

National Conference of State Legislatures

2010 Legislation on Employment Leave Year End Search 2010

ALABAMA

AL H 143 Knight (D)
Title: Civil Air Patrol
Status: Failed - Adjourned
Summary: Grants a military leave of absence for members of the civilian auxiliary of the United States Air Force known as the Civil Air Patrol.

AL H 557 Coleman M (D)
Title: Healthy and Safe Families and Workplaces Act
Status: Failed - Adjourned
Summary: Establishes the Healthy and Safe Families and Workplaces Act; provides definitions; provides for accrual of paid sick and safe time; provides for use of paid sick and safe time; provides for the exercise of protected rights and to prohibit retaliation; provides for the posting of notice by the employer; provides for confidentiality of employer records and to provide exceptions; provides for the promulgation of rules and regulations.

AL S 91 Bedford (D)
Title: Civil Air Patrol
Status: Enacted: 04/21/2010
Summary: Grants a military leave of absence for members of the civilian auxiliary of the United States Air Force known as the Civil Air Patrol.

AL S 128 Orr (R)
Title: National Disaster Medical System
Status: Enacted: 03/30/2010
Summary: Extends the benefit of a military leave of absence to members of the National Disaster Medical System.

ALASKA

AK H 347 Petersen (D)
Title: Leave for Military Spouses
Status: Failed - Adjourned
Summary: Allows certain teachers, public employees, and private sector employees to take leave without pay when their spouses are on leave from deployment in a combat zone.

AK S 86 Ellis (D)
Title: Paid Sick Leave
Status: Failed - Adjourned
Summary: Establishes requirements and limitations related to the payment of sick leave by certain employers; provides for an effective date.

AK S 278 Wielechowski (D)
Title: Leave for Military Spouses
Status: Failed - Adjourned
Summary: Allows certain teachers, public employees, and private sector employees to take leave without pay when their spouses are on leave from deployment in a combat zone.

ARIZONA

AZ H 2319 Pratt (R)
Title: Family Leave Insurance
Status: Failed - Adjourned
Summary: Relates to family leave insurance.

AZ H 2460 Ableser (D)
Title: Unlawful Employee Termination
Status: Failed - Adjourned
Summary: Relates to unlawful employee termination; relates to family responsibilities.

AZ H 2539 Gowan (R)
Title: Employment and Military Duties
Status: Enacted: 04/16/2010
Summary: Relates to absence from employment for military duties; provides that an employer shall not refuse a leave of absence for military purposes or reduce seniority during such absence; provides for reemployment rights; provides that the county attorney shall prosecute violations.

CALIFORNIA

CA A 485 Carter (D)
Title: Civil Air Patrol: California Wing: Employment Leave
Status: Enacted: 10/11/2009
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.

CA A 849 Swanson (D)
Title: Family and Medical Leave
Status: Failed
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.

CA A 1000 Ma (D)
Title: Employment: Paid Sick Days
Status: Failed
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.

CA A 2340 Monning (D)
Title: Employees Right to Bereavement Leave
Status: Vetoed. 09/25/2010
Summary: Modifies existing law which provides employees with the right to take time off work without discharge or discrimination. Adds the right to take time off for bereavement leave. Provides these provisions would not apply to an employee who is covered by a valid collective bargaining agreement that provides for bereavement leave and other specified working conditions.

CA S 1304 DeSaulnier (D)
Title: Employment: Leave and Benefits

Status: Enacted: 09/30/2010
Summary: Requires private employers to permit employees to take paid leaves of absence for organ and bone marrow donation. Requires a private employer to restore an employee returning from leave for organ or bone marrow donation to the same position held by the employee. Prohibits a private employer from interfering with an employee taking such leave and retaliating against an employee for taking such leave or opposing an unlawful practice related to such leave. Creates a right of action for an aggrieved employee.

COLORADO

CO H 1397 Peniston (D)
Title: Employee Accrued Paid Sick Time
Status: Failed - Adjourned
Summary: Concerns the requirement that employers provide employee-earned paid sick time to their employees.

CONNECTICUT

CT S 62 Joint Labor and Public Employees
Title: Labor Statutes
Status: Enacted: 05/26/2010
Summary: Concerns the legislative commissioners' recommendations for technical corrections to labor statutes; makes technical corrections to various labor statutes; makes changes to statutes relating to civil penalties for a violation of stop work orders, the prevailing rate of benefits, and leave benefits for military employees.

CT S 63 Joint Labor and Public Employees
Title: Employers Provide Paid Sick Leave to Employees
Status: Failed - Adjourned
Summary: Mandates employers provide paid sick leave to employees; mandates that certain employers provide paid sick leave to qualifying employees.

DISTRICT OF COLUMBIA

DC R 47 Gray (D)
Title: Accrued Sick and Safe Leave Act Regulations
Status: Adopted: 02/11/2009
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.

DC R 716 Gray (D)
Title: Accrued Sick and Safe Leave
Status: Adopted: 03/31/2010
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.

DELAWARE

DE H 157 Longhurst (D)
Title: Family and Medical Leave Act
Status: Failed
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.

DE HCR 36 Jaques (D)
Title: Employer Support of the Guard and Reserve Statement
Status: Adopted: 04/29/2010
Summary: Expresses the General Assembly's support for the Employer Support of the Guard and Reserve Statement of Support Program; encourages all Delaware employers to execute an ESGR Statement of Support; and requests the Department of Labor place a link on its webpage to the online statement of support form.

GEORGIA

GA H 1205 Butler M (R)
Title: Sick Leave for Teachers
Status: Failed - Adjourned
Summary: Relates to sick leave for teachers and other personnel, accumulation of sick and personal leave; regains forfeited leave, local policies, and cost of employing substitute; provides that in fiscal years in which the state anticipates positive revenues, teachers and other personnel shall be granted personal leave to compensate for furlough days; amends Code Section 45-20-16 of the Official Code of Georgia Annotated.

GA S 216 Jones E (D)
Title: Public Officers
Status: Failed - Adjourned
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.

GA S 383 Jones E (D)
Title: Leaves Of Absence
Status: Failed - Adjourned
Summary: Relates to leaves of absence; defines 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 30 days of personal leave with pay and an additional 30 days of leave without pay; provides an effective date; repeals conflicting laws.

HAWAII

HI H 319 Lee M (D)
Title: Family Leave and Notification Of Benefits
Status: 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.

HI H 450 McKelvey (D)
Title: Family Leave and Military Deployment
Status: Failed - Adjourned
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.

HI H 720 Evans (D)
Title: Family Leave and Military Deployment
Status: Failed - Adjourned
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.

HI H 982 Lee M (D)
Title: Family Leave

Status: 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.

HI H 1687 Takumi (D)
Title: Sick Leave
Status: Failed - Adjourned
Summary: Requires employers to provide paid sick leave to employees.

HI H 2258 Rhoads (D)
Title: Family Leave Insurance
Status: Failed - Adjourned
Summary: Creates a family leave insurance fund to be administered by DLIR under the workers' compensation statute; amends the definition of injuries covered under the workers' compensation statute to include family leave.

HI H 2353 Mizuno (D)
Title: Domestic Violence
Status: Failed - Adjourned
Summary: Provides emergency, nonrecurring benefits for victims of domestic or sexual violence and expands current provisions for unemployment insurance, emergency leaves of absence, and insurance protections.

HI H 2402 Oshiro M (D)
Title: Public Employees
Status: Failed - Adjourned
Summary: Caps retirement service credit allowance for unused sick leave to the amount accrued on December 31, 2010; limits retirement service credit allowance for unused sick leave for employees hired after January 1, 2011, to three months.

HI H 2935 Takumi (D)
Title: Employment Practices
Status: Failed - Adjourned
Summary: Makes it an unlawful practice for any employer or labor organization to bar or discharge from employment, withhold pay from, or demote an employee because the employee uses accrued and available sick leave.

HI S 614 Espero (D)
Title: Family Leave and Military Deployment
Status: Failed - Adjourned
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.

HI S 822 Ihara (D)
Title: Family Leave
Status: Failed - Adjourned
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.

HI S 823 Ihara (D)
Title: Family Leave and Notification Of Benefits
Status: Failed - Adjourned

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

HI S 2241 Takamine (D)
Title: Employment Practices
Status: Failed - Adjourned
Summary: Prohibits an employer or labor organization from discharging or barring from employment, withholding pay from, or demoting an employee who uses accrued and available sick leave.

HI S 2392 Takamine (D)
Title: Family Leave Insurance
Status: Failed - Adjourned
Summary: Creates a family leave insurance fund to be administered by DLIR under the workers' compensation statute; amends the definition of injuries covered under the workers' compensation statute to include family leave.

HI S 2883 Takamine (D)
Title: Employment Practices
Status: Vetoed: 07/06/2010
Summary: Makes it an unlawful practice for any employer or labor organization to bar or discharge from employment, withhold pay from, or demote an employee because the employee uses accrued and available sick leave, except for abuse of sick leave.

ILLINOIS

IL H 3045 Cross (R)
Title: School Visitation Rights Act
Status: Pending - Adjourned
Summary: Amends the School Visitation Rights Act. Makes a technical change in a Section concerning the short title.

IL H 3665 Hernandez (D)
Title: Healthy Workplace Act
Status: Pending - Adjourned
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.

IL H 5425 Jefferson (D)
Title: Employees Leave to Attend Criminal Proceedings Act
Status: Pending - Adjourned
Summary: Creates the Employees Leave to Attend Criminal Proceedings Act; requires employers who employ 6 or more people to allow an employee to take unpaid leave to attend a criminal proceeding if the employee was a victim of certain crimes or is in the immediate family of the victim of such crimes; provides that employers who violate these provisions are deemed to be engaging in an unlawful employment practice; requires employees to give notice to employers when the employees need to leave work.

IL H 5426 Jefferson (D)
Title: Rights of Crime Victims and Witnesses Act
Status: Pending - Adjourned
Summary: Amends the Rights of Crime Victims and Witnesses Act; provides that except as otherwise provided in the Victims' Economic Security and Safety Act, an employer who has 50 or more employees for each working day in each of 20 or more calendar Weeks in the current or preceding calendar year, and any agent of that employer, shall allow an employee who is a crime victim to leave work to attend certain court proceedings; provides that an employer may not dismiss an employee who is a crime victim.

IL S 234 Frerichs (D)
 Title: State Universities Article of Illinois Pension Code
 Status: Pending - Adjourned
 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.

IL S 261 Noland (D)
 Title: School Code
 Status: Pending - Adjourned
 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.

IL S 299 Noland (D)
 Title: IMRF Article of the Illinois Pension Code
 Status: Pending - Adjourned
 Summary: Amends the IMRF (Illinois Municipal Retirement Fund) 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.

IL S 1123 Cullerton (D)
 Title: Family Military Leave Act
 Status: Pending - Adjourned
 Summary: Amends the Family Military Leave Act. Makes a technical change in a Section concerning the short title.

IL S 1770 Steans (D)
 Title: Victims' Economic Security and Safety Act
 Status: 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.

IL S 3239 Sandoval (D)
 Title: Family And Medical Leave Act
 Status: Pending - Adjourned
 Summary: Creates the Illinois Family and Medical Leave Act; contains only a short title provision.

IL S 3818 Hutchinson (D)
 Title: Family Military Leave Act
 Status: Enacted: 07/30/2010
 Summary: Amends the Family Military Leave Act. States that an employer that employs more than a specified number of employees shall provide up to a specified number of days of unpaid family military leave to an employee during the time federal or state deployment orders are in effect. Adds language providing for a reduction in the number of days of leave provided to an employee in certain circumstances.

IL S 3835 Sandoval (D)
 Title: Healthy Workplace Act
 Status: Pending - Adjourned
 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 may use the sick days care for physical or

mental illness, injury, medical condition, professional medical care, or a medical appointment of the employee or a family member; contains provisions regarding accrual, certification, notice, responsibilities of employers; contains other provisions.

IOWA

IA H 237 Bailey (D)
Title: Family Military Leave
Status: Failed - Adjourned
Summary: Provides for family military leave from employment for certain relatives of individuals called to active military service; provides a remedy.

IA H 366 Gayman (D)
Title: Time Off
Status: Failed
Summary: Allows time off to attend presidential precinct caucuses and making penalties applicable.

IA H 675 State Government Committee
Title: Time Off From Work
Status: Failed - Adjourned
Summary: Provides time off from work to attend presidential precinct caucuses; makes penalties applicable.

IA H 683 Labor Committee
Title: Medical and Dependent Child Nutrition Needs
Status: Failed - Adjourned
Summary: Relates to employees with medical and dependent child nutrition needs; provides a penalty.

IA H 2068 Gaskill (D)
Title: Veterans Day
Status: Failed - Adjourned
Summary: Requires each employer in this state to provide each employee who is a veteran with a paid holiday, or comparable pay or time off, for Veterans Day, November 11, if the employee would otherwise be required to work on that day; any employer who violates the provisions of this new provision shall be subject to a civil penalty of not more than \$500 for each violation.

IA H 2135 Willems (D)
Title: Time Off and Sick Leave
Status: Failed - Adjourned
Summary: Provides employee leave by providing for time off and sick leave; relates to payments for accrued vacation time and for accrued paid time off for all employees who are terminated or suspended; defines paid time off as a benefit allowing an employee to take time off from work with pay without regard to the reason; includes paid time off in the definition of wages; provides for suspension and termination; provides for prenatal care and maternity leave.

IA H 2197 Veterans Affairs Committee
Title: Veterans
Status: Enacted: 04/27/2010
Summary: Requires each employer in the state to provide a veteran employee with holiday paid or unpaid time off for Veterans Day; provides an exception; provides that if an employer determines that the employer is unable to provide time off for Veterans Day, the employer shall deny time off to the minimum number of employees needed by the employer to protect public health and safety or to maintain minimum operational capacity.

IA HSB 583 Veterans Affairs Committee
Title: Veterans Day
Status: Failed - Adjourned

Summary: Requires each employer in this state to provide each employee who is a veteran with a paid holiday, or comparable pay or time off, for Veterans Day, November 11, if the employee would otherwise be required to work on that day; any employer who violates the provisions of this new provision shall be subject to a civil penalty of not more than \$500 for each violation pursuant to Code section 91A;12.

IA S 381 Beall (D)
Title: Court Ordered Visitation
Status: Failed - Adjourned
Summary: Relates to accommodations by employers for court-ordered visitation.

IA S 424 State Government Committee
Title: Presidential Precinct Caucuses
Status: Failed - Adjourned
Summary: Provides time off from work to attend presidential precinct caucuses; makes penalties applicable.

IA S 2011 Schoenjahn (D)
Title: Employment Policies
Status: Failed - Adjourned
Summary: Strikes the requirement that, in order to receive specified information, employees must provide a written request to employers who have paid claims or been assessed civil penalties relating to wage payments and who have been directed by the Labor Commissioner to make available written information about the employer's agreements and policies about vacation pay, sick leave, reimbursement for expenses, retirement benefits, severance pay, or other comparable matters with respect to wages.

IA S 2337 Labor and Business Relations Committee
Title: Healthy and Safe Families and Workplace Act
Status: Failed - Adjourned
Summary: Relates to the Healthy and Safe Families and Workplace Act; provides minimum paid sick and safe time for all employees working part time and full time in the state; defines several terms including family member and paid sick and safe time; provides that all employees who work 1,040 or more hours a year, or 20 or more hours a week, shall have the right to accrue and use paid sick and safe time.

IA SSB 1195 Veterans Affairs Committee
Title: Family Military Leave
Status: Failed - Adjourned
Summary: Provides for family military leave from employment for certain relatives of individuals called to active military service and providing a remedy.

IA SSB 3176 Labor and Business Relations Committee
Title: Paid Sick and Safe Time for Employees
Status: Failed - Adjourned
Summary: Relates to the Health and Safe Families and Workplace Act; provides minimum paid sick and safe time for all employees working part-time and full-time in the state; includes family member and paid sick and safe time; requires reasonable notice; relates to reasonable documentation; requires retention of records; prohibits an employer to require an employee to disclose details relating to domestic abuse assault, sexual abuse, stalking, or a medical condition as a condition of using paid sick and safe time.

KANSAS

KS S 343 Faust-Goudeau (D)
Title: Employee Leave
Status: Failed - Adjourned
Summary: Concerns employee leave for child's school-related educational activities.

KENTUCKY

KY H 600 Moore (R)
Title: Courts
Status: Failed - Adjourned
Summary: Relates to courts; relates to a provision that prohibits an employer from coercing an employee not to perform jury service; provides for gender equality.

LOUISIANA

LA H 400 Pearson (R)
Title: School Employees
Status: Failed - Adjourned
Summary: Exempts, under specified fiscal conditions, a local school board from complying with the requirement that the board permit certain employees to take up to 90 days of extended sick leave.

LA H 633 Smith P (D)
Title: School Employees
Status: Failed - Adjourned
Summary: Increases the amount of paid sick leave received by school support workers under certain circumstances.

LA H 1296 Schroder (R)
Title: Holidays
Status: Failed - Adjourned
Summary: Provides relative to the use of leave for observance of legal holidays.

MAINE

ME H 1154 Pingree (D)
Title: Unemployment Compensation Vacation Pay
Status: Enacted: 04/12/2010
Summary: Amends unemployment compensation laws regarding vacation pay; removes a restriction disqualifying a person from receiving unemployment compensation benefits for any week in which the person receives, is entitled to receive or has received remuneration in the form of vacation pay.

ME LR 1456 Giles (R)
Title: Family Leave Law
Status: Failed - Adjourned
Summary: Clarifies a part of the Family Leave Law.

ME LR 2134 Mitchell
Title: Earned Paid Sick Time and Flu Prevention
Status: Failed - Adjourned
Summary: Aids in the prevention of H1N1 influenza by ensuring the provision of earned paid sick time.

ME S 541 Mitchell E (D)
Title: Unemployment Benefits
Status: 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.

ME S 630 Mitchell E (D)
Title: Spread of H1N1
Status: Failed - Adjourned
Summary: Prevents the spread of H1N1; relates to a public health emergency; requires an employer to give a maximum of hours of sick leave per year for large and small business for use during a public health emergency or due to the employee or a family member being a victim of stalking, domestic violence or sexual abuse.

MARYLAND

MD H 3 Conaway (D)
Title: Protective Body Armor
Status: Failed - Adjourned
Summary: Requires an employer to provide protective body armor to an employee who is required to carry a firearm loaded with live rounds.

MD H 381 Manno (D)
Title: Workplace Religious Freedom Act
Status: Failed - Adjourned
Summary: Authorizes employees of specified employers to use specified leave for observance of religious beliefs under specified circumstances; establishes that an employer is not required to pay specified premium wages or benefits under specified circumstances; provides that an employee who uses leave under the Act must comply with the terms of a collective bargaining agreement or employment policy; provides a specified exemption for an undue hardship.

MD H 773 Griffith (D)
Title: Law Enforcement Officers
Status: Enacted: 05/20/2010
Summary: Clarifies that creditable service does not include unused sick leave with regard to determining eligibility to participate in the Deferred Retirement Option Program (DROP) by members of the Law Enforcement Officers Pension System; clarifies that creditable service does not include unused sick leave with regard to determining the length of time members of the Law Enforcement Officers Pension System may participate.

MD H 1272 Mizeur (D)
Title: Maryland Family and Medical Leave Act
Status: Failed - Adjourned
Summary: Requires employers in the State that are subject to the federal Family and Medical Leave Act of 1993 to provide specified leave to a specified 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.

MD H 1323 Jennings (R)
Title: Civil Air Patrol
Status: Enacted: 05/20/2010
Summary: Establishes a leave policy for members of the Civil Air Patrol; provides that an employer may not take certain actions against those employees; permits an employer to require certification; allows an employer to provide paid leave; requires an employer to restore an employee to a position after use of the leave; allows negotiation between and employer and employee regarding the payment of benefits during the leave period; authorizes the employee to take legal action to enforce this act.

MASSACHUSETTS

MA H 124 Cabral (D)
Title: Paid Family Leave
Status: Pending - Adjourned
Summary: Establishes paid family leave.

MA H 1815	Khan (D)
Title:	Paid Sick Days
Status:	Pending - Adjourned
Summary:	Establishes paid sick days.
MA H 1816	Koczera (D)
Title:	Unpaid Family and Medical Leave
Status:	Pending - Adjourned
Summary:	Provides unpaid family and medical leave.
MA H 1859	St. Fleur (D)
Title:	Time Off to Vote
Status:	Pending - Adjourned
Summary:	Relates to time off to vote.
MA H 2408	Fresolo (D)
Title:	Chapter 41 Leave
Status:	Pending - Adjourned
Summary:	Clarifies leave under Chapter 41.
MA H 2618	Timilty W (D)
Title:	Cancer Death and Disability
Status:	Pending - Adjourned
Summary:	Relates to amending disability or death caused by certain conditions of cancer.
MA HD 412	Fresolo (D)
Title:	Chapter 41 Leave
Status:	Pending - Adjourned
Summary:	Clarifies leave under Chapter 41.
MA HD 1039	Cabral (D)
Title:	Paid Family Leave
Status:	Pending - Adjourned
Summary:	Establishes paid family leave.
MA HD 1726	Khan (D)
Title:	Paid Sick Days
Status:	Pending - Adjourned
Summary:	Establishes paid sick days.
MA HD 2333	St. Fleur (D)
Title:	Time Off to Vote
Status:	Pending - Adjourned
Summary:	Relates to time off to vote.
MA HD 2867	Koczera (D)
Title:	Unpaid Family and Medical Leave
Status:	Pending - Adjourned
Summary:	Provides unpaid family and medical leave.
MA HD 2897	Timilty W (D)
Title:	Cancer Death and Disability
Status:	Pending - Adjourned
Summary:	Relates to amending disability or death caused by certain conditions of cancer.

MA S 8 Office of the Governor
 Title: Sick Leave Banks
 Status: Pending - Adjourned
 Summary: Relates to sick leave banks.

MA S 44 Joyce (D)
 Title: Parental Leave
 Status: Pending - Adjourned
 Summary: Relates to parental leave.

MA S 688 Jehlen (D)
 Title: Paid Sick Days
 Status: Pending - Adjourned
 Summary: Establishes paid sick days.

MA S 1010 Brewer (D)
 Title: Sick Leave Allowance
 Status: Pending - Adjourned
 Summary: Relates to providing a sick leave allowance to employees of the department of mental retardation upon retirement.

MA S 2381 Ways and Means Committee
 Title: Parental Leave
 Status: Pending - Adjourned
 Summary: Relates to parental leave. New Draft of MA S 44

MA S 2382 Ways and Means Committee
 Title: Domestic Violence and Employment Leave
 Status: Pending - Adjourned
 Summary: Establishes employment leave and safety remedies to victims of domestic violence. New Draft of MA S 673

MA S 2405 Senate Floor
 Title: Domestic Violence and Employment Leave
 Status: Pending - Adjourned
 Summary: Establishes employment leave and safety remedies to victims of domestic violence.

MA SD 184 Brewer (D)
 Title: Sick Leave Allowance
 Status: Pending - Adjourned
 Summary: Relates to providing a sick leave allowance to employees of the department of mental retardation upon retirement.

MA SD 624 Jehlen (D)
 Title: Paid Sick Days
 Status: Pending - Adjourned
 Summary: Establishes paid sick days.

MA SD 1021 Joyce (D)
 Title: Parental Leave
 Status: Pending - Adjourned
 Summary: Relates to parental leave.

MICHIGAN

MI H 4312 Leland (D)
Title: Adoption Leave
Status: Pending - Adjourned
Summary: Provides for adoption leave.

MI H 4470 Neumann (D)
Title: Adoption Leave
Status: Pending - Adjourned
Summary: Provides for adoption leave.

MI H 4751 Calley (R)
Title: Military Personnel
Status: Pending - Adjourned
Summary: Allows unpaid leave for immediate family members of military personnel being deployed.

MI S 1325 Jacobs (D)
Title: Anatomical Gifts
Status: Pending - Adjourned
Summary: Provides for leave time for donation of anatomical gifts.

MINNESOTA

MN H 612 Lesch (DFL)
Title: Employment
Status: Failed - Adjourned
Summary: Relates to employment; establishes minimum standards of sick leave for certain workers; provides civil penalties.

MN H 2059 Sterner (DFL)
Title: The Military
Status: Failed - Adjourned
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.

MN H 2959 Lesch (DFL)
Title: Public Health
Status: Failed - Adjourned
Summary: Relates to public health; establishes minimum standards of sick leave for certain workers; provides civil penalties; requires rulemaking; proposes coding for new law in Minnesota Statutes, chapter 181.

MN H 3133 Hornstein (DFL)
Title: Employment
Status: Failed - Adjourned
Summary: Relates to employment; provides for workers' compensation benefits for domestic partners; includes domestic partners of military members in employee leave requirements; provides for payment of wages due a deceased employee to a surviving domestic partner.

MN S 461 Anderson E (DFL)
Title: Employment
Status: Failed - Adjourned
Summary: Relates to employment; establishes minimum standards of sick leave for certain workers; provides civil penalties.

MN S 1143 Murphy S (DFL)
Title: Unemployment Insurance
Status: Failed - Adjourned
Summary: Relates to unemployment insurance; provides limited eligibility for benefits during a voluntary leave.

MN S 2553 Anderson E (DFL)
Title: Public Health
Status: Failed - Adjourned
Summary: Relates to public health; establishes minimum standards of sick leave for certain workers; provides civil penalties; requires rulemaking.

MN S 2764 Dibble (DFL)
Title: Employment
Status: Failed - Adjourned
Summary: Relates to employment; provides for workers' compensation benefits for domestic partners; includes domestic partners of military members in employee leave requirements; provides for payment of wages due a deceased employee to a surviving domestic partner.

MISSOURI

MO H 1940 Low (D)
Title: Paid Family Leave
Status: Failed - Adjourned
Summary: Requires certain businesses to provide four weeks of paid family leave for its employees for the birth or adoption of a child.

MO H 2079 Low (D)
Title: Paid Sick Days Act
Status: Failed - Adjourned
Summary: Establishes the Paid Sick Days Act which requires employers to provide sick days with pay to employees.

MO H 2093 Frame (D)
Title: Tax Credit
Status: Failed - Adjourned
Summary: Authorizes a tax credit to an individual, partnership, or corporation for 100% of the salary and benefits paid to an employee while on active military duty as a member of a reserve or national guard unit.

MO H 2379 Carter (D)
Title: Missouri 4 for More Program
Status: Failed - Adjourned
Summary: Establishes the Missouri 4 for More Program in the Department of Elementary and Secondary Education to allow parents paid leave from work to help their children in their school.

NEBRASKA

NE LR 133 Retirement Committee
Title: Retirement Issues Relating to Military Leave
Status: Failed - Adjourned
Summary: Examines retirement issues relating to military leave and persons returning to employment following military leave.

NEW HAMPSHIRE

NH H 661 Gile (D)
Title: Family Leave Insurance
Status: Pending - Adjourned
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.

NH H 662 Gile (D)
Title: Paid Sick Leave for Employees
Status: Pending - Adjourned
Summary: Requires employers to provide paid sick leave for employees.

NH LSR 744 Gile (D)
Title: Family Leave Insurance
Status: Pending - Adjourned
Summary: Relates to family leave insurance.

NH LSR 745 Gile (D)
Title: Paid Sick Days
Status: Pending - Adjourned
Summary: Relates to paid sick days.

NH LSR 746 Gile (D)
Title: Working Families Flexibility
Status: Pending - Adjourned
Summary: Relates to working families' flexibility.

NH LSR 2033 Kappler (R)
Title: Leave of Absence for Military Training
Status: Pending - Adjourned
Summary: Relates to leave of absence for military training.

NEW JERSEY

NJ A 779 Bramnick (R)
Title: Volunteer Fire Fighters Practices
Status: Pending
Summary: Requires employers to provide time off from work for members of certain volunteer organizations to respond to fires under certain conditions.

NJ A 1193 Rudder (R)
Title: Family Temporary Disability Leave
Status: Pending
Summary: Repeals law providing benefits for family temporary disability leave.

NJ A 1200 Rudder (R)
Title: Family Temporary Disability Leave Insurance
Status: Pending
Summary: Delays implementation of paid family leave for two years.

NJ A 1542 Lampitt (D)
Title: Sick Leave and Public Employees
Status: Pending

Summary: Limits payment upon retirement to \$15,000 to local public officers and employees for accumulated sick leave.

NJ A 1612 O'Scanlon (R)
Title: Accumulated Sick Leave Prior to Retirement
Status: Pending
Summary: Restricts use of accumulated sick leave by public employees in year prior to retirement.

NJ A 1741 Watson-Coleman (D)
Title: School Related Events Work Leave
Status: Pending
Summary: Authorizes eight hours of leave for parents and guardians from work for school-related events of children.

NJ A 1980 Conaway (D)
Title: Special Needs Parents and Guardians Leave
Status: Pending
Summary: Authorizes leave for parents and guardians of children with special needs.

NJ A 2376 Rudder (R)
Title: Family Temporary Disability Leave Act
Status: Pending
Summary: Repeals law providing benefits for family temporary disability leave and deposits moneys from the Family Temporary Disability Leave Account into the unemployment compensation fund.

NJ A 2818 Quigley (D)
Title: Jury Duty
Status: Pending
Summary: Requires employers to pay their employees when serving on a jury.

NJ AR 31 Chiappone (D)
Title: Paid Veteran Day Holiday for Veterans
Status: Pending
Summary: Encourages private employers to provide veteran employees with paid holiday on Veterans' Day.

NJ S 190 Scutari (D)
Title: Sick Leave Injury Program Termination
Status: Pending
Summary: Terminates sick leave injury program for certain State employees injured after January 1, 2007 or expiration of current collective negotiation agreement.

NJ S 1069 Turner (D)
Title: School District Employees
Status: Pending
Summary: Clarifies school district employees subject to statutory provisions concerning supplemental compensation for unused sick leave and vacation carry forward requirements.

NJ S 1273 Bucco AR (R)
Title: Vietnam Veterans of America Conventions
Status: Pending
Summary: Grants certain leaves of absence for Vietnam Veterans of America conventions.

NEW YORK

NY A 214 Jeffries (D)
Title: Mandatory Leave Of Absence

Status: Pending - Adjourned
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.

NY A 438 John (D)
Title: Leave for Victims of Domestic Violence
Status: Failed
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.

NY A 466 Jeffries (D)
Title: Time Off for Democracy Act
Status: Pending - Adjourned
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.

NY A 611 John (D)
Title: Farm and Domestic Workers
Status: Pending - Adjourned
Summary: Requires farm workers and domestic workers to be given at least 24 hours of consecutive rest.

NY A 1008 Cahill (D)
Title: Leave for Organ or Bone Marrow Donation
Status: Pending - Adjourned
Summary: Makes the provisions relating to leave for organ or bone marrow donation granted to state employees retroactive to August 29, 2001.

NY A 1601 Zebrowski (D)
Title: Accrued Paid Vacation
Status: Pending - Adjourned
Summary: Allows employees to use accrued paid vacation or paid sick or personal leave to care for family members.

NY A 2122 John (D)
Title: Definition of Wages
Status: Pending - Adjourned
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.

NY A 2560 Glick (D)
Title: Sick Leave
Status: Pending - Adjourned
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.

NY A 2563 Glick (D)
Title: Funeral and Bereavement Leave
Status: Enacted: 08/30/2010
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 or the child, parent or other relative of the partner; defines same-sex committed partners as those who are financially and emotionally interdependent in a manner commonly presumed of spouses.

NY A 3523 Perry (D)
Title: Health Benefits Provisions
Status: Pending - Adjourned
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.

NY A 3647 Camara (D)
Title: Paid Sick Leave
Status: Pending - Adjourned
Summary: Requires all employers to provide paid sick leave to employees.

NY A 3651 Lifton (D)
Title: Americans With Disabilities Act Of 1990
Status: Pending - Adjourned
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.

NY A 4265 Ortiz (D)
Title: Tax Deduction for Donation of Human Organ
Status: Pending - Adjourned
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.

NY A 5641 Espaillat (D)
Title: Employee Absence Due to Duty
Status: Pending - Adjourned
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.

NY A 6183 Scarborough (D)
Title: Parents for Participation with Child's Education
Status: Pending - Adjourned
Summary: Provides two days excused leave for parents for participation with child's education; two days per school year, per child.

NY A 6705 Miller (R)
Title: No Parent Left Outside Act
Status: Pending - Adjourned
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.

NY A 8207 Meng (D)
Title: Parental Involvement Leave Act
Status: Pending - Adjourned

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".

NY S 1211 Thompson A (D)
Title: Excused Leave For Parents
Status: Pending - Adjourned
Summary: Provides two days excused leave for parents for participation with child's education; two days per school year, per child.

NY S 1824 Morahan (R)
Title: Temporary Disability Benefits
Status: Pending - Adjourned
Summary: Amends the Workers' Compensation Law and the Insurance Law; provides for paid family leave benefits.

NY S 2311 Savino (D)
Title: Labor Standards for Domestic Workers
Status: Pending - Adjourned
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.

NY S 2453 Parker (D)
Title: Parental Involvement Leave Act
Status: Pending - Adjourned
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".

NY S 2666 Parker (D)
Title: Employers to Provide Paid Sick Leave to Employees
Status: Pending - Adjourned
Summary: Requires all employers to provide paid sick leave to employees.

NY S 3267 Griffo (R)
Title: Volunteer Service Workers Leaving Work
Status: Pending - Adjourned
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.

NY S 4074 Addabbo (D)
Title: Workers Compensation Benefits for Family Care
Status: Pending - Adjourned
Summary: Provides workers' compensation benefits for family care; applies to employee and family member's taking family leave to care for the employee.

NY S 4180 Flanagan (R)
Title: Family and Medical Leave Independent Saving Account Act
Status: Pending - Adjourned
Summary: Establishes the Family and Medical Leave Independent Savings Account Act; provides a tax credit for employee compensation deferred to such accounts.

NY S 4225 Savino (D)
Title: Entitlement to Unpaid Leave of Absence

Status: Pending - Adjourned
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.

NY S 4988 Foley (D)
Title: Volunteer Firefighter or Ambulance Worker
Status: Vetoed 08/30/2010
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.

NY S 4996 Parker (D)
Title: Time Off for Democracy Act
Status: Pending - Adjourned
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.

NY S 5610 Robach (R)
Title: Unpaid Leave of Absence For Domestic Violence Victims
Status: Pending - Adjourned
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.

NY S 5632 Savino (D)
Title: State University Construction Fund Bargaining Agreement
Status: Pending - Adjourned
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.

NY S 5791 Savino (D)
Title: Workers' Compensation Benefits Provisions
Status: Pending - Adjourned
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.

NY S 6177 Montgomery (D)
Title: Funeral or Bereavement Leave
Status: Pending - Adjourned
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.

NY S 7077 Savino (D)
Title: Leave for Cancer Screening
Status: Pending - Adjourned
Summary: Relates to leave for cancer screening; broadens section to include all types of cancer screening for a period of eight hours.

NORTH CAROLINA

NC H 177 Adams (D)
Title: Healthy Families and Healthy Workplaces Act

Status: Failed - Adjourned
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.

NC H 187 Parmon (D)
Title: Local Business Parent Policies and Child Involvement
Status: 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.

NC H 1264 Mackey (D)
Title: Sick School Bus Drivers and Annual Leave
Status: Failed - Adjourned
Summary: Authorizes school bus drivers to use annual leave when they are sick if they have exhausted all of their sick leave.

NC S 534 Dorsett (D)
Title: Healthy Families and Healthy Workplaces Act
Status: Failed - Adjourned
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.

NC S 1070 Malone (D)
Title: Bereavement Leave and School Employees
Status: Failed - Adjourned
Summary: Provides for bereavement leave for state employees and public school employees.

OHIO

OH H 40 Letson (D)
Title: Parent Rights
Status: Pending - Adjourned
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.

OH H 48 Ujvagi (D)
Title: Uniformed Services
Status: Enacted: 04/02/2010
Summary: Provides up to two weeks of leave for any employee who is the spouse, parent, or a person who has or had legal custody of a member of the uniformed services who is called to active duty or is injured, wounded, or hospitalized while serving on active duty; revises the election calendar; revises the law governing absent voter's ballots for uniformed services and overseas voters to comply with federal law; makes Persian Gulf, Afghanistan, and Iraq Conflicts veterans' bonuses tax deductible .

OH H 320 Martin (R)
Title: Private Sector Employers Time Off Option
Status: Pending - Adjourned
Summary: Affords to private sector employers the option to offer and to employees the option to accrue and use compensatory time off; relates to collective bargaining agreements; provides for payment of monetary overtime compensation to an employee who has accrued such unused compensatory time off upon the voluntary or involuntary termination of employment; prohibits intimidation.

OKLAHOMA

OK H 1642 Inman (D)
Title: Labor
Status: Failed - Adjourned
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.

OK H 1839 Hamilton (D)
Title: Labor
Status: Failed - Adjourned
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.

OK H 2801 Kiesel (D)
Title: Domestic Violence
Status: Failed - Adjourned
Summary: Relates to domestic violence; creates the Mandatory Paid Sick Leave for Domestic Violence Act; provides for noncodification; provides an effective date.

OK S 524 Aldridge (R)
Title: Soldiers And Sailors
Status: Failed - Adjourned
Summary: Relates to soldiers and sailors; requires certain employers to allow employees to take leave under certain circumstances; provides for codification; declares an emergency.

OK S 1038 Leftwich (D)
Title: Labor
Status: Failed - Adjourned
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.

OK S 1242 Sparks (D)
Title: Oklahoma Public Employees Retirement System
Status: Failed - Adjourned
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.

OK S 2260 Russell (R)
Title: Leave Time for Disaster Relief Services
Status: Enacted: 04/13/2010
Summary: Relates to state government; relates to specialized disaster relief services; authorizes leave time for participation in Civil Air Patrol disaster services; encourages private employers to participate in volunteer disaster service programs; makes language gender neutral; encourages school districts to allow students to participate in volunteer disaster service programs; provides an effective date.

PENNSYLVANIA

PA H 83 Frankel (D)
Title: Tax Reform Code of 1971

Status: Pending - Adjourned
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.

PA H 392 Youngblood (D)
Title: Domestic Violence Victim Employment Leave
Status: Pending - Adjourned
Summary: Requires certain employers to provide employment leave for victims of domestic violence. Prohibits certain acts. Prescribes penalties.

PA H 883 Seip (D)
Title: Military Personnel Spouses Unpaid Leave
Status: Pending - Adjourned
Summary: Provides for unpaid leave for spouses of military personnel under certain circumstances.

PA H 1558 Gibbons (D)
Title: Family Temporary Care Insurance
Status: Pending - Adjourned
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.

PA H 1830 Gergely (D)
Title: Paid Sick Leave
Status: Pending - Adjourned
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.

PA H 2278 McIlvaine Smith (D)
Title: Family and Medical Leave
Status: Pending - Adjourned
Summary: Relates to the Family and Medical Leave Act (FMLA) for eligible employees. Requires that an employer subject to this section shall provide the same leave to an eligible employee to which the eligible employee is entitled under the FMLA with respect to a spouse, son, daughter or parent of the eligible employee for the eligible employee's sibling, grandparent or grandchild. Provides for continuation of health care benefits for eligible employees who take leave.

PA H 2567 Brennan (D)
Title: Veterans Day Employment Leave of Absence
Status: Pending - Adjourned
Summary: Authorizes leave of absence from employment for veterans on Veterans Day.

PA H 2679 Reed (R)
Title: Volunteer Emergency Response Personnel.
Status: Pending - Adjourned
Summary: Relates to volunteer emergency response personnel. Provides that employees who are volunteer health or emergency response personnel are entitled to a leave of absence without loss of time or efficiency rating on days they are engaged in emergency response activities. Prohibits an employer from requiring such personnel to use vacation or similar leave during such period of service.

PUERTO RICO

- PR H 150 Fernandez Rodri (PNP)
Title: Private Sector Paternity Leave
Status: Pending
Summary: Creates the Paternity Leave Act for the private sector.
- PR H 693 Rivera Ortega (PNP)
Title: Child School Visits and Paid Leave
Status: Pending
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.
- PR H 773 Rivera Ortega (PNP)
Title: Holiday and Sick Leave Payout Provisions
Status: Pending
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.
- PR H 802 Ferrer Rios (PPD)
Title: Employee Sick Leave Use
Status: Pending
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.
- PR H 929 Pena Ramirez (PNP)
Title: Minimum Wage Act and Sick Leave Use
Status: Vetoed: 01/07/2010
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.
- PR H 1492 Torres Cruz (PPD)
Title: Accrued Employee Sick Leave
Status: Pending
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.
- PR H 1496 Colberg Toro (PPD)
Title: Minimum Wage Law Provisions
Status: Pending
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.
- PR H 2696 Cruz Soto (PPD)
Title: Bill of Rights of Victims and Witnesses
Status: Pending
Summary: Amends the Bill of Rights of Victims and Witnesses; provides that in cases where the Department of Justice decides that the victim or witness under its protection should continue after completion of the judicial

process, employers must grant leave without pay and job relocation once they have completed their commitments to the Department.

- PR HR 1070 Hernandez Monta (PPD)
Title: Police Investigation
Status: Pending
Summary: Orders the Committees on Public Safety and Labor and Industrial Relations to investigate the relocation and reclassification process of the agents or officers of the Police of Puerto Rico without adequate remuneration or range required to occupy the post; relates to the use of vacation and sick leave in excess and the possibility of eliminating the accumulation of these licenses; creates the criteria used for carrying out the Plan of Police to address the problem.
- PR S 108 Martinez Maldon (PNP)
Title: Disabled Child Maternity And Paternity Leave
Status: Pending
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.
- PR S 486 Martinez Maldon (PNP)
Title: Special Paternity Leave
Status: Vetoed: 08/13/2009
Summary: Grants special paternity leave for parents whose infants are born prematurely, and work in private enterprise.
- PR S 487 Martinez Maldon (PNP)
Title: Maternity Leave Extension
Status: Vetoed: 08/13/2009
Summary: Amends existing law for the purpose of extending the period of maternity leave for mothers whose children are born prematurely.
- PR S 815 Ortiz Ortiz (PPD)
Title: Time Without Charge for Meetings
Status: Pending
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.
- PR S 821 Ortiz Ortiz (PPD)
Title: Sick Leave
Status: Pending
Summary: Amends the Minimum Wage, Holiday and Sick Leave Law; increases the maximum cumulative of sick leave.
- PR S 827 Ortiz Ortiz (PPD)
Title: Court Actions and Wage Loss
Status: Pending
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.
- PR S 831 Ortiz Ortiz (PPD)
Title: Vacation and Sick Leave
Status: Pending
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.

PR S 840 Ortiz Ortiz (PPD)
Title: Court Dates and Lost Wages
Status: Pending
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.

PR S 841 Ortiz Ortiz (PPD)
Title: Holiday Employee Pay
Status: Pending
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.

PR S 850 Fas Alzamora (PPD)
Title: Sick Leave Rights
Status: Pending
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.

PR S 962 Garcia Padilla (PPD)
Title: Family Domestic Service Employs
Status: Pending
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.

PR S 966 placeholder (x)
Title: Four Week Child Care for Employees
Status: Pending
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.

PR S 970 Ortiz Ortiz (PPD)
Title: Employee Accrued Vacation Transfers
Status: Pending
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.

PR S 971 Ortiz Ortiz (PPD)
Title: Sick Leave Clearance
Status: Pending
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.

PR S 997 Hernandez Mayor (PPD)
Title: Employee Accrued Leave Request
Status: Pending
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.

PR S 1036 Hernandez Mayor (PPD)
Title: Vacation Day Requirements
Status: Pending
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.

PR S 1556 Ortiz Ortiz (PPD)
Title: Vacation and Sick Leave Act
Status: Pending
Summary: Amends the Minimum Wage Vacation and Sick Leave Act; establishes that all employees who work one day to forty-eight (48) hours and one hundred fourteen (114) hours per month in large companies are entitled to the benefits of vacation accrual and sick leave.

RHODE ISLAND

RI H 7809 Messier (D)
Title: Labor and Labor Relations
Status: Failed - Adjourned
Summary: Would create comprehensive laws designed to provide workers to seek medical leave, to require employers to provide paid sick time for their employees and would protect employees from job loss for their approved use of their sick leave. This act would take effect ninety (90) days from passage, provided that in the case of employees covered by a collective bargaining agreement in effect at the time of passage, and would not go into effect until the applicable agreement expires.

RI H 8198 Kennedy (D)
Title: Insurance
Status: Enacted: 06/25/2010
Summary: Makes group health insurance coverage available for employees on extended medical leave.

RI S 2547 DeVall (D)
Title: Extended Medical Leave
Status: Enacted: 06/25/2010
Summary: Makes group health insurance coverage available for employees on extended medical leave.

SOUTH CAROLINA

SC H 3300 Gullick (R)
Title: School Employees
Status: Failed - Adjourned
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.

SC H 3865 Neal Jo (D)
Title: Paid Leave
Status: Failed - Adjourned
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.

SC H 4671 Gunn (D)
Title: Military Family Leave Act
Status: Failed - Adjourned
Summary: Enacts the military family leave act; provides for leave entitlement.

SOUTH DAKOTA

SD H 1184 Jensen (R)
Title: Employee Sick Leave Revision
Status: Failed - Adjourned

Summary: Revises employee sick leave used for the care of a spouse, child, or parent of the employee if the spouse, child, or parent has a serious health condition.

TENNESSEE

TN H 397 Fincher (D)
Title: Employees and Employers
Status: Failed - Adjourned
Summary: Relates to employees employers; prohibits employers from requiring employees to use vacation time while on family or medical leave.

TN H 775 Turner M (D)
Title: Employees Employers
Status: Failed - Adjourned
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.

TN H 896 Winningham (D)
Title: Education
Status: Failed - Adjourned
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.

TN H 3963 Odom (D)
Title: Sick Leave
Status: Failed - Adjourned
Summary: Authorizes a state employee, teacher, or state university and college system or University of Tennessee employee member to, upon retirement and in lieu of using sick leave as a creditable service under present law, use accumulated sick leave in the same manner as annual or compensatory leave in order to reach the employee's retirement date or have such sick leave be paid to the employee as a lump sum payment.

TN S 12 Gresham (R)
Title: Military Sick Leave
Status: Failed - Adjourned
Summary: Authorizes state employees who are in the military to use sick leave rather than annual leave when called to military duties.

TN S 1442 Haynes J (D)
Title: Employees Employers
Status: Failed - Adjourned
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.

TN S 1731 Burks (D)
Title: Employees Employers
Status: Failed - Adjourned
Summary: Relates to employees employers; prohibits employers from requiring employees to use vacation time while on family or medical leave.

TN S 1872 Kyle (D)
Title: Pensions and Retirement Benefits
Status: Failed - Adjourned
Summary: Relates to pensions and retirement benefits; broadens authorized uses of annual leave, compensatory leave, and sick leave upon retirement.

TEXAS

TX S 64 Zaffirini (D) (2011)
Title: Employee Rights and Crime Victims
Status: Pending
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.

VERMONT

VT H 382 Edwards (P)
Title: Paid Absences
Status: Failed - Adjourned
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.

VT H 672 Weston (D)
Title: Paid Family Leave
Status: Failed - Adjourned
Summary: Proposes to establish a system of paid family leave, giving qualified employees up to six weeks of paid leave for the birth or adoption of a child or to care for themselves or a close family member who is suffering a serious health condition.

VT H 726 Howard (D)
Title: Veterans Day Leave
Status: Failed - Adjourned
Summary: Proposes to allow veterans of the United States armed forces to take paid leave from work each veterans' day.

VT S 15 Mullin (R)
Title: Emergency Duty
Status: Failed - Adjourned
Summary: Protects an employee from employer retaliation for taking time off to perform emergency duty as a volunteer firefighter.

WASHINGTON

WA H 1160 Condotta (R)
Title: Family Leave Insurance Program
Status: Failed - Adjourned
Summary: Eliminates the family leave insurance program.

WA H 1609 Dickerson (D)
Title: Family And Medical Leave
Status: Failed - Adjourned
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.

WA H 1628 Kretz (R)
Title: Good Cause Reasons
Status: Failed - Adjourned
Summary: Limits the number of good cause reasons to leave work.

WA H 1965 Hunt (D)
 Title: Animal Training
 Status: Failed - Adjourned
 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.

WA H 2133 White (D)
 Title: The Use of Accumulated Sick Leave for Volunteer Work
 Status: Failed - Adjourned
 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.

WA H 2353 Dickerson (D)
 Title: Family Leave Insurance Program
 Status: Failed - Adjourned
 Summary: relates to delaying the implementation of the family leave insurance program; provides an expiration date.

WA H 2444 Williams (D)
 Title: Leave from Employment
 Status: Failed - Adjourned
 Summary: Provides leave from employment for participating in a child's educational activities.

WA H 2993 Hunt (D)
 Title: Leave From Employment
 Status: Failed - Adjourned
 Summary: Addresses leave from employment for persons elected to serve in the state legislature.

WA S 5558 Holmquist (R)
 Title: The 2007 Family And Medical Leave Insurance Act
 Status: Failed - Adjourned
 Summary: Repeals the 2007 family and medical leave insurance act.

WA S 5679 Keiser (D)
 Title: Family and Medical Leave
 Status: Failed - Adjourned
 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.

WA S 6158 Keiser (D)
 Title: Family Leave Insurance Program
 Status: 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.

WA S 6647 Honeyford (R)
 Title: Employment Protection
 Status: Enacted: 03/23/2010
 Summary: Provides employment protection for employees of private and public employers who participate in the civil air patrol; authorizes leave there for.

WEST VIRGINIA

WV H 4387 Caputo (D)
Title: Flexible Leave Act
Status: Failed - Adjourned
Summary: Relates to the Flexible Leave Act.

WISCONSIN

WI A 9 Turner (D)
Title: Absence on Veterans Day
Status: Failed
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.

WI A 36 Mason (D)
Title: Violations of Medical Leave Acts
Status: Failed
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.

WI A 116 Black (D)
Title: School Conference and Activities Leave
Status: Failed
Summary: Relates to school conference and activities leave.

WI A 132 Huebsch (R)
Title: Unpaid Leave for Civil Air Patrol Duties
Status: Enacted: 10/28/2009
Summary: Relates to a requirement that an employer grant an unpaid leave of absence to allow an employee to participate in an emergency search and rescue service operation of the Civil Air Patrol if the employee is a member of the Civil Air Patrol, the employer is notified in writing and the leave of absence does not disrupt the employer's operations; prohibits discrimination in employment based on Civil Air Patrol membership.

WI A 231 Molepske (D)
Title: Civil Procedure
Status: Failed
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.

WI A 464 Gunderson (R)
Title: Employee Allowances
Status: Failed
Summary: Relates to a requirement that an employer permit an employee who is a volunteer fire fighter, emergency medical technician, first responder, or ambulance driver for a volunteer fire department or fire company, a public agency, or a nonprofit corporation to be late for or absent from work if the lateness or absence is due to the employee responding to an emergency that begins before the employee is required to report to work.

WI S 11 Hansen (D)
Title: Paid Leave of Absence and Veterans Day
Status: Failed
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.

WIS 19 Taylor (D)
Title: Family and Medical Leave Act
Status: Failed
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.

WIS 196 Lassa (D)
Title: Violations of Family and Medical Leave Law
Status: Failed
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.

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(Topic Leave: 13.1.6)*