is entitled to paid sick days which shall be accrued according to a specified formula. Requires employers to provide sick leave for health conditions of the employee or the employee's family member, or leave related to domestic violence or sexual assault. Prohibits related employer discrimination or retaliation. Exempts employees covered under collective bargaining agreements.
Status: 05/28/2009 In Assembly Committee on Appropriations: Heard, remains in Committee.

COLORADO

CO H 1057 Sponsor: Kerr A (D)
Title: Parent Involvement in Education
Enacted: 06/01/2009
Summary: Relates to parental involvement in education; allows an employee of a qualified employer to take unpaid leave to attend parent-teacher conferences; limits the unpaid leave; permits the employer to require specified increments of leave; requires written verification from the school; relates to children in private schools or a nonpublic home-based educational program; does not include independent contractors, domestic servants employed in and about private homes, seasonal workers, or farm and ranch labor.
Status: 06/10/2009 Session Law Chaptered. Chapter No. 340

CO H 1210 Sponsor: McGihon (D)
Title: Mandatory Paid Sick Leave
Summary: Creates the Healthy Families and Workplaces Act, which requires all private employers in Colorado to provide paid sick leave to their employees.
Status: 03/03/2009 From House Committee on Business Affairs and Labor: Postponed indefinitely.

CONNECTICUT

CT H 5514 Sponsor: Johnson S (D)
Title: Paid Sick Leave
Summary: Mandates paid sick leave; improves the health of residents of Connecticut and to limit the transfer of infectious diseases in the workplace.
Status: 03/12/2009 Failed Joint Favorable deadline.

CT H 6187 Sponsor: Joint Committee on Labor and Public Employees
Title: Employers Provide Paid Sick Leave To Employees
Summary: Mandates employers provide paid sick leave to employees; requires employers with fifty or more employees provide six paid sick days to their employees for use for the employee's sickness, the employee's child's sickness, or to deal with sexual assault or family violence issues.
Status: 05/28/2009 House adopted House amendment Schedule A.
05/28/2009 House rejected House amendment Schedule B, C, D.
05/28/2009 Passed House. *****To Senate.

CT H 6455 Sponsor: Joint Committee on Public Safety and Security
Title: Certain Volunteer Personnel
Summary: Concerns the pay of certain volunteer personnel; requires employers to pay employees who are volunteer firefighters or volunteer ambulance service members and who are called away from work due to an emergency their usual rate of pay.
Status: 03/10/2009 Failed Joint Favorable deadline.

CT H 6715 Sponsor: Donovan (D)
Title: Continuation of Group Health Coverage
Enacted: 04/15/2009
Summary: Concerns state programs and the American Recovery and Reinvestment Act of 2009; concerns a person who does not have continuation of group health insurance coverage but who would be an assistance eligible person under the recovery and reinvestment act; amends provisions regarding ineligibility and charges to an employer's account; relates to a child, spouse or parent; relates to a voluntary leave to accompany a spouse to a place where it is impracticable to commute; provides for illness or disability.
Status: 04/22/2009 Public Act No. 3

CT S 710 Sponsor: Joint Committee on Labor and Public Employees
Title: Military Caregiver Leave of Absence
Enacted: 05/27/2009
Summary: Concerns updates to the family and medical leave act; relates to the Military Caregiver Leave of Absence Act; allows for additional leave for family members to help injured soldiers, prevent supervisors from viewing employee medical records, prevents family and medical leave and light duty work from running concurrently; provides for medical treatment, therapy and the temporary disability retired list; provides for a one-time benefit of leave.
Status: 05/27/2009 Signed by Governor.
05/27/2009 Public Act No. 70

CT S 714 Sponsor: Joint Committee on Labor and Public Employees
Title: Retaliation For Use Of Paid Sick Leave
Summary: Concerns retaliation for use of paid sick leave; prevents retaliation from employers for an employee's use of their accumulated paid sick leave.
Status: 03/12/2009 Failed Joint Favorable deadline.

DISTRICT OF COLUMBIA

DC R 47 Sponsor: Gray (D)
Title: Accrued Sick and Safe Leave Act Regulations

Summary: Approves the proposed rules to implement the Accrued Sick and Safe Leave Act of 2008 to establish standards and procedures for processing paid leave to employees for absences associated with illnesses, domestic violence and sexual abuse.

Status: 01/02/2009 Introduced.
01/02/2009 To Council Committee on Housing and Workforce Development.

DELAWARE

DE H 157 Primary Sponsor: Longhurst (D)

Title: Family and Medical Leave Act

Summary: Makes clear that a full-time or part-time teacher of a school district or a charter school who has satisfied all requirements to entitle the teacher to take leave under The Family and Medical Leave Act shall be returned to the same exact teaching position that the teacher held before taking such leave.

Status: 06/24/2009 Withdrawn from further consideration.

GEORGIA

GA S 216 Sponsor: Jones E (D)

Title: Public Officers

Summary: Relates to leaves of absence, so as to define a certain term; provides that the spouse of any member of the armed forces who was wounded in combat and who returns to this state shall be entitled to 90 days of personal leave with pay and an additional 30 days of leave without pay; provides an effective date; repeals conflicting laws.

Status: 03/05/2009 From Senate Committee on Veterans, Military and Homeland Security: Favorably reported as substituted.

HAWAII

HI H 319 Sponsor: Lee M (D)

Companion: HI S 823

Title: Family Leave and Notification Of Benefits

Enacted: 05/06/2009

Summary: Requires employers to notify employees annually of their entitlement to family leave, as well as possible adverse impact of taking family leave.

Status: 05/06/2009 Signed by Governor.

05/06/2009 Act No. 48

HI H 450 Sponsor: McKelvey (D)

Companion: HI S 614

Title: Family Leave and Military Deployment

Summary: Grants family leave to an employee during any calendar year to provide family care and support during the military deployment of the employee's child, spouse or reciprocal beneficiary, or parent; requires an employee to provide proof of military deployment; defines military deployment; effective 7/1/2015.

Status: 01/26/2009 To House Committee on Economic Revitalization, Business and Military Affairs.

HI H 720 Sponsor: Evans (D)

Title: Family Leave and Military Deployment

Summary: Allows an employee to use family leave during any calendar year to provide family care and support during the military deployment of the employee's child, spouse or reciprocal beneficiary, or parent; requires an employee to provide proof of military deployment; defines military deployment.

Status: 02/10/2009 In House. Read second time. Committee amendment adopted. House Draft 1.

02/10/2009 To House Committee on Labor and Public Employment.

HI H 982 Sponsor: Lee M (D)

Title: Family Leave

Enacted: 07/15/2009
Summary: Establishes a new data collection system for family leave; extends applicability of the family leave law to employers with 50 or more employees and to certain emergency and casual hires of the State and counties; appropriates funds from the disability benefits special fund; includes public and private sector employees; provides for confidentiality of information.
Status: 07/15/2009 Governor's veto overridden by Senate. *****To House for concurrence.
07/15/2009 Governor's veto overridden by House.
07/15/2009 Special Session of 2009 Act No. 7

HI H 1687 Sponsor: Takumi (D)
Title: Sick Leave
Summary: Requires employers to provide paid sick leave to employees.
Status: 01/30/2009 To House Committee on Labor and Public Employment.

HI HCR 15 Sponsor: Lee M (D)
Title: Caregivers and Paid Family Leave
Summary: Encourages stakeholders and interested parties to work together to establish paid family leave or similar wage replacement programs to assist family caregivers.
Status: 04/21/2009 To Senate Committee on Human Services.
04/21/2009 Additionally referred to Senate Committee on Labor.

HI HCR 120 Sponsor: Lee M (D)
Companion: HI HR 97
Title: Paid Family Leave
Summary: Urges the members of the legislature and the Hawaii business community to support the establishment of paid family leave in Hawaii.
Status: 04/21/2009 To Senate Committee on Human Services.
04/21/2009 Additionally referred to Senate Committee on Labor.

HI HR 97 Sponsor: Lee M (D)
Companion: HI HCR 120
Title: Paid Family Leave
Adopted: 04/17/2009
Summary: Urges the members of the legislature and the Hawaii business community to support the establishment of paid family leave in Hawaii.
Status: 04/17/2009 Withdrawn from House Committee on Labor and Public Employment.
04/17/2009 Withdrawn from House Committee on Economic Revitalization, Business and Military Affairs.
04/17/2009 In House. Read third time. Passed House.

HI S 614 Sponsor: Espero (D)
Companion: HI H 450
Title: Family Leave and Military Deployment
Summary: Grants family leave to an employee during any calendar year to provide family care and support during the military deployment of the employee's child, spouse or reciprocal beneficiary, or parent; requires an employee to provide proof of military deployment; defines military deployment; effective 7/1/2015.
Status: 03/27/2009 In House. Committee amendment adopted. House Draft 2.
03/27/2009 To House Committee on Finance.

HI S 822 Sponsor: Ihara (D)
Companion: HI H 982
Title: Family Leave
Summary: Establishes a new data collection system for family leave; extends applicability of the family leave law to employers with 50 or more employees and to certain emergency and casual hires of the State and counties; makes appropriation.
Status: 01/30/2009 To Senate Committee on Labor.

HI S 823 Sponsor: Ihara (D)
Companion: HI H 319
Title: Family Leave and Notification Of Benefits
Summary: Requires employers to notify employees annually of their entitlement to family leave, as well as possible adverse impact of taking family leave.
Status: 04/09/2009 *****To Conference Committee.

HI SCR 32 Sponsor: Tokuda (D)
Title: Caregivers and Paid Family Leave
Summary: Encourages stakeholders and interested parties to work together to establish paid family leave or similar wage replacement programs to assist family caregivers.
Status: 04/20/2009 To House Committee on Health.
04/20/2009 Additionally referred to House Committee on Human Services.

IDAHO

ID H 39 Sponsor: House State Affairs Committee
Title: Department Of Administration - Group Insurance
Summary: Amends existing law relating to the Department of Administration and group insurance to revise provisions relating to the use of employee unused sick leave to pay certain insurance premiums; to revise the powers and duties of the Director of the Department of Administration regarding group insurance; and to revise provisions relating to group insurance coverage for certain retirees.
Status: 01/30/2009 To House Committee on State Affairs.

ILLINOIS

IL H 3045 Sponsor: Cross (R)
Title: School Visitation Rights Act
Summary: Amends the School Visitation Rights Act. Makes a technical change in a Section concerning the short title.
Status: 04/03/2009 Rereferred to House Committee on Rules.

IL H 3665 Sponsor: Hernandez (D)
Title: Healthy Workplace Act
Summary: Creates the Healthy Workplace Act. Requires an employer to provide an employee up to 7 sick days with pay during each 12-month period. Provides that an employee . use the sick days care for physical or mental illness, injury, medical condition, professional medical diagnosis or care, or a medical appointment of the employee or a family member.
Status: 03/13/2009 Rereferred to House Committee on Rules.

IL S 234 Sponsor: Frerichs (D)
Title: State Universities Article of Illinois Pension Code
Summary: Amends the State Universities Article of the Illinois Pension Code. Provides that an employee is entitled to receive service credit for up to 2 years of unused sick leave.
Status: 03/13/2009 Rereferred to Senate Committee on Assignments.

IL S 261 Sponsor: Noland (D)
Title: School Code
Summary: Amends the School Code. In provisions concerning sick leave for certain employees of school districts other than Chicago, provides that if an employee other than a teacher does not use the full amount of annual leave allowed, the unused amount shall be allowed to accumulate to a minimum available leave of 180 days at full pay, including the leave of the current year.
Status: 08/15/2009 Rule 3-9(b)/ Re-referred to Assignments Committee.

IL S 299 Sponsor: Noland (D)
Title: Imrf Article of the Illinois Pension Code
Summary: Amends the IMRF Article of the Illinois Pension Code. In provisions concerning creditable service, provides that if the employee was in the service of more than one school district, then the sick leave days from all such employers shall be credited. Provides that in calculating the creditable service, the sick leave days from the last employer shall be considered first, then the remaining sick leave days shall be considered.
Status: 03/13/2009 Rereferred to Senate Committee on Assignments.

IL S 1123 Sponsor: Cullerton (D)
Title: Family Military Leave Act
Summary: Amends the Family Military Leave Act. Makes a technical change in a Section concerning the short title.
Status: 08/15/2009 Rule 3-9(b)/ Re-referred to Assignments Committee.

IL S 1770 Sponsor: Steans (D)
Title: Victims' Economic Security and Safety Act
Enacted: 08/24/2009
Summary: Amends the Victims' Economic Security and Safety Act. Makes changes to certain definitions. Relates to domestic abuse and stalking. Relates to employee leave benefits, confidentiality and penalties, the use of existing leave, prohibited acts, the documentation of domestic or sexual violence at the workplace or in work-related settings, and a requirement that employers post certain notices. Relates to total entitled leave time.
Status: 08/24/2009 Signed by Governor.
08/24/2009 Public Act No. 635

INDIANA

IN H 1024 Sponsor: Day (D)
Title: Family Leave For Smaller Employers
Summary: Allows an employee who works for an employer that employs at least 20 employees but not more than 49 employees to take up to eight work weeks of unpaid family leave to be with the employee's child or spouse for prenatal preparations or for the birth, adoption, serious illness, or injury of the employee's child, or the illness or injury of the employee's parent or spouse; provides that an employee must work at least 30 hours per week.
Status: 02/12/2009 From House Committee on Small Business and Economic Development: Do pass as amended.
02/12/2009 Committee amendment adopted on House floor.

IN H 1353 Sponsor: Dvorak (D)
Title: Employee Personal Leave
Summary: Provides that certain employees of certain employers are entitled to take 40 hours of paid leave, 16 hours of unpaid leave; in a 12 month period.
Status: 01/13/2009 Introduced.
01/13/2009 To House Committee on Labor and Employment.

IN H 1371 Sponsor: Blanton (D)
Title: Paid Breaks and Sick Leave For Employees
Summary: Requires certain employers to give employees who are scheduled to work at least 30 hours in a week a paid break of at least one hour for each day that the employee is scheduled to be on duty in a week; provides for payment to the employee instead of a paid break under certain circumstances; requires certain employers to provide certain employees a paid sick leave of at least one hour for each 30 hours that the employee is scheduled to be on duty in a week.
Status: 01/13/2009 Introduced.
01/13/2009 To House Committee on Labor and Employment.

IN H 1591 Sponsor: Hinkle (R)
Title: Military Family Leave

Summary: Provides that the law allowing certain employees to take unpaid leave of absence from their employment when a member of their family is ordered to active duty in the armed forces applies to an employee who is a grandparent of the person called to active duty by virtue of being a biological or adoptive father or mother of the person's adoptive father or mother.

Status: 01/16/2009 Introduced.
01/16/2009 To House Committee on Small Business and Economic Development.

IN S 356 Sponsor: Delph (R)
Title: Military Family Leave

Enacted: 04/30/2009

Summary: Adds a biological parent of the adoptive father or mother of the person ordered to active duty as a family member who may take military family leave; includes a biological child, adopted child, foster child or stepchild; makes conforming changes to definitions of grandparent, parent, and sibling for purposes of military family leave.

Status: 04/30/2009 Signed by Governor.
04/30/2009 Public Law No. 45

IN S 427 Sponsor: Errington (D)

Title: Parental Leave For School Conferences

Summary: Requires certain employers of employee parents to provide paid parental leave for school conferences when the conferences cannot be scheduled during the employee's nonworking hours; provides for a state tax credit for an employer that provides parental leave; provides for enforcement by the commissioner of labor.

Status: 01/12/2009 Introduced.
01/12/2009 To Senate Committee on Pensions and Labor.

IOWA

IA H 237 Sponsor: Bailey (D)

Title: Family Military Leave

Summary: Provides for family military leave from employment for certain relatives of individuals called to active military service; provides a remedy.

Status: 02/11/2009 In House Committee on Veterans Affairs: Subcommittee assignments: Bailey, Gayman, and Windschitl

IA H 366 Sponsor: Gayman (D)

Similar: IA H 675, IA S 125, IA S 424

Title: Time Off

Summary: Allows time off to attend presidential precinct caucuses and making penalties applicable.

Status: 03/10/2009 In House. Becomes House File 675.

IA H 675 Sponsor: House State Government Committee

Similar: IA H 366, IA S 125, IA S 424

Title: Time Off From Work

Summary: Provides time off from work to attend presidential precinct caucuses; makes penalties applicable.

Status: 04/14/2009 To House Committee on State Government.

IA H 683 Sponsor: House Labor Committee

Similar: IA H 10

Title: Medical and Dependent Child Nutrition Needs

Summary: Relates to employees with medical and dependent child nutrition needs; provides a penalty.

Status: 04/14/2009 To House Committee on Labor.

IA S 381 Sponsor: Beall (D)

Companion: IA H 660

Title: Court Ordered Visitation

Summary: Relates to accommodations by employers for court-ordered visitation.

Status: 03/10/2009 Introduced.
03/10/2009 To Senate Committee on Judiciary.
03/10/2009 In Senate Committee on Judiciary: Subcommittee assignments: Kreiman, Ward, and Warnstadt

IA S 424 Sponsor: Senate State Government Committee
Companion: IA S 125
Similar: IA H 366, IA H 675
Title: Presidential Precinct Caucuses
Summary: Provides time off from work to attend presidential precinct caucuses; makes penalties applicable.
Status: 03/23/2009 In House. Filed Amendment No. H-1241, H-1242, H-1243, H-1244, H-1245, H-1246, H-1247, and H-1251

IA SSB 1195 Sponsor: Senate Veterans Affairs Committee
Title: Family Military Leave
Summary: Provides for family military leave from employment for certain relatives of individuals called to active military service and providing a remedy.
Status: 02/11/2009 Introduced.
02/11/2009 To Senate Committee on Veterans Affairs.

KENTUCKY

KY BR 220 Sponsor: Jenkins (D)
Title: Employment
Summary: (HB 49) Relates to court-ordered appearances by employees; prohibits employers from discharging or retaliating against an employee who is a crime victim when the employee takes leave to attend proceedings associated with the crime; requires employee to give employer reasonable notice to take leave; provides guidelines for use of paid leave time; requires employer to maintain confidentiality of records and communications with employee; creates a penalty for failing to maintain confidentiality.
Status: 01/06/2009 Assigned House Bill No. 49.

KY H 49 Sponsor: Jenkins (D)
Title: Employment
Summary: Relates to court-ordered appearances by employees; prohibits employers from discharging or retaliating against an employee who is a crime victim when the employee takes leave to attend proceedings associated with the crime; requires employee to give employer reasonable notice to take leave; provides guidelines for use of paid leave time; requires employer to maintain confidentiality of records and communications with employee; creates a penalty for failing to maintain confidentiality.
Status: 03/13/2009 Floor Amendment withdrawn. Amendment No. 1 and 2-title

KY H 375 Sponsor: Damron (D)
Title: Rights of Employees
Summary: Relates to the rights of employees; specifies that an employer who grants benefits to employees' and their children must do so without regard to whether they are natural children, stepchildren, or adopted children; amend KRS 337.990 to provide penalty.
Status: 02/11/2009 To House Committee on Health and Welfare.

KY S 166 Sponsor: Thayer (R)
Title: Juries
Summary: Allows a prospective juror to have one postponement of jury service upon request; provides that a person summoned for jury duty need only serve on one petit jury; prohibits an employer from requiring an employee to use leave time while absent from work to serve on a jury; prohibits the concurrent summoning of two or more employees from a business consisting of five or fewer employees.
Status: 02/13/2009 Introduced.
02/13/2009 To Senate Committee on Judiciary.

LOUISIANA

LA H 269 Sponsor: Jackson M (I)
Title: Children Activities and Income Tax Deduction
Summary: Authorizes a corporate income tax deduction for employers who grant paid leave to employees to participate in their children's school activities during working hours.
Status: 04/27/2009 Introduced.
04/27/2009 To House Committee on Ways and Means.

MAINE

ME LR 1456 Sponsor: Giles (R)
Title: Family Leave Law
Summary: Clarifies a part of the Family Leave Law.
Status: 01/26/2009 Filed.

ME S 541 Sponsor: Mitchell E (D)
Title: Unemployment Benefits
Enacted: 04/16/2009
Summary: Provides additional unemployment benefits; makes statutory revisions in accordance with the American Recovery and Reinvestment Act of 2009; relates to leaving of employment caused by the illness or disability of the claimant or family and leaving due to domestic violence; provides that separation from employment based on certain compelling family reasons does not result in disqualification; establishes the Emergency Unemployment Benefit Reimbursement Fund to reimburse employers for extended benefits. LD: 1454
Status: 04/16/2009 In House. Passed to be enacted.
04/16/2009 In Senate. Passed to be enacted in concurrence.
04/16/2009 Eligible for Governor's desk.
04/16/2009 Signed by Governor.
04/16/2009 Public Law No. 33

MARYLAND

MD H 13 Sponsor: Manno (D)
Title: Workplace Religious Freedom Act
Summary: Authorizes employees of certain employers to use certain leave for observance of religious beliefs under certain circumstances; establishes that an employer is not required to pay certain premium wages or benefits under certain circumstances; provides that an employee who uses leave under this Act must comply with the terms of a collective bargaining agreement or employment policy.
Status: 03/17/2009 From House Committee on Economic Matters: Reported unfavorably.
03/17/2009 Withdrawn from further consideration.

MD H 633 Sponsor: Levi (D)
Title: Labor and Employment
Summary: Authorizes employees of specified employers that provide leave with pay to use leave with pay to attend parent-teacher conferences under specified circumstances; authorizes employees of specified employers that do not provide leave with pay to use leave without pay to attend parent-teacher conferences under specified circumstances; limits the cumulative amount of leave that can be used each calendar year under the Act.
Status: 03/10/2009 From House Committee on Economic Matters: Reported unfavorably.
03/10/2009 Withdrawn from further consideration.

MD H 902 Sponsor: Mizeur (D)
Title: Family and Medical Leave Act
Summary: Requires employers in the State that are subject to the federal Family and Medical Leave Act of 1993 to provide specified leave to an eligible employee with respect to the eligible employee's brother, sister, grandparent, grandchild, or domestic partner and the son or daughter of the eligible employee's domestic partner;

provides that an eligible employee who takes leave provided under the Act is entitled to specified protections and rights.

Status: 03/28/2009 From House Committee on Economic Matters: Reported unfavorably.
03/28/2009 Withdrawn from further consideration.

MD H 1296 Sponsor: Mizeur (D)
Title: Healthy Families Healthy Workplaces Act
Summary: Specifies that employees shall accrue a specified minimum earned leave with pay; limits the number of days of earned leave with pay an employee may earn for each calendar year; authorizes specified employees to use the earned leave with pay for specified purposes; requires the Commissioner of Labor and Industry to adopt specified regulations.

Status: 03/10/2009 From House Committee on Economic Matters: Reported unfavorably.
03/10/2009 Withdrawn from further consideration.

MASSACHUSETTS

MA H 124 Sponsor: Cabral (D)
Docket: 1039
Title: Paid Family Leave
Summary: Establishes paid family leave.
Status: 01/19/2009 Introduced.
01/19/2009 Filed as House Docket 1039.
01/19/2009 To Joint Committee on Children, Families and Persons With Disabilities.

MA H 1815 Sponsor: Khan (D)
Docket: 1726
Title: Paid Sick Days
Summary: Establishes paid sick days.
Status: 01/19/2009 Introduced.
01/19/2009 Filed as House Docket 1726.
01/19/2009 To Joint Committee on Labor and Workforce Development.

MA H 1816 Sponsor: Koczera (D)
Docket: 2867
Title: Unpaid Family and Medical Leave
Summary: Provides unpaid family and medical leave.
Status: 01/19/2009 Introduced.
01/19/2009 Filed as House Docket 2867.
01/19/2009 To Joint Committee on Labor and Workforce Development.

MA H 1859 Sponsor: St. Fleur (D)
Docket: 2333
Title: Time Off to Vote
Summary: Relates to time off to vote.
Status: 01/19/2009 Introduced.
01/19/2009 Filed as House Docket 2333.
01/19/2009 To Joint Committee on Labor and Workforce Development.

MA H 2408 Sponsor: Fresolo (D)
Docket: 412
Title: Chapter 41 Leave
Summary: Clarifies leave under Chapter 41.
Status: 05/11/2009 In Joint Committee on Public Service: Heard. Eligible for Executive Session.

MA H 2618 Sponsor: Timilty W (D)
Docket: 2897

Title: Cancer Death and Disability
Summary: Relates to amending disability or death caused by certain conditions of cancer.
Status: 07/27/2009 In Joint Committee on Public Service: Heard. Eligible for Executive Session.

MA HD 412 Sponsor: Fresolo (D)
Title: Chapter 41 Leave
Summary: Clarifies leave under Chapter 41.
Status: 01/19/2009 Assigned House Bill No. 2408.

MA HD 1039 Sponsor: Cabral (D)
Title: Paid Family Leave
Summary: Establishes paid family leave.
Status: 01/19/2009 Assigned House Bill No. 124.

MA HD 1726 Sponsor: Khan (D)
Title: Paid Sick Days
Summary: Establishes paid sick days.
Status: 01/19/2009 Assigned House Bill No. 1815.

MA HD 2333 Sponsor: St. Fleur (D)
Title: Time Off to Vote
Summary: Relates to time off to vote.
Status: 01/19/2009 Assigned House Bill No. 1859.

MA HD 2867 Sponsor: Koczera (D)
Title: Unpaid Family and Medical Leave
Summary: Provides unpaid family and medical leave.
Status: 01/19/2009 Assigned House Bill No. 1816.

MA HD 2897 Sponsor: Timilty W (D)
Title: Cancer Death and Disability
Summary: Relates to amending disability or death caused by certain conditions of cancer.
Status: 01/19/2009 Assigned House Bill No. 2618.

MA S 8 Sponsor: Office of the Governor
Title: Sick Leave Banks
Summary: Relates to sick leave banks.
Status: 02/17/2009 To Joint Committee on Public Service.

MA S 44 Sponsor: Joyce (D)
Docket: 1021
Title: Parental Leave
Summary: Relates to parental leave.
Status: 01/19/2009 Introduced.
01/19/2009 Filed as Senate Docket 1021.
01/19/2009 To Joint Committee on Children, Families and Persons With Disabilities.

MA S 688
Docket: 624
Sponsor: Jehlen (D)
Title: Paid Sick Days
Summary: Establishes paid sick days.
Status: 01/19/2009 Introduced.
01/19/2009 Filed as Senate Docket 624.
01/19/2009 To Joint Committee on Labor and Workforce Development.

MA S 1010 Sponsor: Brewer (D)
Docket: 184
Title: Sick Leave Allowance
Summary: Relates to providing a sick leave allowance to employees of the department of mental retardation upon retirement.
Status: 01/19/2009 Introduced.
01/19/2009 Filed as Senate Docket 184.
01/19/2009 To Joint Committee on Public Service.

MA SD 184 Sponsor: Brewer (D)
Title: Sick Leave Allowance
Summary: Relates to providing a sick leave allowance to employees of the department of mental retardation upon retirement.
Status: 01/19/2009 Assigned Senate Bill No. 1010.

MA SD 624 Sponsor: Jehlen (D)
Title: Paid Sick Days
Summary: Establishes paid sick days.
Status: 01/19/2009 Assigned Senate Bill No. 688.

MA SD 1021 Sponsor: Joyce (D)
Title: Parental Leave
Summary: Relates to parental leave.
Status: 01/19/2009 Assigned Senate Bill No. 44.

MICHIGAN

MI H 4312 Sponsor: Leland (D)
Title: Adoption Leave
Summary: Provides for adoption leave.
Status: 02/17/2009 Introduced.
02/17/2009 To House Committee on FAMILY and Children Services.

MI H 4470 Sponsor: Neumann (D)
Title: Adoption Leave
Summary: Provides for adoption leave.
Status: 04/29/2009 To Senate Committee on Commerce and TOURISM.

MI H 4751 Sponsor: Calley (R)
Title: Military Personnel
Summary: Allows unpaid leave for immediate family members of military personnel being deployed.
Status: 05/07/2009 To Senate Committee on SENIOR CITIZENS and Veterans Affairs.

MINNESOTA

MN H 612 Sponsor: Lesch (DFL)
Companion: MN S 461
Title: Employment
Summary: Relates to employment; establishes minimum standards of sick leave for certain workers; provides civil penalties.
Status: 04/01/2009 From House Committee on Commerce and Labor: Do pass as amended.

MN H 1970 Sponsor: Solberg (DFL)
Companion: MN S 1885
Title: Natural Resources

Summary: Relates to natural resources; requires ordinances for the operation of certain motorized vehicles.
Status: 03/23/2009 Introduced.
03/23/2009 To House Committee on ENVIRONMENT POLICY and OVERSIGHT.

MN H 2059 Sponsor: Sterner (DFL)
Title: The Military
Summary: Relates to the military; provides unpaid leave of absence from employment for an immediate family member of a person ordered into active military service during a time of war or other national emergency.
Status: 03/23/2009 Introduced.
03/23/2009 To House Committee on AGRICULTURE, RURAL ECONOMIES and Veterans Affairs Finance.

MN S 461 Sponsor: Anderson E (DFL)
Companion: MN H 612
Title: Employment
Summary: Relates to employment; establishes minimum standards of sick leave for certain workers; provides civil penalties.
Status: 02/05/2009 Introduced.
02/05/2009 To Senate Committee on Business, INDUSTRY and JOBS.

MN S 1143 Sponsor: Murphy S (DFL)
Companion: MN H 1404
Title: Unemployment Insurance
Summary: Relates to unemployment insurance; provides limited eligibility for benefits during a voluntary leave.
Status: 03/26/2009 From Senate Committee on Business, INDUSTRY and JOBS: Do pass as amended.

MISSISSIPPI

MS H 323 Sponsor: Moak (D)
Title: Military
Summary: Relates to military; provides leave of absence procedure, exempt active from jury service and revise relief fund usage.
Status: 02/03/2009 Died in committee.

MS S 2768 Sponsor: Blount (D)
Title: State Emergency Duty Leave
Summary: Relates to state Emergency Duty Leave; states employees who are members of the National Guard shall receive leave during a state of emergency.
Status: 02/03/2009 Died in committee.

MISSOURI

MO H 126 Sponsor: Sater (R)
Title: Work Related Leave
Summary: Requires all employers in the state who provide paid or unpaid leave for the birth of a child to provide the same leave for the adoption of a child.
Status: 05/15/2009 To House Special Committee on Children and Families.

MO H 406 Sponsor: Low (D)
Title: Paid Sick Days Act
Summary: Establishes the Paid Sick Days Act which requires employers to provide sick days with pay to employees.
Status: 05/15/2009 To House Special Committee on Workforce Development and WORKPLACE Safety.

MO H 407 Sponsor: Low (D)
Title: Maternity and Paternity Leave
Summary: Requires certain businesses to provide four weeks of paid maternity or paternity leave for its employees.
Status: 05/15/2009 To House Committee on Small Business.

MO H 782 Sponsor: Frame (D)
Title: Healthy Families and Healthy Communities Act
Summary: Establishes the Healthy Families, Healthy Communities Act which requires all employers to provide sick leave for employees.
Status: 05/15/2009 To House Committee on Small Business.

MONTANA

MT D 1660 Sponsor: Office of Kaufmann
Title: Paid Sick Leave
Summary: Relates to paid sick leave as minimum labor standard.
Status: 04/26/2009 Assigned House Bill No. 579.

MT D 1855 Sponsor: Sands (D)
Title: Family and Medical Leave Act
Summary: Studies ramifications of federal Family and Medical Leave Act on government and business.
Status: 01/28/2009 Assigned House Bill No. 11.

MT H 579 Sponsor: Caferro (D)
Title: Paid Sick Leave
Summary: Concerns paid sick leave including for domestic violence as minimum labor standard.
Status: 04/28/2009 Died in committee.

MT HJR 11 Sponsor: Sands (D)
Title: Family and Medical Leave Act
Summary: Studies ramifications of federal Family and Medical Leave Act on government and business.
Status: 04/28/2009 Died in committee.

NEBRASKA

NE LR 133 Sponsor: Nebraska Retirement Systems Committee
Title: Retirement Issues Relating to Military Leave
Summary: Examines retirement issues relating to military leave and persons returning to employment following military leave.
Status: 05/21/2009 To Legislative Committee on Nebraska Retirement Systems.

NEVADA

NV A 243 Sponsor: Mastroluca (D)
Title: School Activities
Enacted: 05/28/2009
Summary: Requires employers with a certain number of employees to grant to an employee who is a parent, guardian or custodian of a child enrolled in a public school a specified number of hours of leave from their place of employment, to be taken in specified increments, per school year per child to attend school-related activities or events or to volunteer at the school in which the child is enrolled.
Status: 05/28/2009 Signed by Governor.
05/28/2009 Chaptered. Chapter No. 292

NV BDR 670 Sponsor: Mastroluca (D)
Title: Parental Involvement Leave
Summary: Provides for parental involvement leave for parents who work during school hours.
Status: 03/05/2009 Assigned Assembly Bill No. 243

NEW HAMPSHIRE

NH H 661 Sponsor: Gile (D)
Title: Family Leave Insurance
Summary: Creates a family leave insurance program to allow parents to take time off to care for a newborn or newly placed child or to allow persons to care for a family member with a serious health condition, including a wounded service member; establishes the benefit at up to 6 weeks of \$250 per week.
Status: 02/26/2009 Retained in Committee for Action in Second Year of Session.

NH H 662 Sponsor: Gile (D)
Title: Paid Sick Leave for Employees
Summary: Requires employers to provide paid sick leave for employees.
Status: 02/26/2009 Retained in Committee for Action in Second Year of Session.

NH LSR 744 Sponsor: Gile (D)
Title: Family Leave Insurance
Summary: Relates to family leave insurance.
Status: 01/08/2009 Assigned Bill Number: HB 661

NH LSR 745 Sponsor: Gile (D)
Title: Paid Sick Days
Summary: Relates to paid sick days.
Status: 01/08/2009 Assigned Bill Number: HB 662

NH LSR 746 Sponsor: Gile (D)
Title: Working Families Flexibility
Summary: Relates to working families' flexibility.
Status: 01/08/2009 Assigned Bill Number: HB 663

NEW JERSEY

NJ A 111 Sponsor: Vainieri Huttle (D)
Identical: NJ S 457
Title: Emergency Services Leave Benefits
Summary: Allows business tax credit to employers giving paid leave to employees for service with volunteer emergency services organizations.
Status: 01/08/2008 Introduced.
01/08/2008 To Assembly Committee on Law and Public Safety.

NJ A 229 Sponsor: Bramnick (R)
Title: Volunteer Firefighter
Summary: Requires employers to provide time off from work for members of certain volunteer organizations to respond to fires under certain conditions.
Status: 01/08/2008 Introduced.
01/08/2008 To Assembly Committee on Law and Public Safety.

NJ A 349 Sponsor: Diegnan (D)
Title: Sick Leave Extended Definition
Summary: Extends definition of sick leave to include birth or placement for adoption of child.
Status: 01/08/2008 Introduced.

01/08/2008 To Assembly Committee on Labor.

NJ A 528 Sponsor: Vas (D)
 Title: Employment Protections For Military Leave Employees
 Summary: Provides certain employment protections for employees on military leave in time of war or emergency.
 Status: 02/21/2008 Withdrawn from further consideration.

NJ A 873 Sponsor: Albano (D)
 Identical: NJ S 786
 Title: Family Leave Benefits
Enacted: 05/02/2008
 Summary: Extends Temporary Disability Insurance provisions to provide family temporary disability leave benefits for workers caring for sick family members, newborn and newly adopted children.
 Status: 05/02/2008 Signed by Governor.
 05/02/2008 Chapter No. 17

NJ A 1163 Sponsor: Oliver (D)
 Title: Family Leave Insurance
 Summary: Provides family leave insurance.
 Status: 01/08/2008 Introduced.
 01/08/2008 To Assembly Committee on Labor.

NJ A 1174 Sponsor: Oliver (D)
 Title: Family Temporary Disability Leave
 Summary: Provides benefits for family temporary disability leave.
 Status: 01/08/2008 Introduced.
 01/08/2008 To Assembly Committee on Labor.

NJ A 1180 Sponsor: Oliver (D)
 Title: School And Medical Family Leave
 Summary: Provides for school and medical family leave; provides leave time so that a covered employee may attend a child's school functions and parent-teacher conferences and to accompany the child to routine medical and dental appointments, including checkups and vaccinations; provides the employee with the option of taking the leave in increments as short as two hours.
 Status: 01/08/2008 Introduced.
 01/08/2008 To Assembly Committee on Labor.

NJ A 1837 Sponsor: Conaway (D)
 Title: Parental Leave For Children With Special Needs
 Summary: Authorizes leave for parents and guardians of children with special needs.
 Status: 01/24/2008 Introduced.
 01/24/2008 To Assembly Committee on Labor.

NJ A 2075 Sponsor: Watson-Coleman (D)
 Title: School Events Authorized Work Leave
 Summary: Authorizes 8 hours of leave for parents and guardians from work for school-related events of children.
 Status: 02/07/2008 Introduced.
 02/07/2008 To Assembly Committee on Labor.

NJ A 2080 Sponsor: Burzichelli (D)
 Identical: NJ S 786
 Title: Family Leave Benefits
 Summary: Extends Temporary Disability Insurance; provides family leave benefits for workers caring for sick family members, newborn and newly adopted children.

Status: 03/06/2008 Withdrawn from further consideration.

NJ A 2240 Sponsor: Cryan (D)
Title: Corrections Leave Of Absence
Summary: Authorizes paid leaves of absence for certain delegates of employee organizations representing corrections officers attending conventions.
Status: 02/25/2008 Introduced.
02/25/2008 To Assembly Committee on Law and Public Safety.

NJ A 2787 Sponsor: Rudder (R)
Title: Family Temporary Disability Leave
Summary: Repeals law providing benefits for family temporary disability leave.
Status: 05/22/2008 Introduced.
05/22/2008 To Assembly Committee on Labor.

NJ A 3421 Sponsor: Coyle (R)
Title: Family Temporary Disability Leave
Summary: Delays implementation of paid family leave for one year.
Status: 11/13/2008 Introduced.
11/13/2008 To Assembly Committee on Labor.

NJ A 3466 Sponsor: Rudder (R)
Identical: NJ S 2686
Title: Family Leave Implementation
Summary: Delays implementation of paid family temporary disability leave for a specified number of years.
Status: 11/17/2008 Introduced.
11/17/2008 To Assembly Committee on Labor.

NJ A 3483 Sponsor: Karrow (R)
Identical: NJ S 1329
Title: Vietnam Veteran of America Conventions
Summary: Grants certain leaves of absence for Vietnam Veterans of America conventions.
Status: 12/08/2008 Introduced.
12/08/2008 To Assembly Committee on Military and Veterans Affairs.

NJ AR 74 Sponsor: Chiappone (D)
Title: Veterans Day Pay
Summary: Encourages private employers to provide veteran employees with paid holiday on Veterans' Day.
Status: 01/08/2008 Introduced.
01/08/2008 To Assembly Committee on Military and Veterans Affairs.

NJ S 560 Sponsor: Sweeney (D)
Title: Family Leave Benefits
Summary: Extends Temporary Disability Insurance to provide family leave benefits for workers caring for sick family members, newborn and newly adopted children.
Status: 05/05/2008 Withdrawn from further consideration.

NJ S 786 Sponsor: Sweeney (D)
Identical: NJ A 1, NJ A 873
Title: Family Leave Benefits
Summary: Extends Temporary Disability Insurance to provide family leave benefits for workers caring for sick family members, newborn and newly adopted children.
Status: 03/13/2008 Substituted by A 873.

NJ S 837 Sponsor: Ciesla (R)
Title: Children with Special Needs

Summary: Authorizes leave for parents and guardians of children with special needs.
Status: 01/28/2008 Introduced.
01/28/2008 To Senate Committee on Labor.

NJ S 1329 Sponsor: Bucco (R)
Identical: NJ A 3483
Title: Leave Of Absence Conventions
Summary: Grants certain leaves of absence for Vietnam Veterans of America conventions.
Status: 02/26/2008 Introduced.
02/26/2008 To Senate Committee on Law and Public Safety and Veterans Affairs.

NJ S 2686 Sponsor: Beck (R)
Identical: NJ A 3466
Title: Family Temporary Disability
Summary: Delays implementation of paid family leave for two years.
Status: 03/09/2009 Introduced.
03/09/2009 To Senate Committee on Labor.

NEW MEXICO

NM H 211 Sponsor: Chasey (D)
Title: Crime Victim Employment Leave
Summary: Relates to employment law; requires employers to provide leave to crime victims to attend judicial proceedings.
Status: 03/15/2009 From Senate Committee on Corporations and Transportation: Do pass.

NM S 68 Sponsor: Ortiz y Pino (D)
Title: Abuse Victim Financial Independence
Enacted: 03/19/2009
Summary: Relates to domestic abuse victim financial independence; provides for granting an employee related leave time; prohibits retaliation against an employee for using domestic abuse leave; provides that an employer shall not disclose any verifying information used to apply for the leave.
Status: 03/19/2009 Signed by Governor.
03/19/2009 Chaptered. Chapter No. 2009-14

NM S 385 Sponsor: McSorley (D)
Title: Domestic Affairs
Summary: Relates to domestic affairs; enacts the job security act; allows employees to use sick or annual leave to provide health care for family members or to participate in children's educational activities; prohibits employee discharge for use of sick or annual leave.
Status: 01/29/2009 Introduced.
01/29/2009 To Senate Committee on Corporations and Transportation.
01/29/2009 To Senate Committee on Judiciary.

NM S 559 Sponsor: McSorley (D)
Title: Income Tax Credit
Summary: Relates to taxation; provides an income tax credit for employers for a portion of the cost of providing paid family medical leave.
Status: 02/11/2009 Introduced.
02/11/2009 To Senate Committee on Corporations and Transportation.
02/11/2009 To Senate Committee on Finance.

NM S 570 Sponsor: McSorley (D)
Title: Paid Family Leave Tax Credit
Summary: Relates to taxation; provides an income tax credit for employers for a portion of the cost of providing paid family medical leave.

Status: 02/12/2009 Introduced.
02/12/2009 To Senate Committee on Corporations and Transportation.
02/12/2009 To Senate Committee on Finance.

NEW YORK

NY A 214 Sponsor: Jeffries (D)
Title: Mandatory Leave Of Absence
Summary: Provides mandatory leave of absence for employees in private business who are organ or bone marrow donors and insurance reimbursement to employers for wages or salary paid on such leave of absence.
Status: 01/07/2009 Introduced.
01/07/2009 To Assembly Committee on Labor.

NY A 438 Sponsor: John (D)
Title: Leave for Victims of Domestic Violence
Summary: Relates to the entitlement to unpaid leave of absence for victims of domestic violence; adds new article to the Labor Law; permits victims of domestic violence to take an unpaid leave of absence from employment to address on-going domestic violence.
Status: 04/27/2009 Passed Assembly. *****To Senate.
04/27/2009 To Senate Committee on Labor.

NY A 466 Sponsor: Jeffries (D)
Title: Time Off for Democracy Act
Summary: Establishes the Time Off for Democracy Act; provides on the day of a federal, state or local election, an employee eligible to vote in that election is entitled to take up to two hours off work, without loss of pay, in order to vote; provides the employer may limit time off to the hours at the beginning or end of the workday and may require the employee to produce proof of voting in order to receive pay; provides an employee, upon proper notice, may take the entire day without pay to work on the election.
Status: 03/03/2009 From Assembly Committee on Labor.
03/03/2009 To Assembly Committee on Codes.

NY A 611 Sponsor: John (D)
Title: Farm and Domestic Workers
Summary: Requires farm workers and domestic workers to be given at least 24 hours of consecutive rest.
Status: 02/04/2009 From Assembly Committee on Labor.
02/04/2009 To Assembly Committee on Codes.

NY A 1008 Sponsor: Cahill (D)
Title: Leave for Organ or Bone Marrow Donation
Summary: Makes the provisions relating to leave for organ or bone marrow donation granted to state employees retroactive to August 29, 2001.
Status: 01/07/2009 Introduced.
01/07/2009 To Assembly Committee on Labor.

NY A 1470 Sponsor: Wright (D)
Title: Labor Standards for Domestic Workers
Summary: Enacts provisions relating to labor standards for domestic workers; includes provisions for a living wage, overtime pay, vacation, sick and personal time, advance notice of termination and severance pay; also prohibits trafficking in domestic workers; requires record keeping and notice; includes domestic workers under provisions of the labor law; includes penalties for violations thereof.
Status: 06/22/2009 Passed Assembly. *****To Senate.
06/22/2009 To Senate Committee on Rules.

NY A 1601 Sponsor: Zebrowski (D)
Title: Accrued Paid Vacation

Summary: Allows employees to use accrued paid vacation or paid sick or personal leave to care for family members.

Status: 01/07/2009 Introduced.
01/07/2009 To Assembly Committee on Labor.

NY A 2122 Sponsor: John (D)

Title: Definition of Wages

Summary: Broadens the definition of wages to include vacation time earned or due to an employee; provides further that vacation time once earned, accrued or awarded shall not be reduced, eliminated nor diminished by an employer, including any succeeding employer.

Status: 01/15/2009 Introduced.
01/15/2009 To Assembly Committee on Labor.

NY A 2560 Sponsor: Glick (D)

Title: Sick Leave

Summary: Allows employees to utilize accrued and available sick leave to provide care to immediate family, household members or domestic partners; and defines relevant terms.

Status: 01/20/2009 Introduced.

NY A 2563 Sponsor: Glick (D)

Title: Funeral Or Bereavement Leave

Summary: Provides that employers who extend funeral or bereavement leave to an employee for the death of a spouse, child, parent or other relative shall not deny the same leave for the death of an employee's same-sex committed partner; defines same-sex committed partners as those who are financially and emotionally interdependent in a manner commonly presumed of spouses.

Status: 05/06/2009 Passed Assembly. *****To Senate.
05/06/2009 To Senate Committee on Investigations and Government Operations.

NY A 3523 Sponsor: Perry (D)

Title: Health Benefits Provisions

Summary: Provides employees with the opportunity to maintain health benefits through employer during approved unpaid leave of absence, as long as the employee continues to pay the employee contribution share through the employer.

Status: 01/27/2009 Introduced.
01/27/2009 To Assembly Committee on Labor.

NY A 3647 Sponsor: Camara (D)

Title: Paid Sick Leave

Summary: Requires all employers to provide paid sick leave to employees.

Status: 01/27/2009 Introduced.
01/27/2009 To Assembly Committee on Labor.

NY A 3651 Sponsor: Lifton (D)

Title: Americans With Disabilities Act Of 1990

Summary: Waives the state's sovereign immunity to liability for violations of the Americans with Disabilities Act of 1990, the Fair Labor Standards Act, the Age Discrimination Act, and the Family and Medical Leave Act; also waives the immunity of all instrumentalities and political subdivisions of the state.

Status: 05/11/2009 Passed Assembly. *****To Senate.
05/11/2009 To Senate Committee on Codes.

NY A 4265 Sponsor: Ortiz (D)

Title: Tax Deduction for Donation of Human Organ

Summary: Provides a tax deduction of up to ten thousand dollars for any person who donates a human organ to another human being; provides job security for those individuals who miss work during the recovery period from a human organ donation.

Status: 02/02/2009 Introduced.

02/02/2009 To Assembly Committee on Ways and Means.

NY A 5641 Sponsor: Espaillat (D)
Title: Employee Absence Due to Duty
Summary: Provides an employee who is absent from employment to serve as a juror the right to bring a civil action against an employer who discharges or penalizes such employee; remedies include reinstatement and payment of lost compensation; provides for a one year period of limitations for such action.
Status: 02/17/2009 Introduced.
02/17/2009 To Assembly Committee on Judiciary.

NY A 6183 Sponsor: Scarborough (D)
Title: Parents for Participation with Child's Education
Summary: Provides two days excused leave for parents for participation with child's education; two days per school year, per child.
Status: 02/26/2009 Introduced.
02/26/2009 To Assembly Committee on Governmental Employees.

NY A 6705 Sponsor: Miller (R)
Title: No Parent Left Outside Act
Summary: Enacts the No Parent Left Outside Act requiring employers to grant employees up to 20 hours leave during any school year to attend school conferences or activities related to the employee's child if the conference or activity cannot be scheduled during nonwork hours; provides that such leave may not be taken unless the employee has exhausted all accrued leave and any leave that may be granted (except sick leave and disability leave); provides for reimbursement for lost wages.
Status: 03/11/2009 Introduced.
03/11/2009 To Assembly Committee on Labor.

NY A 8207 Sponsor: Meng (D)
Title: Parental Involvement Leave Act
Summary: Enacts the Parental Involvement Leave Act requiring employers to grant employees up to 16 hours leave during any school year to attend school conferences or classroom activities related to the employee's child if the conference or activity cannot be scheduled during nonwork hours; defines "employer".
Status: 05/07/2009 Introduced.
05/07/2009 To Assembly Committee on Labor.

NY S 1211 Sponsor: Thompson A (D)
Title: Excused Leave For Parents
Summary: Provides two days excused leave for parents for participation with child's education; two days per school year, per child.
Status: 01/27/2009 Introduced.
01/27/2009 To Senate Committee on Civil Service and Pensions.

NY S 1824 Sponsor: Morahan (R)
Title: Temporary Disability Benefits
Summary: Amends the Workers' Compensation Law and the Insurance Law; provides for paid family leave benefits.
Status: 02/09/2009 Introduced.
02/09/2009 To Senate Committee on Labor.

NY S 2311 Sponsor: Savino (D)
Title: Labor Standards for Domestic Workers
Summary: Enacts provisions relating to labor standards for domestic workers; includes provisions for a living wage, overtime pay, vacation, sick and personal time, advance notice of termination and severance pay; also prohibits trafficking in domestic workers; requires record keeping and notice; includes domestic workers under provisions of the labor law; includes penalties for violations thereof.
Status: 06/30/2009 Amended in Senate Committee on Finance.

NY S 2453 Sponsor: Parker (D)
 Title: Parental Involvement Leave Act
 Summary: Enacts the "Parental Involvement Leave Act" requiring employers to grant employees up to 16 hours leave during any school year to attend school conferences or classroom activities related to the employee's child if the conference or activity cannot be scheduled during nonwork hours; defines "employer".
 Status: 02/20/2009 Introduced.
 02/20/2009 To Senate Committee on Labor.

NY S 2666 Sponsor: Parker (D)
 Same as: NY A 3647
 Title: Employers to Provide Paid Sick Leave to Employees
 Summary: Requires all employers to provide paid sick leave to employees.
 Status: 02/26/2009 Introduced.
 02/26/2009 To Senate Committee on Labor.

NY S 3267 Sponsor: Griffo (R)
 Title: Volunteer Service Workers Leaving Work
 Summary: Permits public employees who are volunteer firefighters or ambulance workers to leave work to respond to fire and ambulance calls without prejudice or loss of time.
 Status: 03/13/2009 Introduced.
 03/13/2009 To Senate Committee on Local Government.

NY S 4074 Sponsor: Addabbo (D)
 Title: Workers Compensation Benefits for Family Care
 Summary: Provides workers' compensation benefits for family care; applies to employee and family member's taking family leave to care for the employee.
 Status: 04/09/2009 Introduced.
 04/09/2009 To Senate Committee on Labor.

NY S 4180 Sponsor: Flanagan (R)
 Title: Family and Medical Leave Independent Saving Account Act
 Summary: Establishes the Family and Medical Leave Independent Savings Account Act; provides a tax credit for employee compensation deferred to such accounts.
 Status: 04/15/2009 Introduced.
 04/15/2009 To Senate Committee on Labor.

NY S 4225 Sponsor: Savino (D)
 Title: Entitlement to Unpaid Leave of Absence
 Summary: Relates to the entitlement to unpaid leave of absence for victims of domestic violence; permits victims of domestic violence to take an unpaid leave of absence for ninety days from employment to address on-going domestic violence; defines address on-going domestic violence; contains provision to protect the individual's job position and benefits.
 Status: 04/17/2009 Introduced.
 04/17/2009 To Senate Committee on Labor.

NY S 4988 Sponsor: Foley (D)
 Title: Volunteer Firefighter or Ambulance Worker
 Summary: Requires employers to authorize absence from or lateness to work if such absence or lateness was due to responding to an emergency as a volunteer firefighter or ambulance worker.
 Status: 07/16/2009 To Senate Committee on Rules.

NY S 4996 Sponsor: Parker (D)
 Title: Time Off for Democracy Act
 Summary: Establishes the "time off for democracy act"; requires employers to permit up to 2 hours off with pay to vote and permits employees to take a full day off, without pay, to serve as an election official.

Status: 04/27/2009 Introduced.
04/27/2009 To Senate Committee on Labor.

NY S 5610 Sponsor: Robach (R)
Title: Unpaid Leave of Absence For Domestic Violence Victims
Summary: Relates to the entitlement to unpaid leave of absence for victims of domestic violence; permits victims of domestic violence to take an unpaid leave of absence for ninety days from employment to address on-going domestic violence; defines "address on-going domestic violence"; contains provision to protect the individual's job position and benefits.
Status: 05/21/2009 Introduced.
05/21/2009 To Senate Committee on Labor.

NY S 5632 Sponsor: Savino (D)
Title: State University Construction Fund Bargaining Agreement
Summary: Implements a provision in a collective bargaining agreement between the state university construction fund and an employee organization relating to unused sick leave and retirement service credit.
Status: 07/16/2009 Withdrawn from Senate Committee on Finance.
07/16/2009 To Senate Committee on Rules.
07/16/2009 From Senate Committee on Rules.
07/16/2009 Substituted by A 8228.

NY S 5791 Sponsor: Savino (D)
Title: Workers' Compensation Benefits Provisions
Summary: Provides workers' compensation benefits for injury or sickness, pregnancy or family leave; applies to an employee and to family members taking family leave to care for an employee.
Status: 06/05/2009 Introduced.
06/05/2009 To Senate Committee on Rules.

NORTH CAROLINA

NC H 177 Sponsor: Adams (D)
Same as: NC S 534
Title: Healthy Families and Healthy Workplaces Act
Summary: Provides for healthy families and healthy workplaces by ensuring that all workers have paid sick days to address their own health needs and the health needs of their families.
Status: 02/18/2009 Introduced.
02/18/2009 To House Committee on Commerce, Small Business and Entrepreneurship.

NC H 187 Sponsor: Parmon (D)
Same as: NC S 321
Title: Local Business Parent Policies and Child Involvement
Enacted: 07/24/2009
Summary: Encourages local Boards of Education to encourage local businesses to adopt personnel policies to permit parents to attend student conferences; implements programs that assist students in making a successful transition between the middle school and high school years; increases parental involvement in student achievement; reduces suspension and expulsion rates; increases graduation rates; encourages academic progress during suspensions.
Status: 07/24/2009 Signed by Governor.
07/24/2009 Session Law Number 2009-330

NC H 1264 Sponsor: Mackey (D)
Title: Sick School Bus Drivers and Annual Leave
Summary: Authorizes school bus drivers to use annual leave when they are sick if they have exhausted all of their sick leave.
Status: 04/09/2009 Introduced.
04/09/2009 To House Committee on Education.

NC S 534 Sponsor: Dorsett (D)
Same as: NC H 177
Title: Healthy Families and Healthy Workplaces Act
Summary: Provides for healthy families and healthy workplaces by ensuring that all workers have paid sick days to address their own health needs and the health needs of their families.
Status: 03/12/2009 Introduced.
03/12/2009 To Senate Committee on Commerce.

NC S 740 Sponsor: Malone (D)
Same as: NC H 482
Title: School Employee Sick Leave
Summary: Relates to the reinstatement of unused sick leave for public school employees.
Status: 05/19/2009 To House Committee on Education.

NC S 1070 Sponsor: Malone (D)
Title: Bereavement Leave and School Employees
Summary: Provides for bereavement leave for state employees and public school employees.
Status: 03/31/2009 Introduced.
03/31/2009 To Senate Committee on Appropriations/Base Budget.

OHIO

OH H 40 Sponsor: Letson (D)
Title: Parent Rights
Summary: Requires certain employers to allow a parent to exercise court-ordered parenting time without terminating employment, reducing pay, or taking other similar action against the parent.
Status: 03/04/2009 From House Committee on Rules and Reference: Recommended referral.
03/04/2009 To House Committee on Judiciary.

OH H 48 Sponsor: Ujvagi (D)
Title: Two Weeks of Leave for Active Duty Injuries
Summary: Provides two Weeks of leave for any employee who is the spouse or parent of a member of the uniformed services who is called to active duty or is injured, wounded, or hospitalized while serving in a combat zone.
Status: 06/24/2009 From Senate Committee on Reference: Recommended referral.
06/24/2009 To Senate Committee on State and Local Government and Veterans Affairs.

OKLAHOMA

OK H 1642 Sponsor: Inman (D)
Title: Labor
Summary: Relates to labor; requires employers to grant paid leave to employees attending parent-teacher conferences; requires proof of attendance; provides for codification; provides an effective date; declares an emergency.
Status: 02/03/2009 To House Committee on Economic Development and Financial Services.

OK H 1839 Sponsor: Hamilton (D)
Title: Labor
Summary: Relates to labor; creates Victims Economic Security and Safety Act; states purposes; provides for applicability to certain employers; provides for leave requirements for certain employees; requires certain notice; provides for confidentiality; provides for group health plan coverage for certain employees; specifies unlawful acts; provides for certain leave; provides certain employment protections; defines terms.
Status: 02/03/2009 To House Committee on Economic Development and Financial Services.

OK S 524 Sponsor: Aldridge (R)
Title: Soldiers And Sailors
Summary: Relates to soldiers and sailors; requires certain employers to allow employees to take leave under certain circumstances; provides for codification; declares an emergency.
Status: 03/17/2009 To House Committee on Veterans and Military Affairs.

OK S 1038 Sponsor: Leftwich (D)
Title: Labor
Summary: Relates to labor; creates the Victims Economic Security and Safety Act; states purposes; provides for applicability to certain employers; provides for leave requirements for certain employees; provides for construction; construes language; requires certain notice; provides for confidentiality; provides for group health plan coverage for certain employees; specifies unlawful acts; provides for certain leave; provides certain employment protections.
Status: 02/02/2009 Introduced.

OK S 1242 Sponsor: Sparks (D)
Title: Oklahoma Public Employees Retirement System
Summary: Relates to the Oklahoma Public Employees Retirement System; relates to service credit; modifies amount of unused sick leave that may be used for certain credit; provides an effective date; declares an emergency.
Status: 03/18/2009 To House Committee on Appropriations and Budget.

OREGON

OR H 2692 Sponsor: Cameron (R)
Title: Family Leave
Summary: Establishes that employee who returns to work after taking family leave is entitled to be restored to available equivalent position instead of being restored to same position of employment held by employee before taking leave.
Status: 02/27/2009 Assigned to House Subcommittee on Workforce Development.

OR H 2744 Sponsor: Esquivel (R)
Title: Employee Leave for Family Members of Military Service
Enacted: 06/25/2009
Summary: Requires certain employers to provide leave to employees who are spouses of members of military forces that are called to active duty during periods of military conflict; makes a failure to grant leave or discrimination against a spouse exercising the right to military family leave an unlawful practice; provides for enforcement of the requirement by the Bureau of Labor and Industries.
Status: 07/17/2009 Chaptered. Chapter No. 559

OR H 2821 Sponsor: Witt (D)
Title: Use of Vacation Leave During Period of Family Leave
Summary: Prohibits covered employer from requiring eligible employee to use accrued vacation leave when taking family leave.
Status: 06/02/2009 From Senate Committee on Commerce and Workforce Development: Do pass.
06/02/2009 To Senate Committee on Rules.

OR H 3160 Sponsor: Tomei (D)
Title: Family Leave Benefits Insurance
Summary: Creates Family Leave Benefits Insurance Program to provide benefits to employees taking family leave; establishes Family Leave Benefits Insurance Account; requires employers to pay premiums withheld from employee earnings into account; continuously appropriates moneys in account to Bureau of Labor and Industries and requires bureau to administer claims for benefits; establishes qualifications for benefits; creates unlawful employment practice; authorizes bureau to assess civil penalties.
Status: 03/17/2009 To House Committee on Human Services.

OR H 3171 Sponsor: Olson (R)
Title: Jury Service

Summary: Provides that judge or clerk of court may not defer jury service for person more than once unless person seeks deferral for specified emergency and person could not have anticipated circumstances when first deferral was granted; provides that employer may not require that employee use vacation leave, sick leave or annual leave for time spent by employee in responding to summons for jury duty and that employer must allow employee to take leave without pay for time spent by employee in responding to summons.

Status: 05/08/2009 To Senate Committee on Judiciary.

OR S 638 Sponsor: Senate Commerce and Workforce Development Committee

Title: Family Leave

Summary: Requires granting of school activity leave to employees in same manner as provided for family leave; requires granting of 35 hours of school activity leave within any one-year period; requires employee to give notice of leave to employer.

Status: 02/27/2009 To Senate Committee on Commerce and Work Force Development.

OR S 805 Sponsor: Bates (D)

Title: Employee Leave

Summary: Requires employer to provide leave to certain employees who are spouses of members of military forces that are on active duty during periods of military conflict; makes failure to grant leave or discrimination against spouse exercising right to military family leave unlawful practice; requires Bureau of Labor and Industries to enforce provisions of Act; declares emergency, effective on passage.

Status: 03/12/2009 To Senate Committee on Commerce and Work Force Development.

OR S 966 Sponsor: Rosenbaum (D)

Title: Family Leave Benefits Insurance

Summary: Creates Family Leave Benefits Insurance Program to provide benefits to employees taking family leave; establishes Family Leave Benefits Insurance Account; requires employers to pay premiums withheld from employee earnings into account; continuously appropriates moneys in account to Bureau of Labor and Industries and requires bureau to administer claims for benefits; establishes qualifications for benefits; creates unlawful employment practice; authorizes bureau to assess civil penalties against employers.

Status: 05/13/2009 Assigned to Senate Subcommittee ON Human Services.

PENNSYLVANIA

PA H 83 Sponsor: Frankel (D)

Title: Tax Reform Code of 1971

Summary: Amends the Tax Reform Code of 1971. Establishes a tax credit for small businesses offering 12 weeks of paid family and medical leave annually. Provides for tax credits for participating businesses. Confers powers and imposes duties upon the Department of Revenue. PN: 75

Status: 01/28/2009 Introduced.

01/28/2009 To House Committee on Finance.

PA H 392 Sponsor: Youngblood (D)

Title: Domestic Violence Victim Employment Leave

Summary: Requires certain employers to provide employment leave for victims of domestic violence. Prohibits certain acts. Prescribes penalties. PN: 437

Status: 02/13/2009 Introduced.

02/13/2009 To House Committee on Labor Relations.

PA H 883 Sponsor: Seip (D)

Title: Military Personnel Spouses Unpaid Leave

Summary: Provides for unpaid leave for spouses of military personnel under certain circumstances. PN: 1002

Status: 03/12/2009 Introduced.

03/12/2009 To House Committee on Veterans Affairs and Emergency Preparedness.

PA H 1558 Sponsor: Gibbons (D)

Title: Family Temporary Care Insurance

Summary: Establishes a family temporary care insurance program to provide up to 12 weeks of wage replacement benefits to eligible employees who take time off work to care for a seriously ill child, spouse or parent or to bond with a new child. Provides that an employee is not eligible for the family temporary insurance with respect to any day that the employee has received unemployment benefits. Provides for the Powers and duties of the Department of Labor and Industry. Establishes the Temporary Care Fund. PN: 1933

Status: 05/29/2009 Introduced.
05/29/2009 To House Committee on Labor Relations.

PA H 1830 Sponsor: Gergely (D)

Title: Paid Sick Leave

Summary: Provides for paid sick leave for certain employees, for duties of the Department of Labor and Industry and for enforcement. Imposes a civil penalty. PN: 2395

Status: 07/06/2009 Filed.
07/06/2009 Introduced.
07/06/2009 To House Committee on Labor Relations.

PUERTO RICO

PR H 693 Sponsor: Rivera Ortega (PNP)

Title: Child School Visits and Paid Leave

Summary: Grants paid leave for 8 hours to visit one's children's schools; provides for those employees who work full time in the private sector.

Status: 01/14/2009 Introduced.

PR H 773 Sponsor: Rivera Ortega (PNP)

Title: Holiday and Sick Leave Payout Provisions

Summary: Provides that any officer or employee of the State of Puerto Rico is entitled to be paid the lump sum of money for the holidays and sick leave that has accrued to their separation in order to qualify for retirement or in their final separation from public service in order to provide that it shall be exempt from payment deductions for income tax return.

Status: 01/16/2009 Introduced.

PR H 802 Sponsor: Ferrer Rios (PPD)

Title: Employee Sick Leave Use

Summary: Amends the law on Minimum Wage, Vacation and Sick Leave of Puerto Rico; provides that the workers in Puerto Rico covered by this law may have accrued sick leave to deal with situations of illness and/or related treatment and convalescence of their children and the elderly and disabled in their care or custody.

Status: 01/16/2009 Introduced.

PR H 877 Sponsor: Colon Ruiz (PNP)

Title: Government Employee Vacation Leave

Summary: Establishes that an employee of a governmental entity in addition to vacation leave must assign another employee working in the same unit in order to allow for transfer of vacation or sick leave, even if the employees are of different government agencies; provides for preparation of the licensing process; provides for such leave in the case of an employee or member of his immediate family is suffering an emergency that precludes the employee's performance.

Status: 01/22/2009 Introduced.

PR H 929 Sponsor: Pena Ramirez (PNP)

Title: Minimum Wage Act and Sick Leave Use

Summary: Amends the Minimum Wage Act as it relates to sick leave; prohibits private sector employers use of sick leave to be justified as a criterion of efficiency of employees in the process of their annual evaluation.

Status: 06/22/2009 Passed House. *****To Senate.

PR H 1492 Sponsor: Torres Cruz (PPD)

Title: Accrued Employee Sick Leave

Summary: Amends the Minimum Wage, Vacation and Sick leave Law; relates to people covered by this law that may have accrued sick leave for situations of illness and/or related treatment and convalescence; relates to their children and the elderly and disabled in their care or custody.
Status: 04/17/2009 Introduced.

PR H 1496 Sponsor: Colberg Toro (PPD)
Title: Minimum Wage Law Provisions
Summary: Strengthens, expands and promotes the rights of employees who are part-time; extends social security benefits for sickness to staff part-time functions; amends the Law on Minimum Wage, Vacation and Sick leave; grants these employees the accumulation of sick days in proportion to hours of work; encourages productivity through access to health services; orders the Labor Secretary to design, develop and disseminate a feasibility study to extend the accumulation days of vacation a part-time employees.
Status: 04/21/2009 Introduced.

PR S 108 Sponsor: Martinez Maldon (PNP)
Title: Disabled Child Maternity And Paternity Leave
Summary: Extends the period of maternity leave for mothers of children with disabilities and to establish a maternity leave of twenty days for the parents of these children.
Status: 08/17/2009 Passed Senate. *****To House.

PR S 486 Sponsor: Martinez Maldon (PNP)
Title: Special Paternity Leave
Summary: Grants special paternity leave for parents whose infants are born prematurely, and work in private enterprise.
Status: 07/15/2009 *****To Governor.

PR S 487 Sponsor: Martinez Maldon (PNP)
Title: Maternity Leave Extension
Summary: Amends existing law for the purpose of extending the period of maternity leave for mothers whose children are born prematurely.
Status: 07/15/2009 *****To Governor.

PR S 815 Sponsor: Ortiz Ortiz (PPD)
Title: Time Without Charge for Meetings
Summary: Amends Law No. 239 of 2004 for the purpose of broadening the public policy regarding the granting of time without charge for meetings related to a cooperative.
Status: 05/11/2009 Introduced.

PR S 821 Sponsor: Ortiz Ortiz (PPD)
Title: Sick Leave
Summary: Amends the Minimum Wage, Holiday and Sick Leave Law; increases the maximum cumulative of sick leave.
Status: 05/11/2009 Introduced.

PR S 827 Sponsor: Ortiz Ortiz (PPD)
Title: Court Actions and Wage Loss
Summary: Amends the Minimum Wage Law, Holidays and Sick leave for Puerto Rico; establishes a term of five years preceding the date of a court action to claim lost wages paid by the employer to an employee who were working for that employer.
Status: 05/11/2009 Introduced.

PR S 831 Sponsor: Ortiz Ortiz (PPD)
Title: Vacation and Sick Leave
Summary: Amends the Minimum Wage Law on Holidays and Sick Leave; establishes that an employee for a day's work between forty-eight hours and one hundred and fourteen hours per month shall be entitled to the benefits of accumulated vacation and sick leave.

Status: 05/11/2009 Introduced.

PR S 840 Sponsor: Ortiz Ortiz (PPD)
Title: Court Dates and Lost Wages
Summary: Amends the Minimum Wage Law, Holidays and Sick leave for Puerto Rico for the purpose of establishing a term of five years preceding the date of a court action to claim lost wages paid by the employer to an employee who were working for that employer.
Status: 05/11/2009 Introduced.

PR S 841 Sponsor: Ortiz Ortiz (PPD)
Title: Holiday Employee Pay
Summary: Amends the Minimum Wage Law, Holidays and Sick leave for Puerto Rico for the purpose of establishing a prescriptive term Settlement for payment holiday when the employee ceases employment.
Status: 05/11/2009 Introduced.

PR S 850 Sponsor: Fas Alzamora (PPD)
Title: Sick Leave Rights
Summary: Amends the Right to Work Act so that it recognizes the right of sick leave to workers and to be covered by such Act.
Status: 05/11/2009 Introduced.

PR S 962 Sponsor: Garcia Padilla (PPD)
Title: Family Domestic Service Employs
Summary: Amends the law on Minimum Wage, Holidays and Sick Leave for Puerto Rico; includes the persons employed in domestic service in a family residence among the employees covered by this Law.
Status: 06/29/2009 Introduced.

PR S 966 Sponsor: Senate Floor
Title: Four Week Child Care for Employees
Summary: Amends the Mothers Act for the purpose of establishing that the employee can enjoy four consecutive weeks additional attention and care of a child.
Status: 06/30/2009 Introduced.

PR S 970 Sponsor: Ortiz Ortiz (PPD)
Title: Employee Accrued Vacation Transfers
Summary: Authorizes the transfer, including employees of a private sector company, accrued vacation leave, if an employee or an immediate family member suffers an emergency virtually impossible that the employee can perform its functions in a private entity for a considerable period.
Status: 06/30/2009 Introduced.

PR S 971 Sponsor: Ortiz Ortiz (PPD)
Title: Sick Leave Clearance
Summary: Amends the Minimum Wage Law on Holidays and Sick leave of Puerto Rico for the purpose of allowing clearance of three days of accumulated sick leave to take an excess of twelve days.
Status: 06/30/2009 Introduced.

PR S 997 Sponsor: Hernandez Mayor (PPD)
Title: Employee Accrued Leave Request
Summary: Amends the Minimum Wage Law, Holidays and Sick Leave for Puerto Rico; reduces the period an employee has to request enjoyment of their accrued leave.
Status: 07/30/2009 Introduced.

PR S 1036 Sponsor: Hernandez Mayor (PPD)
Title: Vacation Day Requirements
Summary: Amends the law on Minimum Wage, Holidays and Sick Leave to provide that an employer may not require an employee to take more vacation days for those that have accumulated.

Status: 08/11/2009 Introduced.

SOUTH CAROLINA

SC H 3300 Sponsor: Gullick (R)

Title: School Employees

Summary: Relates to sick leave for full-time public school employees, so as provides that such employees who are reemployed retirees of the State retirement system accrue and carry forward sick leave at the same rate and in the same manner as any other person employed by the district in a position requiring certification, and to provide that a district may not make a lump sum payment for unused sick leave accrued by these employees.

Status: 01/15/2009 Introduced.

01/15/2009 To House Committee on Ways and Means.

SC H 3865 Sponsor: Neal Jo (D)

Title: Paid Leave

Summary: To provide that an employee may be granted by his employer a specified amount of additional paid leave each year for the purpose of attending certain elementary and secondary school conferences or activities during the employee's work hours or to engage in certain volunteer teaching activities in the schools, provides that the employers of these employees are entitled to a specified state income tax deduction for these activities.

Status: 04/01/2009 Introduced.

04/01/2009 To House Committee on Ways and Means.

TENNESSEE

TN H 397 Sponsor: Fincher (D)

Same as: TN S 1731

Title: Employees and Employers

Summary: Relates to employees employers; prohibits employers from requiring employees to use vacation time while on family or medical leave.

Status: 04/15/2009 In House Committee on Consumer and Employee Affairs: Subcommittee on Employee Affairs failed to recommend passage.

TN H 775 Sponsor: Turner M (D)

Same as: TN S 1442

Title: Employees Employers

Summary: Relates to employees employers; requires certain employers to grant their employees paid sick and vacation leave based upon the number of hours they work annually.

Status: 02/18/2009 To House Committee on Consumer and Employee Affairs.

02/18/2009 In House Committee on Consumer and Employee Affairs: Referred to Subcommittee on Employee Affairs.

TN H 896 Sponsor: Winningham (D)

Same as: TN S 899

Title: Education

Summary: Relates to education; qualifies falsification of medical information submitted to sick leave bank trustees as reason to lose right to obtain benefits of sick leave bank.

Status: 05/18/2009 In House. Substituted on House floor by S 899.

TN S 12 Sponsor: Gresham (R)

Same as: TN H 242

Title: Military Sick Leave

Summary: Authorizes state employees who are in the military to use sick leave rather than annual leave when called to military duties.

Status: 02/09/2009 To Senate Committee on State and Local Government.

TN S 1442 Sponsor: Haynes J (D)
Same as: TN H 775
Title: Employees Employers
Summary: Relates to employees employers; requires certain employers to grant their employees paid sick and vacation leave based upon the number of hours they work annually.
Status: 02/18/2009 To Senate Committee on Commerce, Labor and Agriculture.

TN S 1731 Sponsor: Burks (D)
Same as: TN H 397
Title: Employees Employers
Summary: Relates to employees employers; prohibits employers from requiring employees to use vacation time while on family or medical leave.
Status: 02/18/2009 To Senate Committee on Commerce, Labor and Agriculture.

TN S 1872 Sponsor: Kyle (D)
Same as: TN H 1949
Title: Pensions and Retirement Benefits
Summary: Relates to pensions and retirement benefits; broadens authorized uses of annual leave, compensatory leave, and sick leave upon retirement.
Status: 02/18/2009 To Senate Committee on State and Local Government.

TEXAS

TX H 308 Sponsor: Dutton (D)
Title: Employee Wage Payment for Jury Duty
Summary: Relates to payment of wages to certain employees who miss work to perform jury duty; provides a criminal penalty.
Status: 02/17/2009 To House Committee on Technology, Economic Development & Workforce.

TX H 1005 Sponsor: McClendon (D)
Identical: TX S 649
Title: School Employees
Summary: Relates to the ability of an employee to participate in certain school-related activities of the employee's child.
Status: 02/23/2009 To House Committee on Business and Industry.

TX H 1057 Sponsor: McClendon (D)
Identical: TX S 692
Title: Family Care Leave
Summary: Relates to family care leave for certain employees; provides a civil penalty.
Status: 02/24/2009 To House Committee on Business and Industry.

TX S 60 Sponsor: Zaffirini (D)
Title: Victim Time Off Work
Summary: Relates to the right of an employee who is a victim of a crime to time off from work to attend court proceedings related to that crime.
Status: 02/10/2009 To Senate Committee on Business and Commerce.

TX S 649 Sponsor: Van de Putte (D)
Identical: TX H 1005
Title: School Employees
Summary: Relates to the ability of an employee to participate in certain school-related activities of the employee's child.
Status: 02/23/2009 To Senate Committee on Business and Commerce.

TX S 833 Sponsor: Carona (R)

Identical: TX H 1636
Title: Public Personnel and Military Leave of Absence
Enacted: 06/19/2009
Summary: Relates to the accrual of vacation and sick leave for certain state employees on a military leave of absence and to the eligibility of military service members to hold state office.
Status: 07/09/2009 Filed with Secretary of State. Chapter No. 764

VERMONT

VT H 382 Sponsor: Edwards (P)
Title: Paid Absences
Summary: Ensures that all workers in Vermont are able to take care of their own health and safety needs and those of their families by allowing employees to accrue a minimum number of paid hours annually so that workers can take paid time from work to address issues related to health care or safety for themselves or a family member.
Status: 03/17/2009 To House Committee on General, Housing and Military Affairs.

VT S 15 Sponsor: Mullin (R)
Title: Emergency Duty
Summary: Protects an employee from employer retaliation for taking time off to perform emergency duty as a volunteer firefighter.
Status: 01/09/2009 To Senate Committee on Economic Development, Housing and General Affairs.

WASHINGTON

WA H 1160 Sponsor: Condotta (R)
Title: Family Leave Insurance Program
Summary: Eliminates the family leave insurance program; eliminates the family leave insurance program.
Status: 01/14/2009 Introduced.
01/14/2009 To House Committee on Commerce and Labor.

WA H 1609 Sponsor: Dickerson (D)
Title: Family And Medical Leave
Summary: Concerns family and medical leave; revises family and medical leave provisions; requires each employer, for each individual, to pay a premium of two cents per hour worked, up to a maximum of forty hours per week, to the employment security department to be deposited into the family and medical leave insurance account; each employer may deduct from the pay of each individual the full amount that the employer is required to pay for the individual.
Status: 01/26/2009 Introduced.
01/26/2009 To House Committee on Commerce and Labor.

WA H 1628 Sponsor: Kretz (R)
Title: Good Cause Reasons
Summary: Limits the number of good cause reasons to leave work.
Status: 01/26/2009 Introduced.
01/26/2009 To House Committee on Commerce and Labor.

WA H 1965 Sponsor: Hunt (D)
Title: Animal Training
Summary: Grants leave to employees with sensory disabilities to attend service animal training; provides allowances for employees with sensory disabilities who must attend training necessary to attain a new service animal.
Status: 03/23/2009 From Senate Committee on Government Operation and Elections: Do pass.

WA H 2133 Sponsor: White (D)
Title: The Use of Accumulated Sick Leave for Volunteer Wo

Summary: Authorizes the use of accumulated sick leave for volunteer work; requires an agency head to permit an employee to use up to twenty-four hours of sick leave per year to perform certain volunteer services; prohibits an employee from using sick leave to perform volunteer service that is required under a court order.

Status: 02/11/2009 Introduced.
02/11/2009 To House Committee on Ways and Means.

WA H 2353 Sponsor: Dickerson (D)
Title: Family Leave Insurance Program
Summary: relates to delaying the implementation of the family leave insurance program; provides an expiration date.
Status: 04/16/2009 To House Committee on Ways and Means.

WA S 5558 Sponsor: Holmquist (R)
Title: The 2007 Family And Medical Leave Insurance Act
Summary: Repeals the 2007 family and medical leave insurance act; repeals the 2007 family and medical leave insurance act.
Status: 01/26/2009 Introduced.
01/26/2009 To Senate Committee on Labor, Commerce & Consumer Protection.

WA S 5679 Sponsor: Keiser (D)
Title: Family and Medical Leave
Summary: Concerns family and medical leave; revises family and medical leave provisions; provides that, with respect to leave for the individual's serious health condition, an individual is disqualified from family and medical leave insurance benefits beginning with the first day of the calendar week, and continuing for the next fifty-two consecutive weeks, in which the individual is suffering from a serious health condition.
Status: 01/28/2009 Introduced.
01/28/2009 To Senate Committee on Labor, Commerce & Consumer Protection.

WA S 6158 Sponsor: Keiser (D)
Title: Family Leave Insurance Program
Enacted: 05/18/2009
Summary: Delays the implementation of the family leave insurance program; extends the authority of the Director of the Department of Labor and Industries to lend funds from the supplemental pension fund to the family leave insurance account.
Status: 05/18/2009 Signed by Governor.
05/18/2009 Chapter No. 544

WEST VIRGINIA

WV H 2287 Sponsor: Caputo (D)
Title: Teacher Sick Leave
Summary: Credits a deceased teacher's sick leave toward continued insurance coverage for a surviving spouse and other dependents.
Status: 02/12/2009 Introduced.
02/12/2009 To House Committee on Pensions and Retirement.

WV S 29 Sponsor: Foster (D)
Title: Paid Sick Leave
Summary: Allows paid sick leave to be used as paid family leave (FN).
Status: 02/11/2009 Introduced.
02/11/2009 To Senate Committee on Finance.

WISCONSIN

WI A 9 Sponsor: Turner (D)

Title: Absence on Veterans Day
Summary: Relates to a requirement that all employers in this state grant a paid leave of absence on Veterans Day to employees who are veterans.
Status: 01/27/2009 Introduced.
01/27/2009 To Assembly Committee on Veterans and Military Affairs.

WI A 36 Sponsor: Mason (D)
Title: Violations of Medical Leave Acts
Summary: Relates to liability of the state for a violation of the federal Family and Medical Leave Act of 1993, Fair Labor Standards Act, or Age Discrimination in Employment Act of 1967 or of Title I of the federal Americans with Disabilities Act of 1990.
Status: 02/12/2009 Introduced.
02/12/2009 To Assembly Committee on State Affairs and Homeland Security.

WI A 116 Sponsor: Black (D)
Title: School Conference and Activities Leave
Summary: Relates to school conference and activities leave.
Status: 03/04/2009 Introduced.
03/04/2009 To Assembly Committee on Education.
03/04/2009 In Assembly. Amendment No. 1 offered.

WI A 132 Sponsor: Huebsch (R)
Title: Unpaid Leave for Civil Air Patrol Duties
Summary: Relates to a requirement that an employer grant an unpaid leave of absence to allow an employee to participate in an emergency service operation of the Civil Air Patrol; prohibits discrimination in employment based on Civil Air Patrol membership.
Status: 05/18/2009 To Senate Committee on Labor, Elections and Urban Affairs.

WI A 231 Sponsor: Molepske (D)
Title: Civil Procedure
Summary: Relates to the time within which a complaint may be filed or a civil action may be brought alleging a violation of the family and medical leave law and the procedures governing an appeal of a determination of the Department of Workforce Development under that law.
Status: 04/23/2009 Introduced.
04/23/2009 To Assembly Committee on Workforce Development.

WI S 11 Sponsor: Hansen (D)
Title: Paid Leave of Absence and Veterans Day
Summary: Relates to a requirement that all employers in this state grant a paid leave of absence on Veterans Day to employees who are veterans.
Status: 01/21/2009 Introduced.
01/21/2009 To Senate Committee on Labor, Elections and Urban Affairs.

WI S 19 Sponsor: Taylor (D)
Title: Family and Medical Leave Act
Summary: Relates to liability of the state for a violation of the federal Family and Medical Leave Act of 1993, Fair Labor Standards Act, or Age Discrimination in Employment Act of 1967 or of Title I of the federal Americans with Disabilities Act of 1990.
Status: 03/18/2009 To Joint Committee on Finance.

WI S 196 Sponsor: Lassa (D)
Title: Violations of Family and Medical Leave Law
Summary: Relates to the time within which a complaint may be filed or a civil action may be brought alleging a violation of the family and medical leave law and the procedures governing an appeal of a determination of the Department of Workforce Development under that law.
Status: 05/07/2009 Introduced.

05/07/2009 To Senate Committee on Judiciary, Corrections, Insurance, Campaign Finance Reform, and Housing.

WYOMING

WY H 181 Sponsor: Byrd (D)

Title: Fair Employment Practices

Summary: Relates to fair employment practices; provides that retaliation or discrimination for the use of sick leave is an unfair employment practice; provides penalties.

Status: 02/16/2009 No Report Prior to Committee of the Whole Cutoff.

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