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**2013 Legislation on Employment Leave**

Thirty-six states, Puerto Rico and the District of Columbia considered employment leave legislation during the 2013 legislative session. A total of 210 bills were introduced and legislation was enacted in sixteen states, including expansion of family leave benefits to extended family members and domestic partners, ensuring that volunteer first responders and military members are able to take leave to attend to their duties, and establishing task forces to consider the establishment of paid family leave benefits.

**ARIZONA**

AZ H 2640

Sponsor: Larkin (D)

Title: Paid Sick Time

Status: Failed - Adjourned

Summary: Relates to paid sick and safe time.

02/11/2013 - Introduced.

02/13/2013 - To House Committee on Commerce.

02/13/2013 - Additionally referred to House Committee on Government.

02/13/2013 - Additionally referred to House Committee on Rules.

**ARKANSAS**

AR H 1815

Sponsor: Leding (D)

Title: Parental Leave Due To Birth Adoption

Status: Failed - Adjourned

Summary: Permits parental leave due to the birth, adoption, or foster placement of a child.

03/07/2013 - Introduced.

03/07/2013 - To House Committee on Aging, Children and Youth, Legislative and Military Affairs.

AR H 1942

Sponsor: Douglas C (R)

Title: Sick Leave for Public School Teachers

Status: Failed - Adjourned

Summary: Amends the Arkansas code concerning sick leave for public school teachers.

03/11/2013 - Introduced.

03/11/2013 - To House Committee on Education.

03/28/2013 - Withdrawn from House Committee on Education.

03/28/2013 - Amended on House floor.

03/28/2013 - To House Committee on Education.

04/04/2013 - Withdrawn by Author.

## CALIFORNIA

CA A 11

Sponsor: Logue (R)

Title: Reserve Peace Officers: Emergency Rescue Personnel

Status: Enacted

Summary: Requires specified employers to permit an employee who performs emergency duty as a volunteer firefighter, reserve peace officer, or as emergency rescue personnel to take a leave of absence for the purpose of engaging in fire, law enforcement, or emergency rescue training.

12/03/2012 - Introduced.

01/14/2013 - To Assembly Committee on Labor and Employment.

01/28/2013 - From Assembly Committee on Labor and Employment with author's amendments.

01/28/2013 - In Assembly. Read second time and amended. Re-referred to Committee on Labor and Employment.

03/20/2013 - From Assembly Committee on Labor and Employment: Do pass to Committee on Appropriations.

04/10/2013 - From Assembly Committee on Appropriations: Do pass. To Consent Calendar.

04/11/2013 - In Assembly. Read second time. To Consent Calendar.

04/18/2013 - In Assembly. Read third time. Passed Assembly. To Senate.

05/02/2013 - To Senate Committee on Labor and Industrial Relations.

06/12/2013 - From Senate Committee on Labor and Industrial Relations: Do pass to Committee on Appropriations.

06/24/2013 - From Senate Committee on Appropriations: To second reading without further hearing pursuant to Senate Rule 28.8.

06/25/2013 - In Senate. Read second time. To third reading.

07/08/2013 - In Senate. Read third time. Passed Senate. To enrollment.

08/08/2013 - Enrolled.

08/12/2013 - To Governor.

08/19/2013 - Signed by Governor.

08/19/2013 - Chaptered by Secretary of State. Chapter No. 120

CA S 288

Sponsor: Lieu (D)

Title: Employment Protections: Time Off

Status: Enacted

Summary: Prohibits an employer from discharging, discriminating or retaliating against an employee who is a victim of crime for taking time off from work, upon the victim's request, to appear in court, including any delinquency, proceeding, a post-arrest release decision, plea, sentencing, post-conviction release decision, or any proceeding in which a right of the victim is an issue. Extends protections, including reinstatement and reimbursement, to certain victims. Relate to rehiring and reimbursement for lost wages.

02/14/2013 - Introduced.

02/28/2013 - To Senate Committee on Rules.

04/01/2013 - From Senate Committee on Rules with author's amendments.

04/01/2013 - In Senate. Read second time and amended. Re-referred to Committee on Rules.

04/03/2013 - Re-referred to Senate Committee on Labor and Industrial Relations.

04/24/2013 - From Senate Committee on Labor and Industrial Relations: Do pass to Committee on Appropriations.

05/06/2013 - From Senate Committee on Appropriations: To second reading without further hearing pursuant to Senate Rule 28.8.

05/07/2013 - In Senate. Read second time. To third reading.

05/13/2013 - In Senate. Read third time. Passed Senate. To Assembly.

05/24/2013 - To Assembly Committee on Labor and Employment.

06/12/2013 - From Assembly Committee on Labor and Employment: Do pass to Committee on Appropriations.

07/03/2013 - From Assembly Committee on Appropriations: Do pass.

08/05/2013 - In Assembly. Read second time. To third reading.

08/30/2013 - In Assembly. Read third time and amended. To third reading.

09/03/2013 - In Assembly. Read third time. Passed Assembly. To Senate for concurrence.

09/06/2013 - In Senate. Senate concurred in Assembly amendments. To enrollment.

09/09/2013 - Enrolled.

09/11/2013 - To Governor.

10/11/2013 - Signed by Governor.  
10/11/2013 - Chaptered by Secretary of State. Chapter No. 756

#### CA S 358

Sponsor: Corbett (D)

Title: Military Leave: Domestic Partner

Status: Pending

Summary: Includes the domestic partner of a qualified member of the Armed Forces or state militia within the definition of a qualified employee for purposes of obtaining unpaid leave under these provisions.

02/20/2013 - Introduced.

02/28/2013 - To Senate Committees on Veterans Affairs and Judiciary.

#### CA S 761

Sponsor: DeSaulnier (D)

Title: Family Temporary Disability Insurance

Status: Pending

Summary: Provides that it is unlawful for an employer who regularly employs 10 or more individuals, or agent of an employer to discharge or in any other manner to discriminate against an individual because he or she has applied for, used or indicated an intent to apply for or use, family temporary disability insurance benefits.

02/22/2013 - Introduced.

03/11/2013 - To Senate Committees on Labor and Industrial Relations and Judiciary.

04/10/2013 - From Senate Committee on Labor and Industrial Relations: Do pass to Committee on Judiciary.

04/23/2013 - From Senate Committee on Judiciary: Do pass.

04/25/2013 - In Senate. Read second time. To third reading.

05/24/2013 - In Senate. Read third time and amended. To second reading.

05/28/2013 - In Senate. Read second time. To third reading.

05/29/2013 - In Senate. Read third time. Failed to pass Senate.

05/29/2013 - In Senate. Reconsideration granted.

05/30/2013 - In Senate. From third reading. To Inactive File.

#### CA S 770

Sponsor: Jackson (D)

Title: Unemployment Compensation: Disability Benefits

Status: Enacted

Summary: Relates to family temporary disability leave. Expands the scope of the family temporary disability insurance program to include time off to care for a seriously ill grandparent, grandchild, sibling, or parent-in-law.

02/22/2013 - Introduced.

03/11/2013 - To Senate Committee on Labor and Industrial Relations.

04/24/2013 - From Senate Committee on Labor and Industrial Relations: Do pass to Committee on Appropriations.

05/06/2013 - In Senate Committee on Appropriations: To Suspense File.

05/23/2013 - From Senate Committee on Appropriations: Do pass.

05/24/2013 - In Senate. Read second time. To third reading.

05/28/2013 - In Senate. Read third time. Passed Senate. To Assembly.

06/17/2013 - To Assembly Committee on Insurance.

08/05/2013 - From Assembly Committee on Insurance with author's amendments.

08/05/2013 - In Assembly. Read second time and amended. Re-referred to Committee on Insurance.

08/07/2013 - From Assembly Committee on Insurance: Do pass to Committee on Appropriations.

08/21/2013 - In Assembly Committee on Appropriations: To Suspense File.

08/30/2013 - From Assembly Committee on Appropriations: Do pass.

09/03/2013 - In Assembly. Read second time. To third reading.

09/04/2013 - In Assembly. Read third time. Passed Assembly. To Senate for concurrence.

09/06/2013 - In Senate. Senate concurred in Assembly amendments. To enrollment.

09/09/2013 - Enrolled.

09/11/2013 - To Governor.

09/24/2013 - Signed by Governor.

09/24/2013 - Chaptered by Secretary of State. Chapter No. 350

## **COLORADO**

CO H 1222

Sponsor: Peniston (D)

Title: Family Care Act Family Medical Leave Eligibility

Status: Enacted

Summary: Provides for the expansion of the group or family members for whom the employees are entitled to take leave from work under the federal Family and Medical Leave Act of 1993; provides such leave for a serious health condition of an employee's partner in a civil union or the employee's domestic partner; provides such relationships must be registered and recognized by the employer; authorizes reasonable documentation of the relationship by the employer; increases the amount of leave an employee may take.

02/07/2013 - Introduced.

02/07/2013 - To House Committee on Health, Insurance & Environment.

02/28/2013 - From House Committee on Health, Insurance & Environment: Reported favorably with amendment.

02/28/2013 - In House. To second reading.

03/22/2013 - In House. Read second time and amended. To third reading.

03/25/2013 - In House. Read third time. Passed House. To Senate.

04/01/2013 - To Senate Committee on Health and Human Services.

04/11/2013 - From Senate Committee on Health and Human Services: Reported favorably.

04/11/2013 - In Senate. To second reading.

04/17/2013 - In Senate. Read second time. To third reading.

04/18/2013 - In Senate. Read third time. Passed Senate.

04/22/2013 - Eligible for Governor's desk.

04/25/2013 - To Governor.

05/03/2013 - Signed by Governor.

05/17/2013 - Session Law Chaptered. Chapter No. 157

CO S 11

Sponsor: Steadman (D)

Title: Civil Union Act

Status: Enacted

Summary: Authorizes any two adults, regardless of gender, to enter into a civil union; provides that parties wanting to enter into such union must apply to a county clerk and recorder for a license; authorizes certain persons to certify a civil union; provides civil union criteria; specifies the rights, benefits, duties and obligations of parties to a civil union; provides for workers' compensation, unemployment security, state employee group, family leave, life, health, and property insurance, and other benefits.

01/09/2013 - Introduced.

01/09/2013 - To Senate Committee on Judiciary.

01/23/2013 - From Senate Committee on Judiciary: Reported favorably with amendment.

01/23/2013 - To Senate Committee on Appropriations.

01/31/2013 - From Senate Committee on Appropriations: Reported favorably with amendment.

01/31/2013 - In Senate. To second reading.

02/08/2013 - In Senate. Read second time and amended. To third reading.

02/11/2013 - In Senate. Read third time. Passed Senate. To House.

02/11/2013 - To House Committee on Judiciary.

02/28/2013 - From House Committee on Judiciary: Reported favorably.

02/28/2013 - To House Committee on Finance.

03/06/2013 - From House Committee on Finance: Reported favorably.

03/06/2013 - To House Committee on Appropriations.

03/08/2013 - From House Committee on Appropriations: Reported favorably.

03/08/2013 - In House. To second reading.

03/11/2013 - In House. Read second time. To third reading.

03/12/2013 - In House. Read third time. Passed House.

03/19/2013 - Eligible for Governor's desk.

03/19/2013 - To Governor.

03/21/2013 - Signed by Governor.  
03/25/2013 - Session Law Chaptered. Chapter No. 49

## CONNECTICUT

CT H 5648

Sponsor: Urban (D)

Title: Ability to Serve on a Jury

Status: Failed

Summary: Concerns opinion letters from natureopaths and chiropractors relating to one's ability to serve on a jury; permits a licensed natureopath or chiropractor to offer an opinion letter on a disability which permanently prevents one from rendering satisfactory jury service.

01/23/2013 - Introduced.

01/23/2013 - To Joint Committee on Judiciary.

04/19/2013 - Failed Joint Favorable deadline.

CT H 6232

Sponsor: Willis (D)

Title: Paid Sick Leave Annual Accrual Date

Status: Failed

Summary: Concerns the paid sick leave annual accrual date; allows employers to utilize an alternate method of calculating their employee's accrued sick leave.

01/28/2013 - Introduced.

01/28/2013 - To Joint Committee on Labor and Public Employees.

03/19/2013 - Failed Joint Favorable deadline.

CT H 6258

Sponsor: Conroy (D)

Title: Paid Leave for Members of Veterans Organizations

Status: Failed

Summary: Requires paid leave for members of veterans' organizations who perform services in an honor guard detail; makes it easier for any member of a veterans' organizations to serve in an honor guard detail at the funeral of a deceased member of the United States Armed Forces.

01/28/2013 - Introduced.

01/28/2013 - To Joint Committee on Veterans' Affairs.

03/12/2013 - Failed Joint Favorable deadline.

CT H 6501

Sponsor: Joint Committee on Children

Title: Parental Engagement

Status: Failed

Summary: Concerns parental engagement; allows a parent, guardian or grandparent having custody of a school age child to take up to twenty hours of parental leave annually from their employment to attend qualified school-related activities involving such child.

02/27/2013 - Introduced.

02/27/2013 - To Joint Committee on Children.

03/01/2013 - Public Hearing Scheduled 03/05.

03/12/2013 - From Joint Committee on Children: Reported with substitute.

03/12/2013 - Filed with Legislative Commissioner's Office.

03/21/2013 - Referred to Office of Legislative Research and Office of Fiscal Analysis.

03/27/2013 - Committee Substitute reported out of Legislative Commissioner's Office.

03/27/2013 - House Calendar No. 168.

03/27/2013 - Reissued by Legislative Commissioner's Office with File No. 225

04/03/2013 - To Joint Committee on Appropriations.

04/23/2013 - Failed Joint Favorable deadline.

CT H 6553

Sponsor: Joint Labor and Public Employees

Title: Task Force To Study Family Medical Leave Insurance

Status: Enacted

Summary: Establishes the Task Force on Family Medical Leave Insurance to study the feasibility of establishing an insurance program to provide short-term benefits to workers who are unable to work due to pregnancy or the birth of a child, a non-work-related illness or injury, or the need to care for a seriously ill child, spouse or parent.

02/28/2013 - Introduced.

02/28/2013 - To Joint Committee on Labor and Public Employees.

03/14/2013 - From Joint Committee on Labor and Public Employees: Reported favorably.

03/15/2013 - Filed with Legislative Commissioner's Office.

03/21/2013 - Referred to Office of Legislative Research and Office of Fiscal Analysis.

03/27/2013 - Reported out of Legislative Commissioner's Office.

03/27/2013 - House Calendar No. 176.

03/27/2013 - Reissued by Legislative Commissioner's Office with File No. 233

05/14/2013 - House adopted House Amendment Schedule A 6910.

05/14/2013 - Passed House. To Senate.

05/16/2013 - Senate Calendar No. 604.

05/16/2013 - Reissued by Legislative Commissioner's Office with File No. 819

05/31/2013 - Senate adopted House Amendment Schedule A.

05/31/2013 - Passed Senate.

05/31/2013 - Eligible for Governor's desk.

06/06/2013 - Enrolled Special Act No. 13-13.

06/11/2013 - To Governor.

06/24/2013 - Signed by Governor.

06/24/2013 - Special Act No. 13-13

CT S 198

Sponsor: Witkos (R)

Title: Paraprofessionals Paid Sick Leave

Status: Failed

Summary: Concerns paid sick leave for paraprofessionals.

01/18/2013 - Introduced.

01/18/2013 - To Joint Committee on Labor and Public Employees.

03/19/2013 - Failed Joint Favorable deadline.

CT S 456

Sponsor: Boucher (R)

Title: Paid Sick Leave Law

Status: Failed

Summary: Repeals the Paid Sick Leave Law; provides financial relief to business owners by eliminating the statutory requirement that such employers compensate their employees for sick leave.

01/23/2013 - Introduced.

01/23/2013 - To Joint Committee on Labor and Public Employees.

03/19/2013 - Failed Joint Favorable deadline.

CT S 835

Sponsor: Joint Committee on Veterans Affairs

Title: Military Leave From Employment

Status: Enacted

Summary: Concerns military leave from employment; ensures that, in addition to any member of a reserve component of the Armed Forces of the United States and any member of the National Guard, any member of the Armed Forces of the state is permitted to take a leave of absence to attend ordered military duty such as drills and meetings without being subjected to adverse employment repercussions.

02/06/2013 - Introduced.

02/06/2013 - To Joint Committee on Veterans' Affairs.

02/14/2013 - Public Hearing Scheduled 02/19.  
03/07/2013 - From Joint Committee on Veterans' Affairs: Reported favorably and recommended change of reference.  
03/08/2013 - Filed with Legislative Commissioner's Office.  
03/11/2013 - Reported out of Legislative Commissioner's Office.  
03/12/2013 - To Joint Committee on Labor and Public Employees.  
03/14/2013 - From Joint Committee on Labor and Public Employees: Reported favorably.  
03/15/2013 - Filed with Legislative Commissioner's Office.  
03/21/2013 - Referred to Office of Legislative Research and Office of Fiscal Analysis.  
03/27/2013 - Reported out of Legislative Commissioner's Office.  
03/27/2013 - Senate Calendar No. 192.  
03/27/2013 - Reissued by Legislative Commissioner's Office with File No. 186  
05/08/2013 - Passed Senate. To House.  
05/09/2013 - House Calendar No. 550.  
05/16/2013 - Passed House.  
05/16/2013 - Eligible for Governor's desk.  
05/20/2013 - Enrolled Public Act No. 13-49.  
05/22/2013 - To Governor.  
05/24/2013 - Signed by Governor.  
05/24/2013 - Public Act No. 13-49

#### CT S 887

Sponsor: Joint Committee on Children

Title: Care 4 Kids Program

Status: Enacted

Summary: Concerns the Care 4 Kids program; makes changes to the Care 4 Kids subsidy program to extend the eligibility to recipients of program benefits who take unpaid leave from their employment due to the birth or impending birth of a child; provides for verification of eligibility.

02/14/2013 - Introduced.

02/14/2013 - To Joint Committee on Children.

02/15/2013 - Public Hearing Scheduled 02/21.

02/28/2013 - From Joint Committee on Children: Reported with substitute.

03/01/2013 - Filed with Legislative Commissioner's Office.

03/11/2013 - Referred to Office of Legislative Research and Office of Fiscal Analysis.

03/18/2013 - Committee Substitute reported out of Legislative Commissioner's Office.

03/18/2013 - Senate Calendar No. 105.

03/18/2013 - Reissued by Legislative Commissioner's Office with File No. 56

04/12/2013 - To Joint Committee on Human Services.

04/16/2013 - From Joint Committee on Human Services: Reported favorably.

04/16/2013 - Filed with Legislative Commissioner's Office.

04/16/2013 - Reported out of Legislative Commissioner's Office.

05/01/2013 - Passed Senate. To House.

05/02/2013 - House Calendar No. 490.

05/16/2013 - Passed House.

05/16/2013 - Eligible for Governor's desk.

05/20/2013 - Enrolled Public Act No. 13-50.

05/22/2013 - To Governor.

05/28/2013 - Signed by Governor.

05/28/2013 - Public Act No. 13-50

#### CT S 1007

Sponsor: Joint Commerce

Title: Revisions To The Paid Sick Leave Statutes

Status: Failed - Adjourned

Summary: Concerns revisions to the paid sick leave statutes; clarifies that all manufacturers are exempt from the paid sick leave law; allows employers to administer paid sick leave on the same annual basis as other benefits;

allows employers to determine their number of employees in the same manner as for the purposes of the state's Family and Medical Leave Act; allows employers to require documentation in the case of a pattern of abusive sick leave usage.

02/28/2013 - Introduced.

02/28/2013 - To Joint Committee on Commerce.

03/01/2013 - Public Hearing Scheduled 03/07.

03/19/2013 - From Joint Committee on Commerce: Reported with substitute.

03/20/2013 - Filed with Legislative Commissioner's Office.

04/01/2013 - Referred to Office of Legislative Research and Office of Fiscal Analysis.

04/08/2013 - Committee Substitute reported out of Legislative Commissioner's Office.

04/08/2013 - Senate Calendar No. 270.

04/08/2013 - Reissued by Legislative Commissioner's Office with File No. 389

04/18/2013 - To Joint Committee on Labor and Public Employees.

04/23/2013 - From Joint Committee on Labor and Public Employees: Reported with substitute.

04/23/2013 - Filed with Legislative Commissioner's Office.

04/25/2013 - Referred to Office of Legislative Research and Office of Fiscal Analysis.

05/01/2013 - Committee Substitute reported out of Legislative Commissioner's Office.

05/01/2013 - Reissued by Legislative Commissioner's Office with File No. 652

05/14/2013 - Senate adopted Senate Amendment Schedule A 6569.

05/14/2013 - Passed Senate. To House.

05/15/2013 - House Calendar No. 588.

## **DISTRICT OF COLUMBIA**

DC B 438

Sponsor: Catania (I)

Title: Minimum Wage and Accrued Sick and Safe Leave

Status: Pending

Summary: Amends the Minimum Wage Act Revision Act of 1992 to increase the minimum wage in the District of Columbia and amends the Accrued Sick and Safe Leave Act of 2008 to include restaurant wait staff and bartenders who work for a combination of wages and tips.

09/16/2013 - Introduced.

09/16/2013 - Retained on Council floor.

09/16/2013 - To Council Committee on Business, Consumer, and Regulatory Affairs.

DC B 480

Sponsor: Barry (D)

Title: Earned Sick and Safe Leave

Status: Pending

Summary: Amends the Accrued Sick and Safe Leave Act of 2008 to expand the definition of employees protected by the Act, strengthen remedies and procedures available to employees under the act, establish an outreach program to inform the public about the act, and other purposes.

09/17/2013 - Introduced.

09/17/2013 - To Council Committee on Workforce and Community Affairs.

10/01/2013 - Withdrawn from Council Committee on Workforce and Community Affairs.

10/01/2013 - To Council Committee on Business, Consumer, and Regulatory Affairs.

## **FLORIDA**

FL H 595

Sponsor: Powell (D)

Title: Family Support Personnel Services

Status: Failed

Summary: Relates to family support personnel services; requires model rule establishing family support personnel policies to provide for specified amount of leave for employee who has family member with serious health condition.



02/05/2013 - Prefiled.  
02/12/2013 - To House Committee on Government Operations Subcommittee.  
02/12/2013 - Referred to House Rulemaking Oversight and Repeal Subcommittee.  
02/12/2013 - Referred to House Committee on Appropriations.  
02/12/2013 - Referred to House Committee on State Affairs.  
03/05/2013 - Introduced.  
03/05/2013 - To House Committee on Government Operations Subcommittee.  
03/05/2013 - Referred to House Rulemaking Oversight and Repeal Subcommittee.  
03/05/2013 - Referred to House Committee on Appropriations.  
03/05/2013 - Referred to House Committee on State Affairs.  
05/03/2013 - In House. Died in committee.

#### FL S 312

Sponsor: Braynon (D)

Title: Family Support Personnel Policies

Status: Failed

Summary: Relates to family support personnel policies; requires the model rule establishing family support personnel policies to provide for a specified amount of leave for an employee who has a family member with a serious health condition.

01/15/2013 - Prefiled.  
01/18/2013 - To Senate Committee on Children, Families and Elder Affairs.  
01/18/2013 - Referred to Senate Committee on Governmental Oversight and Accountability.  
01/18/2013 - Referred to Senate Appropriations Subcommittee on General Government.  
01/18/2013 - Referred to Senate Committee on Appropriations.  
03/05/2013 - Introduced.  
03/05/2013 - To Senate Committee on Children, Families and Elder Affairs.  
03/05/2013 - Referred to Senate Committee on Governmental Oversight and Accountability.  
03/05/2013 - Referred to Senate Appropriations Subcommittee on General Government.  
03/05/2013 - Referred to Senate Committee on Appropriations.  
05/03/2013 - In Senate. Died in committee.

#### FL S 726

Sponsor: Simmons (R)

Title: Regulation of Family or Medical Leave Benefits

Status: Failed

Summary: Relates to the regulation of family or medical leave benefits for employees; prohibits a political subdivision from requiring or otherwise regulating family or medical leave benefits for employees; provides for reimbursement for per diem and travel expenses; requires the task force to submit a report to the Governor and the Legislature by a specified date; provides that the act does not prohibit a political subdivision from establishing family or medical leave benefits for its employees.

02/08/2013 - Prefiled.  
02/13/2013 - To Senate Committee on Community Affairs.  
02/13/2013 - Referred to Senate Committee on Health Policy.  
02/13/2013 - Referred to Senate Committee on Judiciary.  
03/05/2013 - Introduced.  
03/05/2013 - To Senate Committee on Community Affairs.  
03/05/2013 - Referred to Senate Committee on Health Policy.  
03/05/2013 - Referred to Senate Committee on Judiciary.  
03/14/2013 - From Senate Committee on Community Affairs: Reported favorably with substitute.  
03/15/2013 - In Senate. Pending reference review under Rule 4.7(2).  
03/18/2013 - To Senate Committee on Health Policy.  
03/20/2013 - From Senate Committee on Health Policy: Reported favorably with substitute.  
03/22/2013 - In Senate. Pending reference review under Rule 4.7(2).  
03/27/2013 - To Senate Committee on Judiciary.  
04/08/2013 - From Senate Committee on Judiciary: Reported favorably with substitute.  
04/10/2013 - In Senate. Pending reference review under Rule 4.7(2).

04/11/2013 - To Senate Committee on Appropriations.  
04/18/2013 - From Senate Committee on Appropriations: Reported favorably with substitute.  
04/19/2013 - In Senate. Placed on Special Order Calendar.  
04/22/2013 - In Senate. Pending reference review under Rule 4.7(2).  
04/22/2013 - In Senate. Placed on Calendar.  
04/22/2013 - In Senate. Placed on Special Order Calendar.  
04/25/2013 - In Senate. Read second time.  
04/25/2013 - In Senate. Substituted on Senate floor by H655  
04/25/2013 - In Senate. Laid on table, refer to H655

## **GEORGIA**

GA H 290

Sponsor: Dempsey (R)

Title: Labor and Industrial Relations

Status: Pending - Carryover

Summary: Relates to general provisions relative to labor and industrial relations; allows employees to use sick leave for the care of immediate family members; provides for definitions; provides for conditions to take leave; provides that retaliatory actions are unlawful; provides for related matters; repeals conflicting laws.

02/11/2013 - Introduced.

02/12/2013 - To House Committee on Human Relations and Aging.

02/13/2013 - In House: Read 2nd time.

02/13/2013 - From House Committee on Human Relations and Aging: Favorably reported.

03/04/2013 - Recommitted to House Committee on Human Relations and Aging.

03/04/2013 - From House Committee on Human Relations and Aging: Favorably reported as substituted.

GA H 425

Sponsor: Jordan (D)

Title: General Provisions Relative To Education

Status: Pending - Carryover

Summary: Relates to general provisions relative to education, enacts the Parent Conference Act, provides that an employee who is a parent of a child who is a local school system student shall be permitted time off from his or her employment to attend a conference with a teacher or administrator at the school of the child, provides for stipulations, provides for related matters, repeals conflicting laws.

02/20/2013 - Introduced.

02/21/2013 - To House Committee on Industry and Labor.

02/22/2013 - In House: Read 2nd time.

## **HAWAII**

HI H 6

Sponsor: Takayama (D)

Title: Paid Sick and Safe Leave

Status: Pending - Carryover

Summary: Requires employers to provide a minimum amount of paid sick and safe leave to employees to be used to care for themselves or a family member who is ill, needs medical care, or is a victim of domestic violence, sexual assault, or stalking.

01/16/2013 - Introduced.

01/18/2013 - To House Committee on Labor and Public Employment.

01/18/2013 - Subsequent referral set for: House Committee on Finance.

01/28/2013 - Rereferred to House Committee on Labor and Public Employment.

01/28/2013 - Subsequent referral set for: House Committee on Judiciary.

01/28/2013 - Subsequent referral set for: House Committee on Finance.

01/31/2013 - In Committee: Hearing Scheduled.

02/05/2013 - In Committee: Measure Deferred.

03/07/2013 - Failed First Crossover Deadline - First Year of Biennium.

#### HI H 406

Sponsor: Belatti (D)

Title: Paid Sick and Safe Leave

Status: Pending - Carryover

Summary: (Women's Legislative Caucus Bill Package) Requires employers to provide a minimum amount of paid sick and safe leave to employees to care for themselves or a family member who is ill, needs medical care, or is a victim of domestic violence, sexual assault, or stalking.

01/18/2013 - Introduced.

01/22/2013 - To House Committee on Labor and Public Employment.

01/22/2013 - Subsequent referral set for: House Committee on Judiciary.

01/22/2013 - Subsequent referral set for: House Committee on Finance.

01/31/2013 - In Committee: Hearing Scheduled.

02/05/2013 - In Committee: Measure Deferred.

03/07/2013 - Failed First Crossover Deadline - First Year of Biennium.

#### HI H 456

Sponsor: Takai (D)

Title: Family Leave

Status: Pending - Carryover

Summary: Permits an employee to use family leave time to care for a sibling; defines sibling.

01/18/2013 - Introduced.

01/22/2013 - To House Committee on Labor and Public Employment.

01/22/2013 - Subsequent referral set for: House Committee on Judiciary.

01/22/2013 - Subsequent referral set for: House Committee on Finance.

01/25/2013 - In Committee: Hearing Scheduled.

01/29/2013 - In Committee: Measure Deferred.

03/07/2013 - Failed First Crossover Deadline - First Year of Biennium.

#### HI H 616

Sponsor: Takayama (D)

Title: Family Leave

Status: Pending - Carryover

Summary: Adds definition of sibling to the Family Leave Law; permits an employee to use family leave to care for a sibling, grandchild, or a civil union partner.

01/18/2013 - Introduced.

01/22/2013 - To House Committee on Labor and Public Employment.

01/22/2013 - Subsequent referral set for: House Committee on Judiciary.

01/22/2013 - Subsequent referral set for: House Committee on Finance.

03/07/2013 - Failed First Crossover Deadline - First Year of Biennium.

#### HI H 743

Sponsor: Ohno (D)

Title: Public Employees Leave

Status: Pending - Carryover

Summary: Permits public employees limited paid leave for academic calendared activities; increases the hours of paid leave for individual education-related activities; increases the number of paid leaves for education-related activities permitted per calendar year.

01/22/2013 - Introduced.

01/24/2013 - To House Committee on Labor and Public Employment.

01/24/2013 - Subsequent referral set for: House Committee on Finance.

02/04/2013 - In Committee: Hearing Scheduled.

02/08/2013 - In House Committee on Labor and Public Employment: Voted do pass with amendment.

02/13/2013 - From House Committee on Labor and Public Employment: Do pass as amended (HD1).

02/13/2013 - In House. Read second time. Committee amendment adopted. House Draft 1.

02/13/2013 - To House Committee on Finance.

02/17/2013 - In Committee: Hearing Scheduled.  
02/20/2013 - In House Committee on Finance: Voted do pass with amendment.  
03/01/2013 - From House Committee on Finance: Do pass as amended (HD2).  
03/01/2013 - Forty-eight (48) hours notice.  
03/05/2013 - In House. Committee amendment adopted on third reading. House Draft 2.  
03/05/2013 - In House. Read third time. Passed House. To Senate.  
03/07/2013 - To Senate Committee on Education.  
03/07/2013 - Additionally referred to Senate Committee on Judiciary and Labor.  
03/07/2013 - Subsequent referral set for: Senate Committee on Ways and Means.

#### HI H 745

Sponsor: Ohno (D)

Title: Family School Leave

Status: Pending - Carryover

Summary: Authorizes family school leave for employees of employers who employ an unspecified number of employees, provided certain requirements are met, so that employees may participate in their children's school activities; prohibits employers from discharging or otherwise discriminating against an employee for taking family school leave; allows for a civil penalty in an amount equal to three times the amount of the employee's lost wages and benefits in certain circumstances.

01/22/2013 - Introduced.

01/24/2013 - To House Committee on Labor and Public Employment.

01/24/2013 - Subsequent referral set for: House Committee on Finance.

02/04/2013 - Rereferred to House Committee on Labor and Public Employment.

02/04/2013 - Additionally referred to House Committee on Education.

02/04/2013 - Additionally referred to House Committee on Finance.

03/07/2013 - Failed First Crossover Deadline - First Year of Biennium.

#### HI HCR 111

Sponsor: Ohno (D)

Title: Study on Family School Leave

Status: Pending - Carryover

Summary: Requests the Legislative Reference Bureau to conduct a study on family school leave.

03/12/2013 - Introduced.

03/14/2013 - To House Committee on Education.

03/14/2013 - Additionally referred to House Committee on Legislative Management.

03/14/2013 - Subsequent referral set for: House Committee on Finance.

04/12/2013 - Failed First Crossover Deadline - First Year of Biennium.

#### HI S 108

Sponsor: Chun Oakland (D)

Title: Paid Sick and Safe Leave

Status: Pending - Carryover

Summary: (Kupuna Caucus Bill Package) Requires employers to provide a minimum amount of paid sick and safe leave to employees to be used to care for themselves or a family member who is ill, needs medical care, or is a victim of domestic violence, sexual assault, or stalking.

01/16/2013 - Introduced.

01/17/2013 - To Senate Committee on Human Services.

01/17/2013 - Additionally referred to Senate Committee on Judiciary and Labor.

01/17/2013 - Subsequent referral set for: Senate Committee on Ways and Means.

03/07/2013 - Failed First Crossover Deadline - First Year of Biennium.

#### HI S 393

Sponsor: Chun Oakland (D)

Title: Family Leave

Status: Pending - Carryover

Summary: (Keiki Caucus Bill Package) Adds definition of "sibling" to the family leave law; permits an employee to

use family leave to care for a sibling, grandchild, or a civil union partner.  
01/18/2013 - Introduced.  
01/22/2013 - To Senate Committee on Judiciary and Labor.  
03/07/2013 - Failed First Crossover Deadline - First Year of Biennium.

#### HI S 534

Sponsor: Tokuda (D)  
Title: Paid Sick and Safe Leave  
Status: Pending - Carryover  
Summary: (Women's Legislative Caucus Bill Package) Requires employers to provide a minimum amount of paid sick and safe leave to employees to care for themselves or a family member who is ill, needs medical care, or is a victim of domestic violence, sexual assault, or stalking.  
01/18/2013 - Introduced.  
01/22/2013 - To Senate Committee on Judiciary and Labor.  
01/22/2013 - Subsequent referral set for: Senate Committee on Ways and Means.  
03/07/2013 - Failed First Crossover Deadline - First Year of Biennium.

#### HI S 546

Sponsor: Espero (D)  
Title: Family Leave  
Status: Pending - Carryover  
Summary: (Military Appreciation Bill Package) Allows an employee with a family member in the United States Armed Forces who is on active duty or notified of a call to active duty, to use family leave for certain activities for which an employee may take military family leave under federal law.  
01/18/2013 - Introduced.  
01/22/2013 - To Senate Committee on Public Safety, Intergovernmental and Military Affairs.  
01/22/2013 - Subsequent referral set for: Senate Committee on Judiciary and Labor.  
01/24/2013 - In Committee: Public Hearing Scheduled.  
01/29/2013 - In Senate Committee on Public Safety, Intergovernmental and Military Affairs: Voted do pass with amendment.  
02/06/2013 - From Senate Committee on Public Safety, Intergovernmental and Military Affairs: Do pass as amended (SD1).  
02/06/2013 - In Senate. Read second time. Committee amendment adopted. Senate Draft 1.  
02/06/2013 - To Senate Committee on Judiciary and Labor.  
03/07/2013 - Failed First Crossover Deadline - First Year of Biennium.

#### HI S 562

Sponsor: Tokuda (D)  
Title: Family School Leave  
Status: Pending - Carryover  
Summary: Authorizes family school leave for employees of employers who employ an unspecified number of employees, provided certain requirements are met, so that employees may participate in their children's school activities; prohibits employers from discharging or otherwise discriminating against an employee for taking family school leave; allows for a civil penalty in an amount equal to three times the amount of the employee's lost wages and benefits in certain circumstances.  
01/18/2013 - Introduced.  
01/22/2013 - To Senate Committee on Education.  
01/22/2013 - Additionally referred to Senate Committee on Judiciary and Labor.  
01/22/2013 - Subsequent referral set for: Senate Committee on Ways and Means.  
01/28/2013 - In Committee: Public Hearing Scheduled.  
02/01/2013 - In Senate Committee on Education: Voted do pass with amendment.  
02/01/2013 - In Committee: Measure Deferred.  
02/05/2013 - In Senate Committee on Judiciary and Labor: Voted do pass with amendment.  
02/12/2013 - From Senate Committee on Education: Do pass as amended (SD1).  
02/12/2013 - From Senate Committee on Judiciary and Labor: Do pass as amended (SD1).  
02/12/2013 - In Senate. Read second time. Committee amendment adopted. Senate Draft 1.

02/12/2013 - To Senate Committee on Ways and Means.  
03/07/2013 - Failed First Crossover Deadline - First Year of Biennium.

#### HI S 1233

Sponsor: Wakai (D)

Title: Employee Paid Leave

Status: Pending - Carryover

Summary: Requires certain private employers to allow employees to take paid leaves of absence for organ, bone marrow, or peripheral blood stem cell donation; requires employers to restore an employee returning from leave to the same or equivalent position; establishes a private right of action for employees seeking enforcement of provisions.

01/23/2013 - Introduced.

01/28/2013 - To Senate Committee on Health.

01/28/2013 - Subsequent referral set for: Senate Committee on Judiciary and Labor.

01/29/2013 - In Committee: Public Hearing Scheduled.

02/01/2013 - In Senate Committee on Health: Voted do pass.

02/15/2013 - From Senate Committee on Health: Do pass.

02/15/2013 - In Senate. Read second time.

02/15/2013 - To Senate Committee on Judiciary and Labor.

02/15/2013 - In Committee: Public Hearing Scheduled.

02/20/2013 - In Senate Committee on Judiciary and Labor: Voted do pass.

02/27/2013 - From Senate Committee on Judiciary and Labor: Do pass.

03/05/2013 - In Senate. Read third time. Passed Senate. To House.

03/07/2013 - To House Committee on Health.

03/07/2013 - Additionally referred to House Committee on Labor and Public Employment.

03/07/2013 - Subsequent referral set for: House Committee on Finance.

#### HI S 1288

Sponsor: Kidani (D)

Title: Permits Employee Leave for Sibling

Status: Pending - Carryover

Summary: Permits an employee to use family leave time to care for a sibling; defines "sibling."

01/23/2013 - Introduced.

01/28/2013 - To Senate Committee on Judiciary and Labor.

02/01/2013 - Rereferred to Senate Committee on Judiciary and Labor.

02/01/2013 - Subsequent referral set for: Senate Committee on Ways and Means.

02/04/2013 - In Committee: Public Hearing Scheduled.

02/07/2013 - In Senate Committee on Judiciary and Labor: Voted do pass with amendment.

02/14/2013 - From Senate Committee on Judiciary and Labor: Do pass as amended (SD1).

02/14/2013 - In Senate. Read second time. Committee amendment adopted. Senate Draft 1.

02/14/2013 - To Senate Committee on Ways and Means.

03/07/2013 - Failed First Crossover Deadline - First Year of Biennium.

#### IDAHO

##### ID H 316

Sponsor: Education Cmte

Title: Education

Status: Failed - Adjourned

Summary: Revises provisions regarding an employee's involuntary leave of absence and payment thereof.

03/19/2013 - Introduced.

03/20/2013 - To House Committee on Education.

#### ILLINOIS

##### IL H 927

Sponsor: Gabel (D)

Title: Family Military Leave Act

Status: Pending

Summary: Amends the Family Military Leave Act; makes a technical change in a Section concerning the short title.

01/24/2013 - Introduced.

01/25/2013 - To House Committee on Rules.

02/25/2013 - To House Committee on Executive.

03/06/2013 - From House Committee on Executive: Do pass.

03/06/2013 - In House. Placed on Short Debate Calendar Second Reading.

03/13/2013 - In House. Amendment No. 1 filed. Referred to Rules.

04/18/2013 - In House. Read second time.

04/18/2013 - In House. Held on Calendar Order Second Reading.

04/19/2013 - Rereferred to House Committee on Rules.

#### IL H 935

Sponsor: Madigan (D)

Title: Victims Economic Security and Safety Act

Status: Pending

Summary: Amends the Victims' Economic Security and Safety Act; makes a technical change in a Section concerning posting of certain notices.

01/24/2013 - Introduced.

01/25/2013 - To House Committee on Rules.

02/25/2013 - To House Committee on Executive.

03/06/2013 - From House Committee on Executive: Do pass.

03/06/2013 - In House. Placed on Short Debate Calendar Second Reading.

04/19/2013 - Rereferred to House Committee on Rules.

#### IL H 1030

Sponsor: Flowers (D)

Title: Human Rights Act

Status: Pending

Summary: Amends the Human Rights Act; provides that with respect to employment, it is a civil rights violation for an employer to refuse to provide reasonable accommodations to an employee based on medical conditions related to pregnancy or childbirth, if she so requests with the advice of her health care provider.

01/30/2013 - Introduced.

01/30/2013 - To House Committee on Rules.

02/13/2013 - To House Committee on Judiciary.

03/22/2013 - Rereferred to House Committee on Rules.

#### IL H 1270

Sponsor: Fortner (R)

Title: Election Code

Status: Pending

Summary: Amends the Election Code; provides that an employer may not require an employee to use earned vacation time or any form of paid leave time to serve as an election judge.

02/04/2013 - Introduced.

02/04/2013 - To House Committee on Rules.

02/13/2013 - To House Committee on Executive.

03/22/2013 - Rereferred to House Committee on Rules.

#### IL H 3264

Sponsor: Roth (R)

Title: Pension Code

Status: Pending

Summary: Amends the State Employee, State Universities, and Downstate Teacher Articles of the Pension Code; provides that service credit is not available for unused sick leave accumulated by a person who first participates in

the system on or after the effective date of this amendatory Act.

02/26/2013 - Introduced.

02/26/2013 - To House Committee on Rules.

03/11/2013 - To House Committee on Personnel & Pensions.

03/20/2013 - In House. Pension Note filed.

03/22/2013 - Rereferred to House Committee on Rules.

#### IL S 1120

Sponsor: Cullerton J (D)

Title: Family Military Leave Act

Status: Pending

Summary: Amends the Family Military Leave Act; makes a technical change in a Section concerning the short title.

01/24/2013 - Introduced.

01/24/2013 - To Senate Committee on Assignments.

03/13/2013 - To Senate Committee on Executive.

03/20/2013 - From Senate Committee on Executive: Do pass.

03/20/2013 - In Senate. Placed on Calendar Order Second Reading.

04/12/2013 - In Senate. Read second time.

04/12/2013 - In Senate. Placed on Calendar Order Third Reading.

04/16/2013 - Rereferred to Senate Committee on Assignments.

#### IL S 1190

Sponsor: Hutchinson (D)

Title: Family Care Provider Act

Status: Pending

Summary: Creates the Family Care Provider Act; provides that an employer must provide unpaid family medical leave to an employee during a specified period for the birth or adoption of a grandchild in order for the employee to care for such grandchild or because of the placement of a grandchild with the employee for adoption or foster care.

01/30/2013 - Introduced.

01/30/2013 - To Senate Committee on Assignments.

02/14/2013 - To Senate Committee on Labor.

03/13/2013 - In Senate Committee on Labor and Commerce: Postponed in committee.

03/20/2013 - Amendment No. 1 filed. Referred to Senate Committee on Assignments.

03/20/2013 - From Senate Committee on Labor and Commerce: Do pass.

03/20/2013 - In Senate. Placed on Calendar Order Second Reading.

04/15/2013 - In Senate. Amendment No. 2 filed. Referred to Assignments.

04/16/2013 - From Senate Committee on Assignments: Referred to Senate Committee on Labor & Commerce: Amendment No. 2.

04/17/2013 - In Senate. Amendment No. 2. Postponed in committee.

04/24/2013 - From Senate Committee on Labor and Commerce: Approved for consideration - Amendment No. 2.

04/24/2013 - In Senate. Read second time. Adopted Amendment No. 2.

04/24/2013 - In Senate. Placed on Calendar Order Third Reading.

04/29/2013 - In Senate. Rule 2-10 Third Reading Deadline Established As May 3, 2013.

05/02/2013 - In Senate. Rule 2-10 Third Reading Deadline Established As May 31, 2013.

07/01/2013 - Rule 3-9(b)/ Re-referred to Assignments Committee.

## INDIANA

#### IN H 1468

Sponsor: Goodin (D)

Title: Leave for Disaster Service

Status: Failed - Adjourned

Summary: Relates to leave for disaster service; provides that a medical professional who is a full-time employee of the state, a political subdivision, or a private employer, may not be disciplined for responding to a call for assistance following a disaster if the employee presents a written statement from a person in charge of the disaster response for which the employee provided assistance stating that the employee was engaged in disaster response activities at the



time of the employee's absence from work.  
01/22/2013 - Introduced.  
01/22/2013 - To House Committee on Employment, Labor and Pensions.

#### IN S 213

Sponsor: Long (R)

Title: Employee Benefits

Status: Enacted

Summary: Provides that a county, city, town, or township may not establish, mandate, or otherwise require an employer to provide to an employee who is employed within the jurisdiction of the unit a benefit, term of employment, working condition, or attendance or leave policy that exceeds the requirements of federal or state law, rules, or regulations; provides an exception for certain contracts and economic development incentives awarded by a unit or a redevelopment commission.

01/04/2013 - Prefiled.

01/07/2013 - Introduced.

01/07/2013 - To Senate Committee on Rules and Legislative Procedure.

02/14/2013 - From Senate Committee on Rules and Legislative Procedure: Do pass as amended.

02/14/2013 - Committee amendment adopted on Senate floor.

02/21/2013 - Rereferred to Senate Committee on Pensions and Labor.

02/21/2013 - From Senate Committee on Pensions and Labor: Do pass.

02/25/2013 - Amended on Senate floor.

02/26/2013 - Passed Senate. To House.

03/04/2013 - To House Committee on Employment, Labor and Pensions.

03/12/2013 - From House Committee on Employment, Labor and Pensions: Do pass.

03/18/2013 - Ordered Engrossed.

03/25/2013 - Passed House.

03/26/2013 - Eligible for Governor's desk.

04/18/2013 - To Governor.

04/25/2013 - Signed by Governor.

04/26/2013 - Public Law No. 88-2013

#### IOWA

##### IA D 1191

Sponsor: Isenhardt (D)

Title: Worker Sick and Safe Time

Status: Pending - Carryover

Summary: Relates to worker sick and safe time.

01/04/2013 - Filed.

##### IA D 2216

Sponsor: Kelley Da (D)

Title: Family and Medical Leave Act Discrimination Prohibition

Status: Pending - Carryover

Summary: Relates to family and medical leave act discrimination prohibition.

02/11/2013 - Filed.

##### IA H 19

Sponsor: Hunter (D)

Title: Employee Leave

Status: Pending - Carryover

Summary: Provides employee leave by providing for time off and vacation leave; relates to payments for accrued vacation time and for accrued paid time off for all employees who are terminated or suspended; requires an employer to pay accrued vacation pay to a terminated or suspended employee only if the employer has a policy, procedure, or contract that requires the employer to do so; defines paid time off as a benefit allowing an employee to take time off from work with pay without regard to the reason.

01/16/2013 - Introduced.  
01/16/2013 - To House Committee on Labor.  
01/22/2013 - In House Committee on Labor.

IA H 149

Sponsor: Isenhardt (D)

Title: Healthy and Safe Families and Workplace Act

Status: Pending - Carryover

Summary: Concerns entitled the Healthy and Safe Families and Workplace Act, provides minimum sick and safe time, whether paid or unpaid, for all employees working part-time and full-time in the state and declares that it is the public policy of the state to protect public health and safety and to promote the general welfare of its citizens by supporting employers in their efforts to encourage employees to work when they are healthy and by protecting the basic rights of workers who safeguard public health.

02/06/2013 - Introduced.

02/06/2013 - To House Committee on Labor.

02/11/2013 - In House Committee on Labor.

IA H 242

Sponsor: Kelley Da (D)

Title: Unfair Employment Practice

Status: Pending - Carryover

Summary: Provides that it is an unfair employment practice under the Iowa Civil Rights Act to discriminate against any employee or applicant for employment because that person has exercised the person's rights under the federal Family and Medical Leave Act.

02/18/2013 - Introduced.

02/18/2013 - To House Committee on Labor.

02/18/2013 - In House Committee on Labor.

IA H 407

Sponsor: Kelley Da (D)

Title: Employment Leave

Status: Pending - Carryover

Summary: Provides that an eligible employee is entitled to take employment leave to attend a parent-teacher conference. Leave is defined as full or partial absence from an eligible employee's ordinary job responsibilities either with full or partial pay or without pay; an eligible employee is defined as an employee who has been employed for at least 12 months and for least 1,250 hours of service during the previous 12-month period by the employer from whom leave is requested.

03/04/2013 - Introduced.

03/04/2013 - To House Committee on Labor.

03/04/2013 - In House Committee on Labor.

**KANSAS**

KS H 2069

Sponsor: Commerce, Labor and Economic Development Cmte

Title: City Ordinances

Status: Enacted

Summary: Relates to employer leave policies; prohibits cities, counties and local government units from using ordinances, resolutions or law to require private employers to provide compensation, leave or other benefit to their employees at a higher rate than required by state or federal law; provides that ordinances in conflict are declared to be void and against the public policy of the state; relates to compensation for a construction contractors or subcontractors.

01/23/2013 - Introduced.

01/24/2013 - To House Committee on Commerce, Labor and Economic Development.

02/18/2013 - From House Committee on Commerce, Labor and Economic Development: Recommended as amended.

02/28/2013 - Committee amendment adopted on House floor.  
03/01/2013 - Passed House. To Senate.  
03/07/2013 - To Senate Committee on Commerce.  
03/21/2013 - From Senate Committee on Commerce: Recommended as amended.  
03/26/2013 - Committee amendment adopted on Senate floor.  
03/26/2013 - Amended on Senate floor.  
03/27/2013 - To Senate Committee on Ways and Means.  
04/01/2013 - Withdrawn from Senate Committee on Ways and Means.  
04/02/2013 - Passed Senate. To House for concurrence.  
04/03/2013 - House refused to concur in Senate amendments.  
04/03/2013 - To Conference Committee.  
04/05/2013 - Reconsidered by House.  
04/05/2013 - House concurred in Senate amendments.  
04/12/2013 - To Governor.  
04/16/2013 - Signed by Governor.  
06/28/2013 - Chapter No. 2013-86

## **MAINE**

### **ME H 842**

Sponsor: Herbig (D)

Title: Earned Pay

Status: Vetoed

Summary: Under the current law, a person who receives or is scheduled to receive remuneration in the form of vacation pay in excess of 4 weeks' wages or holiday pay is disqualified from receiving unemployment benefits for the week that remuneration is due. This bill removes those disqualifications.

03/25/2013 - Introduced.

03/25/2013 - Filed as LR 1589.

03/26/2013 - House refers to Joint Committee on Labor, Commerce, Research and Economic Development.

03/26/2013 - Senate refers to Joint Committee on Labor, Commerce, Research and Economic Development in concurrence.

05/28/2013 - From Joint Committee on Labor, Commerce, Research and Economic Development: with divided report.

05/31/2013 - House accepts Committee Report.

05/31/2013 - In House. Committee Amendment A adopted.

05/31/2013 - In House. Engrossed as amended by Committee Amendment A.

06/05/2013 - In House. Passed to be enacted.

06/06/2013 - Placed on Special Appropriations Table.

06/27/2013 - In Senate. Passed to be enacted in concurrence.

06/27/2013 - Eligible for Governor's desk.

07/08/2013 - Vetoed by Governor.

### **ME H 884**

Sponsor: Beaulieu (R)

Title: Unemployment Compensation Laws

Status: Enacted

Summary: Expands the current exceptions under which no unemployment benefit charges are made to an individual employer's experience rating record to include a situation in which the employer hired an individual to temporarily cover a position vacant due to a leave of absence for family medical leave and the claimant's employment was subsequently terminated when the permanent employee returned at the completion of the leave of absence.

03/27/2013 - Introduced.

03/27/2013 - Filed as LR 1480.

03/27/2013 - House refers to Joint Committee on Labor, Commerce, Research and Economic Development.

03/27/2013 - Senate refers to Joint Committee on Labor, Commerce, Research and Economic Development in concurrence.

05/13/2013 - From Joint Committee on Labor, Commerce, Research and Economic Development: Ought to Pass as

Amended.

05/15/2013 - In House. Committee Amendment A adopted.

05/15/2013 - In House. Engrossed as amended by Committee Amendment A.

05/16/2013 - In Senate. Committee Amendment A adopted.

05/16/2013 - In Senate. Engrossed as amended by Committee Amendment A.

05/20/2013 - In House. Passed to be enacted.

05/21/2013 - In Senate. Passed to be enacted in concurrence.

05/21/2013 - Eligible for Governor's desk.

05/30/2013 - Signed by Governor.

05/30/2013 - Public Law No. 175

ME LR 1292

Sponsor: Senator Cain

Title: Laws Governing Employment Leave for Victims of Violence

Status: Failed - Adjourned

Summary: Amends the laws governing employment leave for victims of violence.

01/28/2013 - Filed.

ME LR 2345

Sponsor: Parry (R)

Title: Firefighter Absence for Emergency Response

Status: Pending

Summary: Amends the laws governing firefighter absence for emergency response.

10/07/2013 - Filed.

11/07/2013 - Accepted by Legislative Council.

## MARYLAND

MD H 55

Sponsor: Robinson B (D)

Title: Labor and Employment

Status: Failed

Summary: Requires an employer to have a policy under which an employee of the employer earns sick leave days each month based on the number of hours worked by the employee; requires the sick leave policy to have a provision relating to the prevention of the abuse of sick leave by employees.

12/17/2012 - Prefiled.

12/17/2012 - To House Committee on Economic Matters.

01/09/2013 - Introduced.

01/09/2013 - To House Committee on Economic Matters.

01/29/2013 - From House Committee on Economic Matters: Reported unfavorably.

01/29/2013 - Withdrawn from further consideration.

MD H 718

Sponsor: Serafini (R)

Title: State Retirement and Pension System

Status: Vetoed

Summary: Provides for eligibility for members of the State Retirement and Pension System to receive creditable service at retirement for the total amount of unused sick leave accrued by the member in certain systems in the State Retirement and Pension System under certain circumstances; provides for the calculation of the creditable service for unused sick leave accrued by a member in certain systems; requires the Department of Legislative Services and the State Retirement Agency to provide a certain report.

02/04/2013 - Introduced.

02/04/2013 - To House Committee on Appropriations.

03/20/2013 - From House Committee on Appropriations: Reported as amended.

03/20/2013 - Committee amendment adopted on House floor.

03/20/2013 - Second reading passed with amendments. To third reading.

03/21/2013 - Passed House. To Senate.  
03/22/2013 - To Senate Committee on Budget and Taxation.  
04/03/2013 - From Senate Committee on Budget and Taxation: Reported favorably.  
04/03/2013 - Committee Report adopted on Senate floor.  
04/03/2013 - Second reading passed. To third reading.  
04/04/2013 - Passed Senate.  
04/04/2013 - Eligible for Governor's desk.  
05/16/2013 - Vetoed by Governor - Duplicative.

#### MD H 735

Sponsor: Olszewski (D)

Title: Earned Sick and Safe Leave

Status: Failed

Summary: Requires specified employers to provide employees with specified earned sick and safe leave; provides for the manner in which earned sick and safe leave is accrued by the employee and treated by the employer; requires an employer to allow an employee to use earned sick and safe leave for specified purposes; requires an employee, under specified circumstances, to request leave, notify the employer of specified information, and comply with specified procedures.

02/06/2013 - Introduced.

02/06/2013 - To House Committee on Economic Matters.

03/25/2013 - From House Committee on Economic Matters: Reported unfavorably.

03/25/2013 - Withdrawn from further consideration.

#### MD H 804

Sponsor: Hucker (D)

Title: Employment Discrimination

Status: Enacted

Summary: Requires an employer to explore specified means of accommodating a disability caused or contributed to by pregnancy if an employee requests a reasonable accommodation; requires an employer to transfer an employee to a less strenuous or less hazardous position for a specified period of time in specified circumstances; authorizes an employer to require an employee to provide a specified certification; requires an employer to post specified information concerning disability leave and accommodations.

02/06/2013 - Introduced.

02/06/2013 - To House Committee on Economic Matters.

03/19/2013 - From House Committee on Economic Matters: Reported favorably.

03/19/2013 - Committee Report adopted on House floor.

03/19/2013 - Second reading passed. To third reading.

03/20/2013 - Passed House. To Senate.

03/21/2013 - To Senate Committee on Judicial Proceedings.

04/03/2013 - From Senate Committee on Judicial Proceedings: Reported favorably.

04/03/2013 - Committee Report adopted on Senate floor.

04/03/2013 - Second reading passed. To third reading.

04/04/2013 - Passed Senate.

04/04/2013 - Eligible for Governor's desk.

05/16/2013 - Signed by Governor.

05/16/2013 - Chapter No. 548

#### MD H 1331

Sponsor: Kelly A (D)

Title: Birth or Adoption Parental Leave

Status: Failed

Summary: Relates to labor and employment; relates to parental leave; relates to birth or adoption of a child.

02/08/2013 - Introduced.

02/08/2013 - To House Committee on Economic Matters.

03/21/2013 - From House Committee on Economic Matters: Reported unfavorably.

MD H 1334

Sponsor: Kelly A (D)

Title: Pregnancy and Childbirth Leave

Status: Failed

Summary: Relates to employment discrimination; relates to leave for pregnancy and childbirth.

02/08/2013 - Introduced.

02/08/2013 - To House Committee on Economic Matters.

02/08/2013 - To House Committee on Appropriations.

02/26/2013 - From House Committee on Economic Matters: Reported unfavorably.

02/26/2013 - Withdrawn from further consideration.

MD S 12

Sponsor: Zirkin (D)

Title: Labor and Employment

Status: Enacted

Summary: Authorizes employees to take leave from work on the day that an immediate family member is leaving for, or returning from, active duty outside the United States as a member of the Armed Forces of the United States; prohibits an employer from requiring an employee to use certain leave when taking leave under this Act; authorizes an employer to require an employee who requests leave under this Act to submit proof to the employer.

12/17/2012 - Prefiled.

12/17/2012 - To Senate Committee on Finance.

01/09/2013 - Introduced.

01/09/2013 - To Senate Committee on Finance.

01/25/2013 - From Senate Committee on Finance: Reported as amended.

01/28/2013 - Committee amendment adopted on Senate floor.

01/28/2013 - Second reading passed with amendments. To third reading.

01/30/2013 - Passed Senate. To House.

01/31/2013 - To House Committee on Economic Matters.

04/05/2013 - From House Committee on Economic Matters: Reported favorably.

04/05/2013 - Committee Report adopted on House floor.

04/05/2013 - Second reading passed. To third reading.

04/06/2013 - Passed House.

04/06/2013 - Eligible for Governor's desk.

05/02/2013 - Signed by Governor.

05/02/2013 - Chapter No. 163

MD S 698

Sponsor: Garagiola (D)

Title: Labor and Employment

Status: Failed - Adjourned

Summary: Relates to labor and employment; relates to Maryland Earned Sick and Safe Leave Act.

02/01/2013 - Introduced.

02/01/2013 - To Senate Committee on Finance.

## MASSACHUSETTS

MA H 79

Sponsor: Cabral (D)

Title: Paid Family Leave Program

Status: Pending

Summary: Relates to establishing a paid family leave program.

02/15/2013 - Introduced.

02/15/2013 - Filed as House Docket 507

02/15/2013 - To Joint Committee on Children, Families and Persons with Disabilities. Dated 01/22/2013.

07/16/2013 - In Joint Committee on Children, Families & Persons with Disabilities: Heard. Eligible for Executive Session.

08/08/2013 - From Joint Committee on Children, Families & Persons with Disabilities Ought to pass.  
08/12/2013 - To Joint Committee on Health Care Financing.

#### MA H 1739

Sponsor: Khan (D)

Title: Paid Sick Time for Personal Care Employees

Status: Pending

Summary: Establishes earned paid sick time for certain employees rendering personal care.

02/18/2013 - Introduced.

02/18/2013 - Filed as House Docket 504

02/18/2013 - To Joint Committee on Labor and Workforce Development. Dated 01/22/2013.

09/24/2013 - In Joint Committee on Labor and Workforce Development: Heard. Eligible for Executive Session.

#### MA H 1740

Sponsor: Koczera (D)

Title: Unpaid Family and Medical Leave

Status: Pending

Summary: Provides unpaid family and medical leave.

02/18/2013 - Introduced.

02/18/2013 - Filed as House Docket 1924

02/18/2013 - To Joint Committee on Labor and Workforce Development. Dated 01/22/2013.

06/25/2013 - In Joint Committee on Labor and Workforce Development: Heard. Eligible for Executive Session.

#### MA H 1774

Sponsor: Walsh M (D)

Title: Parental Leave

Status: Pending

Summary: Provides that an employee who has completed the initial probationary period shall be entitled to 8 weeks of parental leave for the purpose of giving birth or for the placement of a child for adoption; provides that the parental leave shall not affect the employee's right to receive vacation time, sick leave, bonuses, advancement, seniority, length of service credit, benefits, plans or programs for which the employee was eligible at the date of the leave.

02/18/2013 - Introduced.

02/18/2013 - Filed as House Docket 2247

02/18/2013 - To Joint Committee on Labor and Workforce Development. Dated 01/22/2013.

06/25/2013 - In Joint Committee on Labor and Workforce Development: Heard. Eligible for Executive Session.

10/15/2013 - From Joint Committee on Labor and Workforce Development: Accompanied by Bill S 865.

#### MA H 3024

Sponsor: Bradley (D)

Title: Railroad Company Crew Members Counseling and Leave

Status: Pending

Summary: Provides counseling services and medical leave for crew members of a railroad company involved in an accident resulting in loss of life or serious bodily injury.

02/18/2013 - Introduced.

02/18/2013 - Filed as House Docket 2947

02/18/2013 - To Joint Committee on Transportation. Dated

01/22/2013.

10/31/2013 - In Joint Committee on Transportation: Heard. Eligible for Executive Session.

#### MA HD 504

Sponsor: Khan (D)

Title: Earned Paid Sick Time

Status: Pending

Summary: Establishes earned paid sick time.

01/15/2013 - Introduced.  
02/18/2013 - Assigned House Bill No. 1739

MA HD 507  
Sponsor: Cabral (D)  
Title: Paid Family Leave  
Status: Pending  
Summary: Establishes paid family leave.  
01/15/2013 - Introduced.  
02/15/2013 - Assigned House Bill No. 79

MA HD 581  
Sponsor: Walsh M (D)  
Title: Civilian Traffic Supervisors  
Status: Pending  
Summary: Relates to paid leave for civilian traffic supervisors.  
01/15/2013 - Introduced.  
02/18/2013 - Assigned House Bill No. 2461

MA HD 697  
Sponsor: Stanley T (D)  
Title: Domestic Violence and Sexual Assault Victims  
Status: Pending  
Summary: Establishes employment leave and safety remedies to victims of domestic violence, stalking and sexual assault.  
01/15/2013 - Introduced.  
02/18/2013 - Assigned House Bill No. 1764

MA HD 1924  
Sponsor: Koczera (D)  
Title: Unpaid Family and Medical Leave  
Status: Pending  
Summary: Provides unpaid family and medical leave.  
01/18/2013 - Introduced.  
02/18/2013 - Assigned House Bill No. 1740

MA HD 2247  
Sponsor: Walsh M (D)  
Title: Parental Leave  
Status: Pending  
Summary: Relates to parental leave.  
01/18/2013 - Introduced.  
02/18/2013 - Assigned House Bill No. 1774

MA HD 3104  
Sponsor: Garballey (D)  
Title: Military Leave  
Status: Pending  
Summary: Relates to military leave.  
01/22/2013 - Introduced.  
02/18/2013 - Assigned House Bill No. 2338

MA HD 3546  
Sponsor: Hogan (D)  
Title: Civil Air Patrol Members  
Status: Pending



Summary: Relates to leaves of absence for civil air patrol members.  
03/15/2013 - Filed.  
05/28/2013 - Assigned House Bill No. 3482

#### MA S 33

Sponsor: Joyce (D)

Title: Parental Leave

Status: Pending

Summary: Relates to parental leave; provides that an employee shall be restored to the employee's previous, or a similar, position with the same status, pay, length of service credit and seniority, wherever applicable, as of the date of the leave if the employee meets certain requirements.

02/15/2013 - Introduced.

02/15/2013 - Filed as Senate Docket 458

02/15/2013 - To Joint Committee on Children, Families and Persons with Disabilities.

05/07/2013 - In Joint Committee on Children, Families & Persons with Disabilities: Heard. Eligible for Executive Session.

06/13/2013 - From Joint Committee on Children, Families & Persons with Disabilities Ought to pass.

06/19/2013 - To House Committee on Ways and Means.

#### MA S 853

Sponsor: Creem (D)

Title: Sex Assault and Domestic Violence Victims

Status: Pending

Summary: Establishes employment leave and safety remedies to victims of domestic violence, stalking and sexual assault.

02/15/2013 - Introduced.

02/15/2013 - To Joint Committee on Labor and Workforce Development. Dated 01/22/2013.

02/15/2013 - Filed as Senate Docket 1280

06/25/2013 - In Joint Committee on Labor and Workforce Development: Heard. Eligible for Executive Session.

10/10/2013 - From Joint Committee on Labor and Workforce Development: Ought to pass.

10/15/2013 - To Senate Committee on Ways and Means.

10/22/2013 - From Senate Committee on Ways and Means: Recommended substitution by New Draft. See S 1892.

10/24/2013 - In Senate. Rules suspended.

10/24/2013 - In Senate. Read second time.

10/24/2013 - In Senate. Committee Amendment adopted. See S 1892.

#### MA S 865

Sponsor: Jehlen (D)

Title: Parental Leave

Status: Pending

Summary: Relates to parental leave.

02/15/2013 - Introduced.

02/15/2013 - To Joint Committee on Labor and Workforce Development. Dated 01/22/2013.

02/15/2013 - Filed as Senate Docket 1441

06/25/2013 - In Joint Committee on Labor and Workforce Development: Heard. Eligible for Executive Session.

10/10/2013 - From Joint Committee on Labor and Workforce Development: Ought to pass.

10/15/2013 - To Senate Committee on Ways and Means.

10/24/2013 - From Senate Committee on Ways and Means: Ought to pass as amended.

10/24/2013 - In Senate. Rules suspended.

10/24/2013 - In Senate. Read second time.

10/24/2013 - Committee Amendment adopted on Senate floor.

10/24/2013 - In Senate. Ordered to a third reading.

10/24/2013 - In Senate. Rules suspended.

10/24/2013 - In Senate. Read third time. Passed Senate. To House.

10/28/2013 - To House Committee on Ways and Means.

10/30/2013 - From House Committee on Ways and Means: Ought to pass.

10/30/2013 - To House Committee on Steering, Policy and Scheduling.  
10/30/2013 - From House Committee on Steering, Policy and Scheduling. Reported for consideration by House.  
10/30/2013 - In House. Rules suspended.  
10/30/2013 - In House. Read second time.  
10/30/2013 - In House. Ordered to third reading.

#### MA S 900

Sponsor: Wolf D (D)

Title: Paid Sick Time

Status: Pending

Summary: Establishes earned paid sick time for home care employees.

02/15/2013 - Introduced.

02/15/2013 - To Joint Committee on Labor and Workforce Development. Dated 01/22/2013.

02/15/2013 - Filed as Senate Docket 861

09/24/2013 - In Joint Committee on Labor and Workforce Development: Heard. Eligible for Executive Session.

#### MA S 1741

Sponsor: Moore R (D)

Title: Observation of Veterans Day

Status: Pending

Summary: Relates to the observation of Veterans Day and leaves of absence for veterans.

02/18/2013 - Introduced.

02/18/2013 - To Joint Committee on Veterans and Federal Affairs. Dated 01/22/2013.

02/18/2013 - Filed as Senate Docket 1393

#### MA S 1877

Sponsor: Joint Children and Families

Title: Equal Benefits for New Mothers

Status: Pending

Summary: Requires equal benefits for all new mothers; provides that an employer that offers benefits to an employee on maternity leave for the birth of a child shall offer the same benefits to an employee on maternity leave for the adoption of a child; provides that an employer that offers benefits to an employee on paternity leave for the birth of a child shall offer the same benefits to an employee on paternity leave for the adoption of a child.

10/09/2013 - Introduced.

10/09/2013 - New Draft for S 58.

10/09/2013 - To Senate Committee on Ways and Means.

#### MA S 1892

Sponsor: Ways and Means Cmte

Title: Sex Assault and Domestic Violence Victims

Status: Pending

Summary: Establishes employment leave and safety remedies to victims of domestic violence, stalking and sexual assault.

10/22/2013 - Introduced.

10/22/2013 - Recommended New Draft for S 853.

10/24/2013 - New Draft for S 853.

10/24/2013 - In Senate. Ordered to a third reading.

10/24/2013 - In Senate. Read third time.

10/24/2013 - Amended on Senate floor by substitution of New Draft. For further action see S 1897.

#### MA S 1897

Sponsor: Senate Floor

Title: Domestic Violence Victims Protection

Status: Pending

Summary: Enhances protection for victims of domestic violence; requires an employer to allow leave for the victim for various related purposes; requires advance notice to the employer except in cases of imminent danger; provides

the employer may require documentation from the employee justifying the absence; prohibits employer discrimination or discharge; provides criminal penalties for assault or assault and battery on a family or household member; relates to batterer's intervention and pretrial release.

10/24/2013 - Introduced.

10/24/2013 - New Draft for S 1892.

10/24/2013 - In Senate. Read third time. Passed Senate. To House.

10/28/2013 - To House Committee on Ways and Means.

MA SD 458

Sponsor: Joyce (D)

Title: Parental Leave

Status: Pending

Summary: Relates to parental leave.

01/16/2013 - Introduced.

02/15/2013 - Assigned Senate Bill No. 33

MA SD 861

Sponsor: Wolf D (D)

Title: Earned Paid Sick Time

Status: Pending

Summary: Establishes earned paid sick time.

01/18/2013 - Introduced.

02/15/2013 - Assigned Senate Bill No. 900

MA SD 1053

Sponsor: Montigny (D)

Title: Equal Benefits for All New Mothers

Status: Pending

Summary: Requires equal benefits for all new mothers.

01/18/2013 - Introduced.

02/15/2013 - Assigned Senate Bill No. 58

MA SD 1280

Sponsor: Creem (D)

Title: Employment Leave and Safety Remedies to Victims

Status: Pending

Summary: Establishes employment leave and safety remedies to victims of domestic violence, stalking and sexual assault.

01/22/2013 - Introduced.

02/15/2013 - Assigned Senate Bill No. 853

## **MICHIGAN**

MI H 4249

Sponsor: Poleski (R)

Title: Employer Leave Requirements

Status: Pending

Summary: Pre-empts any county, city, township or village from enacting or administering an ordinance requiring an employer to provide its employees with paid or unpaid leave that is not required under federal or state law.

02/12/2013 - Introduced.

02/12/2013 - To House Committee on Commerce.

03/13/2013 - From House Committee on Commerce: Reported with recommendation with substitute.(H-2)

03/13/2013 - In House. To second reading.

MI S 173

Sponsor: Jansen (R)  
Title: Employer Leave  
Status: Pending  
Summary: Provides ordinance regarding employer leave requirements for statewide uniformity.  
02/12/2013 - Introduced.  
02/12/2013 - To Senate Committee on Reforms and Restructuring.  
04/09/2013 - From Senate Committee on Reforms, Restructuring, and Reinventing: Recommended passage.  
04/09/2013 - In Senate. To second reading.  
06/04/2013 - In Senate. Read second time. To third reading.  
06/05/2013 - In Senate. Read third time. Passed Senate. To House.  
06/05/2013 - To House Committee on Commerce.

MI S 449

Sponsor: Ananich (D)  
Title: Family Education Leave Act  
Status: Pending  
Summary: Creates a family education leave act; requires employers to provide unpaid leave for employees to attend academic activities of their children; provides the conditions for granting the leave; prohibits discrimination against employees who request or use the leave.  
07/31/2013 - Introduced.  
07/31/2013 - To Senate Committee on Reforms, Restructuring, and Reinventing.

## MINNESOTA

MN H 175

Sponsor: Hansen (DFL)  
Title: Emergency Responder Work Absence  
Status: Pending - Carryover  
Summary: Relates to employment; permits absences from work for emergency responders.  
01/24/2013 - Introduced.  
01/24/2013 - To House Committee on Labor, Workplace and Regulated Industries.

MN H 405

Sponsor: Benson J (DFL)  
Title: Employment  
Status: Pending - Carryover  
Summary: Relates to employment; modifies employee sick leave policy.  
02/06/2013 - Introduced.  
02/06/2013 - To House Committee on Labor, Workplace and Regulated Industries.

MN H 463

Sponsor: Kahn (DFL)  
Title: Employment Accommodations for Pregnant Women  
Status: Pending - Carryover  
Summary: Relates to employment; requires pregnancy leave; requires employment accommodations for pregnant women.  
02/11/2013 - Introduced.  
02/11/2013 - To House Committee on Labor, Workplace and Regulated Industries.

MN H 568

Sponsor: Hansen (DFL)  
Title: Sick Leave Benefits  
Status: Failed  
Summary: Amends the definition of "child" for state parenting leave laws to accommodate the expansion of sick leave use to cover care for adult children of an employee; provides that an employee may use personal sick leave benefits provided by the employer for absences due to an illness of or injury to the employee's minor or adult child,

spouse, sibling, parent, grandparent, or stepparent, for such reasonable periods of time as the employee's attendance with the child may be necessary.

02/13/2013 - Introduced.

02/13/2013 - To House Committee on Labor, Workplace and Regulated Industries.

03/14/2013 - From House Committee on Labor, Workplace and Regulated Industries: Do pass as amended.

03/14/2013 - In House. Second Reading.

04/10/2013 - Rereferred to House Committee on Ways and Means.

04/15/2013 - From House Committee on Ways and Means: Do pass as amended.

04/15/2013 - In House. Second Reading.

04/16/2013 - Indefinitely postponed. See S.B. 840

MN H 980

Sponsor: Erickson S (R)

Title: Education

Status: Pending - Carryover

Summary: Relates to education; modifies unrequested leave of absence provisions for teachers.

02/28/2013 - Introduced.

02/28/2013 - To House Committee on Education Policy.

MN S 198

Sponsor: Nelson C (R)

Title: Employee Sick Leave Policy

Status: Pending - Carryover

Summary: Relates to employment; modifies employee sick leave policy.

01/31/2013 - Introduced.

01/31/2013 - To Senate Committee on Jobs, Agriculture and Rural Development.

MN S 409

Sponsor: Pappas (DFL)

Title: Pregnancy Leave

Status: Pending - Carryover

Summary: Relates to employment; requires pregnancy leave; requires employment accommodations for pregnant women.

02/12/2013 - Introduced.

02/12/2013 - To Senate Committee on Jobs, Agriculture and Rural Development.

MN S 840

Sponsor: Champion (DFL)

Title: Employment

Status: Enacted

Summary: Relates to employment; modifies use of personal sick leave benefits; provides that a person may use such benefits for the care of certain relatives; provides that the term child includes a stepchild and a biological, adopted, or foster child; requires a report.

02/28/2013 - Introduced.

02/28/2013 - To Senate Committee on Jobs, Agriculture and Rural Development.

04/02/2013 - From Senate Committee on Jobs, Agriculture and Rural Development: Do pass as amended.

04/02/2013 - Rereferred to Senate Committee on Finance.

04/02/2013 - Withdrawn from Senate Committee on Finance.

04/02/2013 - In Senate. Second Reading.

04/15/2013 - Amended on Senate floor.

04/15/2013 - Passed Senate. To House.

04/16/2013 - Substituted for House Bill 568

04/16/2013 - In House. Second Reading.

04/25/2013 - Amended on House floor.

04/25/2013 - Passed House. To Senate for concurrence.

04/26/2013 - Senate refused to concur in House amendments.

04/26/2013 - To Conference Committee.  
05/16/2013 - Conference Committee Report adopted by Senate.  
05/16/2013 - Conference Committee Report adopted by House.  
05/21/2013 - To Governor.  
05/24/2013 - Signed by Governor.  
05/24/2013 - Filed with Secretary of State. Chapter No. 2013-87

#### MN S 920

Sponsor: Petersen B (R)

Title: Education

Status: Pending - Carryover

Summary: Relates to education; modifies unrequested leave of absence provisions for teachers.

02/28/2013 - Introduced.

02/28/2013 - To Senate Committee on Education.

#### MN S 1119

Sponsor: Sparks (DFL)

Title: Military

Status: Pending - Carryover

Summary: Relates to the military; clarifies that an employee may choose when to use paid military leave.

03/06/2013 - Introduced.

03/07/2013 - To Senate Committee on State and Local Government.

03/21/2013 - From Senate Committee on State and Local Government: Do pass.

03/21/2013 - Rereferred to Senate Committee on Finance.

### **MISSISSIPPI**

#### MS H 141

Sponsor: Turner J (R)

Title: Mandatory Employer Prohibitions

Status: Enacted

Summary: Prohibits a county, board of supervisors of a county, municipality or governing authority of a municipality from establishing a mandatory, minimum living wage rate, minimum number of vacation or sick days, that would regulate how a private employer pays its employees.

01/11/2013 - Introduced.

01/11/2013 - To House Committee on Workforce Development.

01/31/2013 - From House Committee on Workforce Development: Do pass.

02/12/2013 - Passed House. To Senate.

02/12/2013 - Motion to Reconsider Entered.

02/15/2013 - Reconsidered.

02/15/2013 - Amended on House floor.

02/15/2013 - Passed House. To Senate.

02/15/2013 - Motion to Reconsider Entered.

02/18/2013 - Motion to Reconsider Tabled.

02/20/2013 - Transmitted to Senate.

02/22/2013 - To Senate Committee on Accountability, Efficiency, Transparency.

02/28/2013 - From Senate Committee on Accountability, Efficiency, Transparency: Do pass.

03/08/2013 - Passed Senate.

03/08/2013 - Motion to Reconsider Entered.

03/14/2013 - Motion to Reconsider Tabled.

03/14/2013 - Eligible for Governor's desk.

03/19/2013 - To Governor.

03/25/2013 - Signed by Governor.

06/03/2013 - Chapter No. 445

#### MS S 2272

Sponsor: Frazier (D)  
Title: Annual Leave for Teachers  
Status: Failed  
Summary: Amends section 37-7-307, Mississippi code of 1972, to allow teachers to accumulate personal leave up to three days; for related purposes.  
01/21/2013 - Introduced.  
01/21/2013 - To Senate Committee on Education.  
01/21/2013 - Additionally referred to Senate Committee on Appropriations.  
02/05/2013 - Died in committee.

MS S 2288  
Sponsor: Frazier (D)  
Title: Unused Sick Leave  
Status: Failed  
Summary: Amends section 37-7-307, Mississippi code of 1972, to authorize local school districts to make a one-time payment to teachers for unused sick leave credited during the current school year equal to the substitute teacher's rate; for related purposes.  
01/21/2013 - Introduced.  
01/21/2013 - To Senate Committee on Education.  
01/21/2013 - Additionally referred to Senate Committee on Appropriations.  
02/05/2013 - Died in committee.

MS S 2328  
Sponsor: Wiggins (R)  
Title: Military Leave  
Status: Failed  
Summary: Provides that all officers and employees of any public or private business or industry who are active members of the military shall be entitled to military leave of absence from their respective civil duties and occupations.  
01/21/2013 - Introduced.  
01/21/2013 - To Senate Committee on Accountability, Efficiency, Transparency.  
02/06/2013 - From Senate Committee on Accountability, Efficiency, Transparency: Do pass.  
02/07/2013 - Passed Senate. To House.  
02/08/2013 - Transmitted to House.  
02/21/2013 - To House Committee on Military Affairs.  
03/05/2013 - Died in committee.

MS S 2473  
Sponsor: Smith T (D)  
Title: Municipality Minimum Wage Prohibitions  
Status: Failed  
Summary: Prohibits a county or municipality from establishing a mandatory minimum wage, living wage, minimum number of vacation or sick leave days and to provide for related matters.  
01/21/2013 - Introduced.  
01/21/2013 - To Senate Committee on Accountability, Efficiency, Transparency.  
01/30/2013 - From Senate Committee on Accountability, Efficiency, Transparency: Recommended as substituted.  
01/30/2013 - Title Deemed Sufficient by Senate Committee: Do Pass Recommended Substitute.  
02/07/2013 - Committee substitute adopted on Senate floor.  
02/07/2013 - Passed Senate. To House.  
02/08/2013 - Transmitted to House.  
02/21/2013 - To House Committee on Workforce Development.  
02/21/2013 - Additionally referred to House Committee on Appropriations.  
03/05/2013 - Died in committee.

## MISSOURI

MO H 444

Sponsor: Hubbard (D)

Title: Parent Time

Status: Failed - Adjourned

Summary: Establishes the Parent Time for Missouri Program in the Department of Elementary and Secondary Education to allow parents paid leave from work to help their children in their school.

02/05/2013 - Introduced.

02/07/2013 - To House Special Standing Committee on Urban Issues.

MO H 946

Sponsor: Schupp (D)

Title: Right To Unpaid Leave

Status: Failed - Adjourned

Summary: Creates a right to unpaid leave for employees that are affected by domestic violence.

03/28/2013 - Introduced.

05/17/2013 - To House Special Standing Committee on Corrections.

## **MONTANA**

MT S 221

Sponsor: Caferro (D)

Title: Domestic Violence Situations

Status: Failed

Summary: Includes domestic violence situations under reason for paid leave; relates to labor and employment.

01/31/2013 - Introduced.

01/31/2013 - Filed as Draft 463.

02/01/2013 - To Senate Committee on Business, Labor and Economic Affairs.

02/13/2013 - Tabled.

02/28/2013 - Missed Deadline for General Bill Transmittal.

04/24/2013 - Died in committee.

## **NEW HAMPSHIRE**

NH H 551

Sponsor: Gile (D)

Title: Task Force on Work and Family

Status: Enacted

Summary: Changes the composition and duties of the task force on work and family; relates to composition and duties of the task force on work and family; relates to a study of the establishment of a paid family leave voluntary insurance program, contingent on the availability of federal funds to be administered through the department of employment security and supported by a payroll deduction or other revenue source.

01/03/2013 - Introduced.

01/03/2013 - To House Committee on Children and Family Law.

01/28/2013 - Filed as LSR 717.

03/06/2013 - From House Committee on Children and Family Law: Ought to pass with amendment.

03/13/2013 - Committee amendment adopted on House floor.

03/13/2013 - Passed House. To Senate.

03/21/2013 - To Senate Committee on Health, Education and Human Services.

04/24/2013 - From Senate Committee on Health, Education and Human Services: Ought to pass with amendment.

05/02/2013 - Committee amendment adopted on Senate floor.

05/02/2013 - Passed Senate. To House for concurrence.

05/22/2013 - House concurred in Senate amendments.

05/30/2013 - Ordered Enrolled.

06/25/2013 - Signed by Governor.

06/25/2013 - Chapter No. 2013-0111



NH LSR 717

Sponsor: Gile (D)

Title: Paid Family Leave Insurance Program Study Commission

Status: Pending

Summary: Establishes a commission to study the establishment of a paid family leave insurance program, contingent on the availability of federal funds to be administered through the department of employment security and supported by payroll deductions or other revenue sources.

12/11/2012 - Filed.

01/28/2013 - Assigned Bill Number: H 551.

## **NEW JERSEY**

NJ A 3538

Sponsor: Mainor (D)

Title: Police-Firemen Sick Leave Injury Program

Status: Failed

Summary: Provides for sick leave injury program of 30 days for state employees who are members of Police and Firemen's Retirement System or SPRS.

12/03/2012 - Filed.

12/06/2012 - Introduced.

12/06/2012 - To Assembly Committee on Labor.

01/28/2013 - Withdrawn from further consideration.

NJ A 4125

Sponsor: Lampitt (D)

Title: Earned Sick Leave

Status: Pending

Summary: Concerns earned sick leave.

05/13/2013 - Filed.

05/20/2013 - Introduced.

05/20/2013 - To Assembly Committee on Labor.

NJ A 4332

Sponsor: Coughlin (D)

Title: Education Donated Leave Programs

Status: Pending

Summary: Permits boards of education to establish donated leave programs for their employees as an alternative to the sick leave banks which are currently permitted by law.

06/27/2013 - Filed.

09/09/2013 - Introduced.

09/09/2013 - To Assembly Committee on Education.

NJ S 2177

Sponsor: Madden (D)

Title: Domestic Violence and Sexual Assault Victims

Status: Enacted

Summary: Creates the New Jersey Security and Financial Empowerment Act to assist victims of domestic violence and sexual assault; relates to unpaid leave, sick leave, vacation leave or medical leave; includes a child, parent, spouse, domestic partner and a civil union partner.

08/20/2012 - Filed.

09/20/2012 - Introduced.

09/20/2012 - To Senate Committee on Health, Human Services and Senior Citizens.

10/01/2012 - From Senate Committee on Health, Human Services and Senior Citizens as amended.

10/25/2012 - Amended on Senate floor.

12/20/2012 - Amended on Senate floor.

05/13/2013 - Passed Senate. To Assembly.

05/13/2013 - Received in the Assembly without Reference.  
05/20/2013 - Substituted for A2919.  
05/20/2013 - Passed Assembly.  
05/20/2013 - To Governor.  
07/17/2013 - Signed by Governor.  
07/17/2013 - Chapter No. 2013-82

**NJ S 2443**

Sponsor: Van Drew (D)  
Title: First Responder Family Leave Insurance  
Status: Pending  
Summary: Provides family leave insurance for certain first responders.  
12/20/2012 - Filed.  
01/08/2013 - Introduced.  
01/08/2013 - To Senate Committee on Labor.

**NJ S 2866**

Sponsor: Weinberg (D)  
Title: Earned Sick Leave  
Status: Pending  
Summary: Concerns earned sick leave.  
06/13/2013 - Filed.  
06/13/2013 - Introduced.  
06/13/2013 - To Senate Committee on Labor.

**NJ S 2996**

Sponsor: Whelan (D)  
Title: Eligibility for Leave and Benefit Programs  
Status: Pending  
Summary: Concerns eligibility for certain leave and benefit programs; relates to retained eligibility for leave and benefits during a disaster or state of emergency; relates to the family leave act, the security and financial empowerment act and eligibility determinations for temporary disability benefits; provides for employees laid off or furloughed because of a declared emergency.  
09/12/2013 - Filed.  
09/30/2013 - Introduced.  
09/30/2013 - To Senate Committee on Labor.  
11/07/2013 - From Senate Committee on Labor.  
11/18/2013 - Passed Senate. To Assembly.  
11/18/2013 - To Assembly Committee on Labor.

**NEW MEXICO**

**NM H 96**

Sponsor: Roch (R)  
Title: Educational Retirement  
Status: Failed - Adjourned  
Summary: Relates to educational retirement; permits the conversion of unused sick leave to service credit for retirement purposes.  
01/16/2013 - Introduced.  
01/16/2013 - To House Committee on Education.  
01/16/2013 - To House Committee on Appropriations and Finance.  
02/18/2013 - From House Committee on Education: Do pass.  
02/27/2013 - From House Committee on Appropriations and Finance: Do pass.  
03/01/2013 - Passed House. To Senate.  
03/04/2013 - To Senate Committee on Education.

03/04/2013 - To Senate Committee on Finance.  
03/08/2013 - From Senate Committee on Education: Do pass.

#### NM SJM 1

Sponsor: Rue (R)

Title: Family Friendly Workplace Task Force

Status: Failed - Adjourned

Summary: Requests continuation of the state-wide Family-Friendly Workplace Task Force for women and families.

12/17/2012 - Prefiled.

01/15/2013 - Introduced.

01/15/2013 - To Senate Committee on Rules.

01/15/2013 - To Senate Committee on Public Affairs.

02/01/2013 - From Senate Committee on Rules: Do pass.

02/15/2013 - From Senate Committee on Public Affairs: Do pass.

03/11/2013 - Passed Senate. To House.

03/12/2013 - To House Committee on Consumer and Public Affairs.

03/15/2013 - From House Committee on Consumer and Public Affairs: Do pass.

#### NEW YORK

##### NY A 154

Sponsor: Hevesi (D)

Title: Utilization of Sick and Personal Leave

Status: Pending

Summary: Allows certain employees to utilize sick and personal leave when authorized to take leave under the federal Family and Medical Leave Act of 1993.

12/14/2012 - Prefiled.

12/14/2012 - To Assembly Committee on Labor.

01/09/2013 - Introduced.

01/09/2013 - To Assembly Committee on Labor.

##### NY A 284

Sponsor: Kim (D)

Title: Parental Involvement Leave Act

Status: Pending

Summary: Enacts parental involvement leave act requiring employers to grant employees up to 16 hours of leave to attend school conferences or classroom activities.

12/17/2012 - Prefiled.

12/17/2012 - To Assembly Committee on Labor.

01/09/2013 - Introduced.

01/09/2013 - To Assembly Committee on Labor.

##### NY A 1134

Sponsor: Cahill (D)

Title: Provisions Relating To Leave for Organ Donation

Status: Pending

Summary: Amends the Labor Law; makes the provisions relating to leave for organ or bone marrow donation granted to state employees retroactive to August 29, 2001.

01/04/2013 - Prefiled.

01/09/2013 - Introduced.

01/09/2013 - To Assembly Committee on Labor.

##### NY A 1256

Sponsor: Colton (D)

Title: Elimination of Employee Position

Status: Pending

Summary: Provides that an employee whose position is eliminated for certain reasons and who is subsequently transferred to a different agency be entitled to the same hourly salary; retain all accrued sick leave; retain, cash out or use all accrued vacation time; and be paid relocation expenses.

01/04/2013 - Prefiled.

01/09/2013 - Introduced.

01/09/2013 - To Assembly Committee on Labor.

NY A 1554

Sponsor: Kolb (R)

Title: Family and Medical Leave Independent Savings Account

Status: Pending

Summary: Establishes the "Family and Medical Leave Independent Savings Account Act;" provides a tax credit for employee compensation deferred to such accounts.

01/07/2013 - Prefiled.

01/09/2013 - Introduced.

01/09/2013 - To Assembly Committee on Labor.

NY A 1793

Sponsor: Nolan (D)

Title: Workers Compensation Benefits

Status: Pending

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.

01/08/2013 - Prefiled.

01/09/2013 - Introduced.

01/09/2013 - To Assembly Committee on Labor.

NY A 1848

Sponsor: Jaffee (D)

Title: Workers Compensation Benefits for Family Care

Status: Pending

Summary: Provides workers' compensation benefits for family care; applies to employee and family member's taking family leave to care for the employee.

01/08/2013 - Prefiled.

01/09/2013 - Introduced.

01/09/2013 - To Assembly Committee on Labor.

NY A 2654

Sponsor: Simotas (D)

Title: New York Family Leave Act

Status: Pending

Summary: Establishes the New York Family Leave Act providing for leaves of absence for the birth or adoption of a child.

01/17/2013 - Introduced.

01/17/2013 - To Assembly Committee on Labor.

NY A 3639

Sponsor: Boyland (D)

Title: New York State Family Care and Medical Leave Act

Status: Pending

Summary: Establishes the New York State Family Care and Medical Leave Act; requires employers with 100 or more employees to provide at least 12 weeks of leave in a 12 month period to employees for family care or medical leave.

01/28/2013 - Introduced.

01/28/2013 - To Assembly Committee on Labor.

NY A 3894

Sponsor: Camara (D)

Title: Paid Sick Leave To Employees

Status: Pending

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

01/29/2013 - Introduced.

01/29/2013 - To Assembly Committee on Labor.

NY A 3901

Sponsor: Glick (D)

Title: Utilization of Accrued and Available Sick Leave

Status: Pending

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

01/29/2013 - Introduced.

01/29/2013 - To Assembly Committee on Labor.

02/05/2013 - From Assembly Committee on Labor.

02/05/2013 - To Assembly Committee on Ways and Means.

NY A 4099

Sponsor: Thiele (I)

Title: Authorized Leave for Volunteer Fire Department Members

Status: Pending

Summary: Provides authorized leave for volunteer fire department members or volunteer ambulance squad members for states of emergency; provides leave is deemed excused when a state of emergency is declared by the federal or state government and such person is engaged in the actual performance of his or her duties as an emergency responder; provides that such period of leave shall not be charged against any other leave to which the employee is entitled.

01/30/2013 - Introduced.

01/30/2013 - To Assembly Committee on Labor.

03/04/2013 - From Assembly Committee on Labor.

03/04/2013 - To Assembly Committee on Codes.

04/16/2013 - From Assembly Committee on Codes.

04/16/2013 - To Assembly Committee on Ways and Means.

05/20/2013 - From Assembly Committee on Ways and Means.

06/18/2013 - Substituted by S 1604.

NY A 4355

Sponsor: Scarborough (D)

Title: Two Days Excused Leave for Parents

Status: Pending

Summary: Provides two days excused leave for parents for participation with child's education: two days per school year, per child.

02/04/2013 - Introduced.

02/04/2013 - To Assembly Committee on Governmental Employees.

NY A 5458

Sponsor: Galef (D)

Title: Exceptions for Excused Leave

Status: Pending

Summary: Creates some exceptions for excused leave for certain purposes.

02/27/2013 - Introduced.

02/27/2013 - To Assembly Committee on Governmental Employees.

NY A 5524

Sponsor: Gabryszak (D)  
Title: Excused Leave To Undertake Cancer Screening  
Status: Pending  
Summary: Repeals certain provisions relating to excused leave to undertake breast cancer screening and prostate cancer screening.  
02/28/2013 - Introduced.  
02/28/2013 - To Assembly Committee on Governmental Employees.

NY A 5943  
Sponsor: Gabryszak (D)  
Title: Leave of Absence Time for Volunteer Emergency Training  
Status: Pending  
Summary: Requires certain employers to grant leave of absence time for volunteer emergency responder training.  
03/08/2013 - Introduced.  
03/08/2013 - To Assembly Committee on Local Governments.

NY A 7029  
Sponsor: Simotas (D)  
Title: Entitlement To Unpaid Leave of Absence  
Status: Pending  
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.  
04/30/2013 - Introduced.  
04/30/2013 - To Assembly Committee on Labor.

NY A 8022  
Sponsor: Solages (D)  
Title: Make Time for Parenting Act  
Status: Pending  
Summary: Amends the Labor Law; relates to the Make Time for Parenting Act; relates to allowing an employee to take no more than four hours on any given day to attend school conferences or classroom activities related to the employee's child; provides that no leave may be taken by an employee unless the employee has exhausted all accrued vacation leave, personal leave, compensatory leave and any other leave that may be granted to the employee except sick leave and disability leave; provides a fine for violations.  
06/14/2013 - Introduced.  
06/14/2013 - To Assembly Committee on Labor.

NY S 120  
Sponsor: Peralta (D)  
Title: Labor Law  
Status: Pending  
Summary: Establishes the New York Family Leave Act providing for leaves of absence for the birth or adoption of a child.  
12/05/2012 - Prefiled.  
12/05/2012 - To Senate Committee on Labor.  
01/09/2013 - Introduced.  
01/09/2013 - To Senate Committee on Labor.

NY S 1604  
Sponsor: Grisanti (R)  
Title: Authorized Leave for Volunteer Fire Department Members  
Status: To Governor  
Summary: Provides authorized leave for volunteer fire department members or volunteer ambulance squad members for states of emergency; provides that leave is deemed excused when a state of emergency is declared by the federal

or state government and such person is engaged in the actual performance of his or her duties as an emergency responder.

01/03/2013 - Prefiled.

01/03/2013 - To Senate Committee on Labor.

01/09/2013 - Introduced.

01/09/2013 - To Senate Committee on Labor.

05/21/2013 - From Senate Committee on Labor.

06/03/2013 - Passed Senate. To Assembly.

06/03/2013 - To Assembly Committee on Ways and Means.

06/18/2013 - From Assembly Committee on Ways and Means.

06/18/2013 - Substituted for A 4099.

06/18/2013 - Passed Assembly.

NY S 1660

Sponsor: Grisanti (R)

Title: Absence From or Lateness To Work

Status: Pending

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.

01/03/2013 - Prefiled.

01/03/2013 - To Senate Committee on Labor.

01/09/2013 - Introduced.

01/09/2013 - To Senate Committee on Labor.

NY S 1780

Sponsor: Carlucci (D)

Title: Tax Deduction for Organ Donation

Status: Pending

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.

01/07/2013 - Prefiled.

01/09/2013 - Introduced.

01/09/2013 - To Senate Committee on Investigations and Government Operations.

NY S 1834

Sponsor: Parker (D)

Title: Parental Involvement Leave Act

Status: Pending

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 non-work hours; defines "employer" as "a state agency, officer, or department, a unit of local government, a school district, an individual, a corporation, a partnership, an association, or a nonprofit organization.

01/07/2013 - Prefiled.

01/09/2013 - Introduced.

01/09/2013 - To Senate Committee on Labor.

NY S 2626

Sponsor: Parker (D)

Title: Paid Sick Leave To Employees

Status: Pending

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

01/23/2013 - Introduced.

01/23/2013 - To Senate Committee on Labor.

NY S 2812

Sponsor: Adams (D)

Title: Military Leave for State Correction Officers

Status: Pending

Summary: Amends the Military Law; authorizes forty days or thirty working days of military leave for state correction officers who are absent on military duty; such leave to be in addition to any leave authorized for such correction officers in their state contract.

01/24/2013 - Introduced.

01/24/2013 - To Senate Committee on Veterans, Homeland Security and Military Affairs.

NY S 5296

Sponsor: Savino (D)

Title: Benefits for Injury, Sickness, Pregnancy or Leave

Status: Pending

Summary: Amends the Workers' Compensation Law and the Insurance Law; relates to providing six weeks of disability benefits for the birth, adoption or placement of a child; provides that "a day of disability" includes any day which the employee uses for child care.

05/16/2013 - Introduced.

05/16/2013 - To Senate Committee on Labor.

06/18/2013 - Amended in Senate Committee on Labor.

NY S 5681

Sponsor: Nozzolio (R)

Title: Ontario County

Status: Pending

Summary: Relates to the right of Ontario County to opt out of certain provisions of the retirement system relating to unused sick leave.

06/04/2013 - Introduced.

06/04/2013 - To Senate Committee on Local Government.

NY S 5954

Sponsor: Parker (D)

Title: Leave of Absence for Domestic Violence Victims

Status: Pending

Summary: Relates to the entitlement to unpaid leave of absence for victims of domestic violence.

10/11/2013 - Introduced.

10/11/2013 - To Senate Committee on Rules.

## **NORTH CAROLINA**

NC H 100

Sponsor: Adams (D)

Title: Healthy Families and Healthy Workplaces

Status: Pending - Carryover

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.

02/13/2013 - Filed.

02/14/2013 - Introduced.

02/14/2013 - To House Committee on Commerce and Job Development.

NC S 329

Sponsor: Cook (R)

Title: Unemployment Insurance Benefit Eligibility

Status: Pending - Carryover

Summary: Amends the employment security laws of North Carolina to make eligible for unemployment insurance benefits individuals separated from employment through no fault of their own following a period of disability leave



granted by the employer.  
03/14/2013 - Filed.  
03/19/2013 - Introduced.  
03/19/2013 - To Senate Committee on Rules and Operations of the Senate.  
05/09/2013 - Withdrawn from Senate Committee on Rules and Operations of the Senate.  
05/09/2013 - To Senate Committee on Commerce.

#### NC S 536

Sponsor: Kinnaird (D)  
Title: Healthy Families and Healthy Workplaces  
Status: Pending - Carryover  
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.  
03/28/2013 - Filed.  
04/01/2013 - Introduced.  
04/01/2013 - To Senate Committee on Rules and Operations of the Senate.

### OHIO

#### OH H 297

Sponsor: Gonzales (R)  
Title: Employee Unpaid Leave for Victims of Domestic Violence  
Status: Pending  
Summary: Allows an employee who is a victim of domestic violence to take unpaid leave for purposes relating to the incident of domestic violence; allows an employee who is a victim of domestic violence to file a civil action against that employee's employer if the employer terminates the employee's employment as a result of the employee taking unpaid leave for purposes relating to the incident of domestic violence; allows a tenant who is a victim of domestic violence to terminate a rental agreement.  
10/16/2013 - Introduced.  
10/16/2013 - To House Committee on Rules and Reference.  
10/17/2013 - From House Committee on Rules and Reference: Recommended referral.  
10/17/2013 - In House. To second reading. Read a second time.  
10/17/2013 - To House Committee on Judiciary.

### OKLAHOMA

#### OK H 1846

Sponsor: Shelton (D)  
Title: Labor  
Status: Pending - Carryover  
Summary: Relates to labor; authorizes leave of absence for certain donations for certain employees; provides for codification; provides an effective date.  
01/18/2013 - Prefiled.  
02/04/2013 - Introduced.  
02/05/2013 - To House Committee on Economic Development and Financial Services.  
02/28/2013 - From House Committee on Economic Development and Financial Services: Do pass as substituted.

### OREGON

#### OR H 2416

Sponsor: Matthews (D)  
Title: Leave of Absence  
Status: Failed  
Summary: Makes an employer's violation of a statute providing for leave of absence by an employee who is a search and rescue volunteer an unlawful employment practice; authorizes an employee to file a complaint for violation with the Commissioner of Bureau of Labor and Industries or to file a civil action.

01/14/2013 - Introduced.  
01/22/2013 - To House Committee on Business and Labor.  
07/08/2013 - In committee upon adjournment.

#### OR H 2950

Sponsor: Keny-Guyer (D)

Title: Family Leave

Status: Enacted

Summary: Allows eligible employees to take family leave to deal with the death of family member; limits period of leave to two weeks; requires that leave be counted toward total period of authorized family leave.

02/18/2013 - Introduced.

02/25/2013 - To House Committee on Business and Labor.

04/10/2013 - From House Committee on Business and Labor: Do pass with amendment.

04/10/2013 - Printed A Engrossed Text.

04/11/2013 - In House: Second Reading.

04/12/2013 - Passed House. To Senate.

04/22/2013 - To Senate Committee on Business, Transportation and Economic Development.

05/29/2013 - From Senate Committee on Business, Transportation and Economic Development: Do pass with amendment.

05/29/2013 - Printed B Engrossed Text.

05/30/2013 - In Senate: Second Reading.

06/03/2013 - Passed Senate. To House for concurrence.

06/05/2013 - House concurred in Senate amendments.

06/05/2013 - Eligible for Governor's desk.

06/13/2013 - Signed by Governor.

06/13/2013 - Chaptered. Chapter No. 384

#### OR H 3026

Sponsor: Gorsek (D)

Title: Family Leave

Status: Failed

Summary: Includes siblings as family members for purposes of family leave.

02/20/2013 - Introduced.

02/27/2013 - To House Committee on Business and Labor.

07/08/2013 - In committee upon adjournment.

#### OR H 3390

Sponsor: Dembrow (D)

Title: Paid Leave

Status: Failed

Summary: Requires a covered employer to implement paid sick leave for eligible employees; creates an exception; specifies the purposes for which leave may be taken and the rate at which leave accrues; requires advance notice and authorization of leave under certain circumstances; prohibits discrimination against an employee for inquiring about or using paid leave; makes violation an unlawful practice subject to the jurisdiction of the Bureau of Labor and Industries; authorizes a civil action for violation.

02/27/2013 - Introduced.

03/06/2013 - To House Committee on Business and Labor.

04/24/2013 - From House Committee on Business and Labor: Without recommendation.

04/24/2013 - To House Committee on Rules.

06/05/2013 - Public Hearing Scheduled.

06/05/2013 - Public Hearing Scheduled.

07/08/2013 - In committee upon adjournment.

#### OR S 1

Sponsor: Courtney (D)

Title: Veterans Day

Status: Enacted

Summary: Requires an employer to provide paid or unpaid time off for Veterans Day to employees who are veterans; provides exceptions.

01/14/2013 - Introduced.

01/16/2013 - To Senate Committee on Veterans' and Military Affairs.

02/21/2013 - From Senate Committee on Veterans' and Military Affairs: Do pass.

02/21/2013 - In Senate: Second Reading.

02/26/2013 - Passed Senate. To House.

03/05/2013 - To House Committee on Veterans Affairs.

03/12/2013 - Public Hearing Scheduled.

03/21/2013 - From House Committee on Veterans Affairs: Do pass.

03/25/2013 - In House: Second Reading.

03/26/2013 - Passed House.

03/26/2013 - Eligible for Governor's desk.

04/04/2013 - Signed by Governor.

04/04/2013 - Chaptered. Chapter No. 28

**OR S 660**

Sponsor: Whitsett (R)

Title: Final Average Salary

Status: Failed

Summary: Eliminates the use of accumulated unused vacation leave and unused sick leave in computation of the final average salary for purposes of determining retirement benefit of member of Public Employees Retirement System; applies only to members who retire on or after the effective date of the Act; declares an emergency, effective on passage.

02/21/2013 - Introduced.

02/27/2013 - To Senate Committee on Rules.

07/08/2013 - In committee upon adjournment.

**OR S 801**

Sponsor: Rosenbaum (D)

Title: Paid Leave

Status: Failed

Summary: Requires a covered employer to implement paid sick leave for eligible employees; creates an exception; specifies the purposes for which leave may be taken and the rate at which leave accrues; requires advance notice and authorization of leave under certain circumstances; prohibits discrimination against an employee for inquiring about or using paid leave; makes violation an unlawful practice subject to the jurisdiction of the Bureau of Labor and Industries; authorizes a civil action for violation.

02/26/2013 - Introduced.

03/01/2013 - To Senate Committee on General Government, Consumer and Small Business Protection.

07/08/2013 - In committee upon adjournment.

## **PENNSYLVANIA**

**PA H 46**

Sponsor: Godshall (R)

Title: Applicability of Organ and Bone Marrow Donor Act

Status: Pending

Summary: Amends the Organ and Bone Marrow Donor Act; repeals the expiration on provisions authorizing a tax credit for business firms which provide one or more paid leaves of absence to employees for the specific purpose of organ or bone marrow donation.

01/08/2013 - Filed.

01/09/2013 - Introduced.

01/09/2013 - To House Committee on Finance.

01/22/2013 - From House Committee on Finance.

01/22/2013 - In House. Read first time.

01/22/2013 - In House. Laid on table.  
01/23/2013 - In House. Removed from table.  
02/04/2013 - In House. Read second time.  
02/04/2013 - Rereferred to House Committee on Appropriations.  
02/05/2013 - From House Committee on Appropriations.  
02/05/2013 - In House. Read third time. Passed House. To Senate.  
02/08/2013 - To Senate Committee on Finance.  
05/01/2013 - From Senate Committee on Finance.  
05/01/2013 - In Senate. Read first time.  
06/05/2013 - To Senate Committee on Appropriations.

#### PA H 298

Sponsor: Truitt (R)  
Title: Family and Medical Leave for Eligible Employees  
Status: Pending  
Summary: Provides for family and medical leave for eligible employees.  
01/23/2013 - Filed.  
01/23/2013 - Introduced.  
01/23/2013 - To House Committee on Aging and Older Adult Services.  
06/19/2013 - Rereferred to House Committee on Labor and Industry.

#### PA H 1711

Sponsor: Cohen (D)  
Title: Absence from Work in Order to Vote  
Status: Pending  
Summary: Relates to an absence from work in order to vote, providing for protection of employment of voters.  
09/25/2013 - Filed.  
09/26/2013 - Introduced.  
09/26/2013 - To House Committee on State Government.

#### PA S 685

Sponsor: Dinniman (D)  
Title: Family and Medical Leave for Eligible Employees  
Status: Pending  
Summary: Provides for family and medical leave for eligible employees.  
03/14/2013 - Filed.  
03/14/2013 - Introduced.  
03/14/2013 - To Senate Committee on Labor and Industry.

#### PA S 962

Sponsor: Leach (D)  
Title: Paid Family and Medical Leave for Eligible Employees  
Status: Pending  
Summary: Provides for paid family and medical leave for eligible employees under certain circumstances and for regulations by the Department of Labor and Industry.  
05/29/2013 - Filed.  
05/29/2013 - Introduced.  
05/29/2013 - To Senate Committee on Labor and Industry.

### **PUERTO RICO**

#### PR H 140

Sponsor: Mendez Nunez (PNP)  
Title: Protection of Working Mothers  
Status: Pending  
Summary: Amends law to clarify scope of coverage of protection offered working mothers; extends to working

mothers employed under contract.

01/02/2013 - Prefiled.

01/14/2013 - Introduced.

01/17/2013 - To House Committee on Labor and Systems of Public Service Retirement.

01/17/2013 - Additionally referred to House Committee on Women's Affairs and Equality.

#### PR H 396

Sponsor: Navarro Suarez (PNP)

Title: Limit of Issuance of Bonds in Public Service

Status: Pending

Summary: Amends multiple laws; prohibits the accumulation of vacation leave in excess of 90 days; prohibits the accumulation of sick leave in excess of 120 days.

01/14/2013 - Introduced.

01/17/2013 - To House Committee on Government.

01/17/2013 - Additionally referred to House Committee on Municipal Affairs and Regionalization.

#### PR H 695

Sponsor: Matos Garcia (PPD)

Title: Disease Treatment Sick Leave

Status: Pending

Summary: Amends the minimum wage, vacation and sick leave laws to allow workers to use their accrued sick leave to address situations of disease, treatment and convalescence for them, their children and elderly or disabled relatives in their care or custody.

01/29/2013 - Introduced.

01/29/2013 - To House Committee on Labor and Systems of Public Service Retirement.

06/21/2013 - From House Committee on Labor and Systems of Public Service Retirement: Rendered with amendment.

06/24/2013 - In House. Committee amendment adopted on floor.

06/24/2013 - Passed House. To Senate.

06/25/2013 - To Senate Committee on Employment Relations, Consumer Affairs and Job Creation.

#### PR H 770

Sponsor: Matos Garcia (PPD)

Title: Private Sector Sick Leave

Status: Pending

Summary: Prohibits private sector employers to include use of sick leave as a criteria of efficiency of employees in the annual evaluation process.

02/07/2013 - Introduced.

02/07/2013 - To House Committee on Labor and Systems of Public Service Retirement.

#### PR H 794

Sponsor: Rivera Ortega (PNP)

Title: Leave With Pay

Status: Pending

Summary: Grants leave with pay for 8 hours a year for employees to visit their children's schools for those employees who work full time in the private sector.

02/11/2013 - Introduced.

02/11/2013 - To House Committee on Labor and Systems of Public Service Retirement.

#### PR H 798

Sponsor: Rivera Ortega (PNP)

Title: Sick Leave Lump Sum Payment

Status: Pending

Summary: Provides that any officer or employee of the Government of Puerto Rico is entitled to be paid lump sum of money for the vacation and sick leave that has accumulated for separation from service to qualify for retirement or permanent separation in public service; provides that such settlement shall be exempt from tax deductions in the

form of income.

02/11/2013 - Introduced.

02/11/2013 - To House Committee on Government.

02/11/2013 - Additionally referred to House Committee on Ways and Means and Budget.

PR H 971

Sponsor: Pena Ramirez (PNP)

Title: Employ Evaluation Provisions

Status: Pending

Summary: Prohibits private sector employers from requiring that use of sick leave be justified, as the criterion of efficiency of employees in the process of their annual evaluation.

04/01/2013 - Introduced.

04/01/2013 - To House Committee on Labor and Systems of Public Service Retirement.

PR H 1003

Sponsor: Torres Ramirez (PPD)

Title: Parents and Learning with My Son

Status: Pending

Summary: Establishes the program Learning with My Son, giving parents 2 hours off; provides that this program is part of the Department of Education of the Commonwealth.

04/09/2013 - Introduced.

04/09/2013 - To House Committee on Education, for the Promotion of the Arts and Culture.

PR H 1521

Sponsor: Santa Rodriguez (PPD)

Title: Labor Law Legislation

Status: Pending

Summary: Arranges for an additional civil penalty for criminals in case of violation of the minimum wage law.

10/21/2013 - Introduced.

10/21/2013 - To House Committee on Labor and Systems of Public Service Retirement.

PR S 407

Sponsor: Fas Alzamora (PPD)

Title: Sick Leave and Minimum Wage

Status: Pending

Summary: Prohibits private sector employers from using justified sick leave as the criterion of efficiency of employees in the process of their annual assessment.

02/22/2013 - Introduced.

02/22/2013 - To Senate Committee on Employment Relations, Consumer Affairs and Job Creation.

## TENNESSEE

TN H 159

Sponsor: McCormick (R)

Title: Salaries and Benefits

Status: Pending - Carryover

Summary: Relates to salaries and benefits; authorizes the state insurance committee, local education insurance committee, and local government insurance committee to study group insurance plans in their jurisdiction; allows state employees who are certified disaster service volunteers of the Red Cross leave from work with pay for up to 16, instead of 15, work days a year to participate in disaster relief services for the Red Cross.

01/28/2013 - Introduced.

01/31/2013 - To House Committee on State Government.

02/04/2013 - In House Committee on State Government: Referred to Subcommittee on State Government.

TN H 408

Sponsor: Casada (R)

Title: Granting Leave to an Employee

Status: Pending - Carryover

Summary: Relates to education; prohibits Local Education Agencies from granting leave to an employee in order for the employee to hold the office of president of a professional employees organization.

01/30/2013 - Introduced.

02/04/2013 - To House Committee on Education.

02/05/2013 - In House Committee on Education: Referred to General Subcommittee.

03/26/2013 - From House Committee on Education: General Subcommittee: Do Pass as amended.

04/02/2013 - From House Committee on Education: Recommend passage with amendment.

04/02/2013 - To House Committee on Calendar and Rules.

04/04/2013 - Placed on Regular Calendar.

04/11/2013 - In House. Substituted on House floor by S 866

TN H 1074

Sponsor: Rich (R)

Title: Public Employees Who Are in the Military

Status: Pending - Carryover

Summary: Relates to the military; authorizes public employees who are in the military to use 5 days of sick leave in lieu of annual leave after the employee has received 20 working days of compensation so the employee does not have to take leave without pay when called to military duties.

02/12/2013 - Introduced.

02/14/2013 - To House Committee on State Government.

02/19/2013 - In House Committee on State Government: Referred to Subcommittee on State Government.

03/06/2013 - In House Committee on State Government: Subcommittee on State Government recommend passage.

03/12/2013 - From House Committee on State Government: Recommend passage.

03/12/2013 - To House Committee on Finance, Ways and Means.

03/12/2013 - In House Committee on Finance, Ways and Means: Referred to Subcommittee on Finance, Ways and Means.

04/18/2013 - From House Committee on Finance, Ways and Means: Subcommittee on Finance, Ways and Means recommend passage.

04/18/2013 - From House Committee on Finance, Ways and Means: Recommend passage.

04/18/2013 - To House Committee on Calendar and Rules.

TN S 667

Sponsor: Gresham (R)

Title: Sick Leave

Status: Enacted

Summary: Relates to the military; authorizes public employees who are in the military to use a certain amount of sick leave in lieu of annual leave after the employee has received a specified number of working days of compensation so the employee does not have to take leave without pay when called to military duties.

01/31/2013 - Introduced.

02/06/2013 - To Senate Committee on State and Local Government.

03/05/2013 - From Senate Committee on State and Local Government: Recommend passage.

03/05/2013 - To Senate Committee on Calendar.

03/05/2013 - Placed on Consent Calendar.

03/07/2013 - In Senate. Read third time. Passed Senate. To House.

03/11/2013 - In House. Read second time. Held on desk.

04/18/2013 - In House. Read third time. Passed House.

04/23/2013 - Eligible for Governor's desk.

05/06/2013 - To Governor.

05/16/2013 - Signed by Governor.

05/22/2013 - Public Chaptered. Chapter No. 432

TN S 1315

Sponsor: Green (R)

Title: Salaries and Benefits

Status: Pending - Carryover

Summary: Relates to salaries and benefits; requires evidence other than absence from residence to support disciplinary action based on abuse of sick leave for law enforcement and fire department employees; prohibits home visits by government employers for purpose of determining whether sick employee is home.

02/14/2013 - Introduced.

02/25/2013 - To Senate Committee on State and Local Government.

03/26/2013 - In Senate Committee on State and Local Government: Referred to General Subcommittee.

## **TEXAS**

TX H 881

Sponsor: Turner Sy (D)

Title: Employee Voting

Status: Failed - Adjourned

Summary: Relates to the creation of a cause of action for an employee prohibited from or penalized for voting.

01/31/2013 - Introduced.

02/19/2013 - To House Committee on Elections.

TX H 1369

Sponsor: McClendon (D)

Title: Nonexempt Employee Participation

Status: Failed - Adjourned

Summary: Relates to the ability of a nonexempt employee to participate in certain academic, extracurricular, and developmental activities of the employee's child.

02/15/2013 - Introduced.

02/26/2013 - To House Committee on Business and Industry.

03/12/2013 - Scheduled for public hearing.

03/12/2013 - Considered in public hearing.

03/12/2013 - Left pending in committee.

TX H 2899

Sponsor: Naishtat (D)

Title: Accumulation and Payment of Sick Leave

Status: Failed - Adjourned

Summary: Relates to the accumulation and payment of sick leave for certain employees in sheriff's departments in certain counties.

03/07/2013 - Introduced.

03/19/2013 - To House Committee on County Affairs.

04/11/2013 - Scheduled for public hearing.

04/11/2013 - No action taken in committee.

## **VERMONT**

VT H 99

Sponsor: Krowinski (D)

Title: Equal Pay

Status: Enacted

Summary: Clarifies and strengthens existing laws regarding equal pay and the prohibition of discrimination in employment, housing, and public accommodations; relates to government contracts and equal pay; prohibits retaliation or discrimination regarding mothers nursing in the workplace; requires unpaid leave for attendance at an annual town meeting; adds provisions regarding flexible working arrangement; authorizes related civil actions; creates a paid family leave study committee.

01/25/2013 - Introduced.

01/29/2013 - To House Committee on General, Housing and Military Affairs.



02/15/2013 - To House Committee on Judiciary.  
03/19/2013 - From House Committee on Judiciary: Recommended with amendment.  
03/20/2013 - Passed House. To Senate.  
03/22/2013 - To Senate Committee on Economic Development, Housing and General Affairs.  
04/19/2013 - From Senate Committee on Economic Development, Housing and General Affairs: Recommended with amendment.  
04/19/2013 - To Senate Committee on Appropriations.  
04/30/2013 - From Senate Committee on Economic Development, Housing and General Affairs: Recommended with amendment.  
04/30/2013 - From Senate Committee on Appropriations: Recommended with amendment.  
04/30/2013 - Amended on Senate floor.  
05/01/2013 - Passed Senate. To House for concurrence.  
05/06/2013 - House concurred in Senate amendments.  
05/06/2013 - Eligible for Governor's desk.  
05/14/2013 - Signed by Governor.  
05/20/2013 - Act No. 0031

#### VT H 208

Sponsor: Krowinski (D)  
Title: Absence From Work  
Status: Pending - Carryover  
Summary: Relates to absence from work for health care and safety.  
02/06/2013 - Introduced.  
02/07/2013 - To House Committee on General, Housing and Military Affairs.

#### VT S 36

Sponsor: Cummings (D)  
Title: Paid Parental Leave  
Status: Pending - Carryover  
Summary: Relates to paid parental leave.  
01/15/2013 - Introduced.  
01/16/2013 - To Senate Committee on Economic Development, Housing and General Affairs.

### WASHINGTON

#### WA H 1313

Sponsor: Jinkins (D)  
Title: Employment Sick and Safe Leave Standards  
Status: Pending - Carryover  
Summary: Establishes minimum standards for sick and safe leave from employment.  
01/22/2013 - Introduced.  
01/23/2013 - To House Committee on Labor and Workforce Development.  
02/05/2013 - Public hearing scheduled.  
02/13/2013 - Executive action taken by committee.  
02/13/2013 - From House Committee on Labor and Workforce Development: Do pass as substituted.  
02/18/2013 - To House Committee on Appropriations.  
02/26/2013 - Public hearing scheduled.  
03/01/2013 - Executive action taken by committee.  
03/01/2013 - From House Committee on Appropriations: Do pass.  
03/05/2013 - Placed on 2nd Reading by Rules Committee.  
03/13/2013 - Returned to House Committee on Rules.  
03/13/2013 - Placed on Second Reading.  
05/13/2013 - 2013 1st Special Session Action: By Order of Resolution - Reintroduced and retained in present status.  
11/07/2013 - 2013 3rd Special Session Action: By Order of Resolution - Reintroduced and retained in present status.

WA H 1457

Sponsor: Green (D)

Title: Family and Medical Leave Insurance

Status: Pending - Carryover

Summary: Implements family and medical leave insurance.

01/25/2013 - Introduced.

01/28/2013 - To House Committee on Labor and Workforce Development.

02/05/2013 - Public hearing scheduled.

02/13/2013 - Executive action taken by committee.

02/13/2013 - From House Committee on Labor and Workforce Development: Do pass as substituted.

02/18/2013 - To House Committee on Finance.

02/27/2013 - Public hearing scheduled.

05/13/2013 - 2013 1st Special Session Action: By Order of Resolution - Reintroduced and retained in present status.

11/07/2013 - 2013 3rd Special Session Action: By Order of Resolution - Reintroduced and retained in present status.

WA H 1744

Sponsor: Moscoso (D)

Title: Work and School Absences

Status: Pending - Carryover

Summary: Excuses work and school absences for a reason of faith or conscience.

02/05/2013 - Introduced.

02/07/2013 - To House Committee on Judiciary.

05/13/2013 - 2013 1st Special Session Action: By Order of Resolution - Reintroduced and retained in present status.

11/07/2013 - 2013 3rd Special Session Action: By Order of Resolution - Reintroduced and retained in present status.

WA H 1780

Sponsor: Manweller (R)

Title: Local Paid Sick and Paid Safe Leave Regulation

Status: Pending - Carryover

Summary: Declares state preemption of local paid sick and paid safe leave regulation.

02/07/2013 - Introduced.

02/08/2013 - To House Committee on Labor and Workforce Development.

05/13/2013 - 2013 1st Special Session Action: By Order of Resolution - Reintroduced and retained in present status.

11/07/2013 - 2013 3rd Special Session Action: By Order of Resolution - Reintroduced and retained in present status.

WA H 1781

Sponsor: Manweller (R)

Title: Local Paid Sick Leave and Paid Safe Leave Programs

Status: Pending - Carryover

Summary: Places geographic limitations on local paid sick leave and paid safe leave programs.

02/07/2013 - Introduced.

02/08/2013 - To House Committee on Labor and Workforce Development.

05/13/2013 - 2013 1st Special Session Action: By Order of Resolution - Reintroduced and retained in present status.

11/07/2013 - 2013 3rd Special Session Action: By Order of Resolution - Reintroduced and retained in present status.

WA H 2044

Sponsor: Hunter (D)

Title: Family Leave Insurance Program

Status: Enacted

Summary: Delays implementation of the family leave insurance program until funding and payment of benefits are authorized in law.

04/17/2013 - Introduced.

04/18/2013 - To House Committee on Appropriations.  
04/22/2013 - Public hearing scheduled.  
04/23/2013 - Executive action taken by committee.  
04/23/2013 - From House Committee on Appropriations: Do pass.  
04/24/2013 - Placed on Second Reading.  
04/25/2013 - Rules suspended. Placed on Third Reading.  
04/25/2013 - Passed House. To Senate.  
04/26/2013 - To Senate Committee on Ways and Means.  
04/28/2013 - By Order of Resolution - Returned to House for Third Reading.  
05/13/2013 - 2013 1st Special Session Action: By Order of Resolution - Reintroduced and retained in present status.  
06/27/2013 - Withdrawn from House Committee on Rules: Placed on 3rd Reading.  
06/28/2013 - Passed House. To Senate.  
06/28/2013 - Rules suspended.  
06/28/2013 - Placed on Second Reading.  
06/28/2013 - Rules suspended. Placed on Third Reading.  
06/28/2013 - Passed Senate.  
06/28/2013 - Eligible for Governor's desk.  
06/29/2013 - To Governor.  
07/03/2013 - Signed by Governor.  
07/03/2013 - 2nd Special Session Chapter No. 26

#### WA S 5159

Sponsor: Braun (R)

Title: Family and Medical Leave Insurance Act

Status: Pending - Carryover

Summary: Repeals the family and medical leave insurance act.

01/20/2013 - Introduced.

01/21/2013 - To Senate Committee on Commerce and Labor.

01/28/2013 - Public hearing scheduled.

02/04/2013 - Executive action taken by committee.

02/05/2013 - From Senate Committee on Commerce and Labor: Do pass.

03/08/2013 - Placed on 2nd Reading by Rules Committee.

04/24/2013 - In Senate Committee on Rules: Indefinitely postponed.

05/13/2013 - 2013 1st Special Session Action: By Order of Resolution - Reintroduced and retained in present status.

#### WA S 5173

Sponsor: Hasegawa (D)

Title: Work and School Absences

Status: Pending - Carryover

Summary: Excuses work and school absences for a reason of faith or conscience.

01/20/2013 - Introduced.

01/22/2013 - To Senate Committee on Commerce and Labor.

03/18/2013 - Public hearing scheduled.

05/13/2013 - 2013 1st Special Session Action: By Order of Resolution - Reintroduced and retained in present status.

#### WA S 5292

Sponsor: Keiser (D)

Title: Family and Medical Leave Insurance

Status: Pending - Carryover

Summary: Implements family and medical leave insurance.

01/23/2013 - Introduced.

01/24/2013 - To Senate Committee on Commerce and Labor.

02/20/2013 - Public hearing scheduled.

02/22/2013 - Public hearing scheduled.

05/13/2013 - 2013 1st Special Session Action: By Order of Resolution - Reintroduced and retained in present status.

WA S 5356

Sponsor: Holmquist Newbry (R)

Title: Unemployment Insurance Shared Work Program

Status: Pending - Carryover

Summary: Adopts Short-Time Compensation provisions in the federal Middle Class Tax Relief and Job Creation Act of 2012 to change the unemployment insurance shared work program; provides that health care benefits, retirement benefits, and paid vacation, holiday, and sick leave benefits must continue to be provided to shared work employees under the same terms and conditions as when the employee worked usual weekly hours.

01/25/2013 - Introduced.

01/28/2013 - To Senate Committee on Commerce and Labor.

02/04/2013 - Public hearing scheduled.

05/13/2013 - 2013 1st Special Session Action: By Order of Resolution - Reintroduced and retained in present status.

WA S 5594

Sponsor: Harper (D)

Title: Standards for Sick and Safe Leave from Employment

Status: Pending - Carryover

Summary: Provides minimum requirements for sick and safe leave from employment; allows an employee to use sick leave for their own or a family member's illness, injury, or other health condition; allows the use of safe leave when there is a public health hazard at an employee's place of work or child's school, or to address domestic violence issues; prohibits retaliation against employees who ask for or use sick or safe leave; requires employers to keep records that indicate accrued and used sick and safe leave.

02/04/2013 - Introduced.

02/05/2013 - To Senate Committee on Commerce and Labor.

02/20/2013 - Public hearing scheduled.

05/13/2013 - 2013 1st Special Session Action: By Order of Resolution - Reintroduced and retained in present status.

WA S 5726

Sponsor: Braun (R)

Title: Paid Sick and Safe Leave Program Limitations

Status: Pending - Carryover

Summary: Places geographic limitations on local paid sick leave and paid safe leave programs; provides that paid sick leave includes leave used for an employee's illness or injury, and care of a family member, and paid safe leave includes leave used for a school or work closure as the result of a public safety hazard or for reasons related to domestic violence; provides definitions for employer, employee and staffing agency.

02/11/2013 - Introduced.

02/12/2013 - To Senate Committee on Commerce and Labor.

02/20/2013 - Public hearing scheduled.

02/22/2013 - Executive action taken by committee.

02/22/2013 - From Senate Committee on Commerce and Labor: Do pass.

03/08/2013 - Placed on 2nd Reading by Rules Committee.

03/11/2013 - Amended on Senate floor.

03/11/2013 - Rules suspended. Placed on Third Reading.

03/11/2013 - Passed Senate. To House.

03/13/2013 - To House Committee on Labor and Workforce Development.

04/28/2013 - By order of Resolution - Returned to Senate. Placed on Third Reading.

05/13/2013 - 2013 1st Special Session Action: By Order of Resolution - Reintroduced and retained in present status.

WA S 5728

Sponsor: Braun (R)

Title: Paid Sick and Paid Safe Leave Regulation

Status: Pending - Carryover

Summary: Prohibits enactment of local laws and ordinances that require or regulate paid sick leave or paid safe leave in excess of standards adopted by the state.

02/11/2013 - Introduced.

02/12/2013 - To Senate Committee on Commerce and Labor.

02/20/2013 - Public hearing scheduled.  
02/22/2013 - Executive action taken by committee.  
02/22/2013 - From Senate Committee on Commerce and Labor: Do pass.  
03/08/2013 - Placed on 2nd Reading by Rules Committee.  
03/26/2013 - In Senate Committee on Rules: Indefinitely postponed.  
05/13/2013 - 2013 1st Special Session Action: By Order of Resolution - Reintroduced and retained in present status.

#### WA S 5903

Sponsor: Braun (R)

Title: Family and Medical Leave Insurance Act

Status: Pending - Carryover

Summary: Concerns the family and medical leave insurance act.

04/08/2013 - Introduced.

04/09/2013 - To Senate Committee on Ways and Means.

04/10/2013 - Public hearing scheduled.

04/11/2013 - Executive session scheduled: No action taken.

04/15/2013 - From Senate Committee on Ways and Means: Do pass.

04/16/2013 - Placed on 2nd Reading by Rules Committee.

04/22/2013 - Amended on Senate floor.

04/22/2013 - Rules suspended. Placed on Third Reading.

04/22/2013 - Passed Senate. To House.

04/24/2013 - To House Committee on Labor and Workforce Development.

04/28/2013 - By order of Resolution - Returned to Senate. Placed on Third Reading.

05/13/2013 - 2013 1st Special Session Action: By Order of Resolution - Reintroduced and retained in present status.

#### WISCONSIN

##### WI S 123

Sponsor: Hansen (D)

Title: Veterans Day

Status: Pending

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.

04/03/2013 - Introduced.

04/03/2013 - To Senate Committee on Judiciary and Labor.

##### WI S 401

Sponsor: Harris (D)

Title: Reasonable Accommodation of Pregnant Employees

Status: Pending

Summary: Relates to reasonable accommodation of any condition of an employee that is related to pregnancy or childbirth and of an employee's inability to adequately undertake the job-related responsibilities of a particular job because of pregnancy, childbirth, or a related condition; provides that discrimination includes refusing such accommodations as necessary for the employee, and requiring an employee to take any form of leave, unless either or both are a hardship on the employer; authorizes employee transfers.

11/11/2013 - Introduced.

11/11/2013 - To Senate Committee on Judiciary and Labor.

#### WYOMING

##### WY H 79

Sponsor: Stubson (R)

Title: Collection of Unpaid Wages

Status: Enacted

Summary: Relates to the collection of unpaid wages upon termination of employment; amends the definition of unpaid wages to exclude the value of accrued vacation if written policies provide that such vacation is forfeited upon

termination of employment; provides for an effective date.  
12/31/2012 - Prefiled.  
01/08/2013 - Introduced.  
01/09/2013 - To House Committee on Labor, Health and Social Services.  
01/14/2013 - From House Committee on Labor, Health and Social Services: Do pass.  
01/16/2013 - In House. Passed Second Reading.  
01/17/2013 - Passed House. To Senate.  
01/25/2013 - To Senate Committee on Labor, Health and Social Services.  
02/01/2013 - From Senate Committee on Labor, Health and Social Services: Do pass.  
02/12/2013 - In Senate. Passed Second Reading.  
02/13/2013 - Amended on Senate floor.  
02/13/2013 - Passed Senate. To House for concurrence.  
02/13/2013 - House concurred in Senate amendments.  
02/18/2013 - Signed by Governor.  
02/18/2013 - Chapter No. 67

*Source: StateNet Year-End Bill Tracking 2013*