

# STATE BENEFITS OVERVIEW



## Alaska

Alaska Paid Sick Leave  
Alaska National Guard and Reserves Leave  
Alaska Crime Victims Leave

## Arizona

Arizona Paid Sick Leave  
Arizona Crime Victims Leave  
Arizona National Guard and Reserves Military Leave  
Arizona Servicemember Employment and Reemployment Rights Act

## California

California Paid Sick Leave  
California Paid Family Medical Leave  
California Pregnancy Disability Leave  
California Bone Marrow/Organ Donation Leave  
California Leave of Absence for Military Spouses  
California Military Training Leave  
California National Guard Leave  
California State Reserves Training Leave  
California Domestic Violence Leave  
California School Visitation Leave  
California Civil Air Patrol Leave  
California Disaster and Emergency Services  
California Crime Victims Leave  
California School Conferences Leave  
California State Disability Insurance  
Wage Transparency

## Los Angeles, California

Los Angeles Paid Sick Time  
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## San Diego, California

San Diego Earned Sick Leave

## Colorado

Colorado Paid Sick Leave  
Colorado Paid Family Medical Leave  
Colorado Public Health and Emergency Leave  
Colorado Annual Military Training Leave  
Colorado Domestic Violence Leave  
Colorado Crime Victim Leave  
Colorado Qualified Volunteer and Firefighter Leave  
Colorado Civil Air Patrol Leave  
Colorado National Guard Leave  
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## Connecticut

Connecticut Paid Sick Leave  
Connecticut Paid Family Medical Leave  
Connecticut Elected Official Leave  
Connecticut Military Leave  
Connecticut Civil Air Patrol Leave  
Connecticut Family Violence Leave Act  
Connecticut Crime Victims Leave  
Connecticut Firefighter/Emergency Worker Leave  
Connecticut Leave for Domestic Violence Victims  
Wage Transparency

## Delaware

Delaware Paid Family Medical Leave  
Delaware Crime Victim Leave  
Delaware Public Health Emergency Leave  
Delaware Servicemember Employment and Reemployment Rights Act  
Delaware Volunteer Emergency Responders Job Protection Act

## Hawaii

Hawaii Family Leave Act  
Hawaii Reasonable Pregnancy Leave Act  
Hawaii National Guard Act  
Hawaii Domestic Violence Act  
Hawaii Court Witness Act  
Hawaii Leave of Absence for Organ, Bone Marrow or Peripheral Blood Stem Cell Donation  
Hawaii Temporary Disability Insurance  
Wage Transparency

## Illinois (State)

Illinois Paid Leave for All Workers  
Employee Blood and Organ Donation  
Illinois Family Military Leave Law  
Illinois Victims' Economic Security and Safety Act  
Illinois School Visitation Leave  
Illinois Volunteer Emergency Worker Job Protection Act  
Illinois Election Judge Leave  
Illinois Child Bereavement Leave Act  
Illinois Family Bereavement Leave Act  
Illinois Servicemember Employment and Reemployment Rights Act  
Illinois Family Neonatal Intensive Care Leave  
Illinois Civil Air Patrol Leave  
Wage Transparency

## Chicago, Illinois

Chicago, IL Paid Personal Time  
Chicago Paid Sick and Safe Leave

## Cook County, Illinois

Cook County Paid Leave  
Wage Transparency

## Maine

Maine Earned Paid Leave  
Maine Paid Family Medical Leave  
Maine Crime Victim Leave  
Maine Legislative Leave  
Maine Military Families Assistance Act  
Maine National Guard Leave  
Maine Public Health Emergency Leave  
Maine Search and Rescue Operation  
Maine Emergency Firefighter Leave

## Maryland

Maryland Paid Sick Leave  
Maryland Paid Family Medical Leave  
Maryland Parental Leave  
Maryland Crime Victim Leave  
Maryland Civil Air Patrol  
Maryland Family Military Leave  
Maryland National Guard Employment and Reemployment Rights Act  
Maryland Organ and Bone Marrow Donation  
Maryland Volunteer Activities Leave  
Wage Transparency

## Maryland (Montgomery County)

Maryland Earned Sick and Safe Leave

## Massachusetts

Massachusetts Paid Sick Leave  
Massachusetts Paid Family Medical Leave  
Massachusetts Parental Leave Act  
Massachusetts Small Necessities Leave Act  
Massachusetts Crime Victim Leave  
Massachusetts Domestic Violence Leave  
Massachusetts Military Leave  
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## Michigan

Michigan Paid Sick Leave  
Michigan Crime Victim Leave  
Michigan Civil Air Patrol Employment Protection  
Michigan Servicemember Employment and Reemployment Rights Act

## Minnesota

Minnesota Paid Sick Leave  
Minnesota Paid Family Medical Leave  
Minnesota Parental Leave  
Minnesota Blood Donor Leave  
Minnesota Bone Marrow Donation Leave  
Minnesota Civil Air Patrol Leave  
Minnesota Crime Victim Leave  
Minnesota Domestic Abuse Leave  
Minnesota Military Ceremonies Leave  
Minnesota Military Emergency Leave  
Minnesota Military Family Leave  
Minnesota Public Health Emergency Leave  
Minnesota School Visitation Leave  
Minnesota Servicemember Employment and Reemployment Rights Act  
Wage Transparency

## Minneapolis, Minnesota

Minneapolis Sick and Safe Time  
Paid Leave

## Nebraska

Nebraska Paid Sick Leave  
Nebraska Family Military Leave Act  
Nebraska Servicemember Employment and Reemployment Rights Act  
Nebraska Volunteer Emergency Responders Job Protection Act

## Nevada

Nevada Paid Leave  
Nevada Crime Victim Leave  
Nevada School Visitation Leave  
Nevada School Conference Leave  
Nevada Domestic Violence Leave  
Nevada Civil Air Patrol Leave  
Nevada Volunteer Emergency Responder Leave

## New Jersey

New Jersey Paid Sick Leave  
New Jersey Paid Family Medical Leave  
New Jersey Security and Financial Empowerment Act  
New Jersey Emergency Responders Employment Protection Act  
New Jersey Temporary Disability Insurance  
New Jersey Family Leave Insurance  
Wage Transparency

## New Mexico

New Mexico Paid Sick Leave  
New Mexico Promoting Financial Independence for Victims of Domestic Abuse Act  
New Mexico Crime Victim Leave  
New Mexico Volunteer Emergency Responder Leave

## New York (State)

New York State Paid Sick Leave  
New York State Paid Prenatal Leave  
New York Paid Family Leave  
New York Bone Marrow Donation Leave  
New York Blood Donation Leave  
New York Domestic Violence Leave  
New York Crime Victim Leave  
New York Family Military Leave  
New York State Military Leave

## New York (State)

New York Volunteer Emergency Responder Leave  
New York Disability Benefits  
Wage Transparency

## New York City, New York

New York City Paid Sick and Safe Leave  
NYC Paid Prenatal Leave  
Wage Transparency

## Westchester County, New York

Westchester County Sick and Safe Time  
New York State Paid Sick and Safe Leave  
Westchester County Domestic Violence Leave  
Wage Transparency

## Oregon

Oregon Paid Sick Leave  
Oregon Paid Family Medical Leave  
Oregon (Unpaid) Family Leave  
Oregon Bone Marrow Donation  
Oregon Military Family Leave  
Oregon Leave for Victims of Domestic Violence, Sexual Assault or Stalking  
Oregon Crime Victims Leave  
Oregon Olympics Leave  
Oregon Search and Rescue Operation  
Oregon State Military Leave  
Oregon Volunteer Firefighter Leave

## Allegheny County, Pennsylvania

Allegheny County, PA Paid Sick Time

## Philadelphia, Pennsylvania

Philadelphia Paid Sick Time  
Philadelphia Domestic Violence Leave

## Pittsburgh, Pennsylvania

Pittsburgh, PA Paid Sick Time

## Rhode Island

Rhode Island Paid Sick Leave  
Rhode Island Paid Family Leave  
Rhode Island Military Family Relief Leave Act  
Rhode Island Military Training Leave  
Rhode Island Crime Victim Leave  
Rhode Island School Involvement Leave  
Rhode Island Temporary Caregiver Insurance  
Rhode Island Temporary Disability Insurance  
Wage Transparency

## Vermont

Vermont Paid Sick Leave  
Vermont Parental and Family Leave  
Vermont Parental and Family Leave Law - Short-term Family Leave  
Vermont Crime Victim Leave  
Vermont Military Service Leave  
Vermont Servicemember Employment and Reemployment Rights Act  
Vermont Town Hall Leave  
Vermont Legislative Leave  
Wage Transparency

## Washington (State)

Washington State Paid Sick Leave  
Washington Paid Family and Medical Leave  
Washington Military Families Act  
Washington Domestic Violence Leave  
Washington Servicemember Employment and Reemployment Rights Act  
Washington Reasonable Pregnancy Disability Leave  
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## Seattle, Washington

Seattle Paid Sick and Safe Time  
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## Tacoma, Washington

Tacoma Paid Sick Leave  
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## District of Columbia

Washington D.C. Paid Sick Leave  
Washington D.C. Paid Family and Medical Leave  
Washington DC School Visitation Leave  
Wage Transparency

## Florida

Darden Paid Sick Leave  
Florida Domestic Violence Leave  
Florida Crime Victim Leave  
Florida Civil Air Patrol  
Florida National Guard Leave

## Alabama

Darden Paid Sick Leave  
Alabama Adoption Promotion Leave  
Alabama Military Leave  
Alabama Crime Victims Leave  
Alabama Emergency Responder Leave

## Arizona

Darden Paid Sick Leave  
Arizona Crime Victims Leave  
Arizona National Guard and Reserves Military Leave  
Arizona Servicemember Employment and Reemployment Rights Act

## Arkansas

Darden Paid Sick Leave  
Arkansas Bone Marrow and Organ Donation Leave  
Arkansas Crime Victims Leave  
Arkansas Servicemember Employment and Reemployment Rights Act

## Georgia

Darden Paid Sick Leave  
Georgia Crime Victim Leave  
Georgia Military Training Leave  
Georgia State Military Leave

## Indiana

Darden Paid Sick Leave  
Indiana Military Family Leave Act  
Indiana Military Training Leave  
Indiana Crime Victim Leave  
Indiana Civil Air Patrol Leave  
Indiana Volunteer Firefighting or Volunteer Member Activity Leave

## Iowa

Darden Paid Sick Leave  
Iowa Pregnancy Leave Law  
Iowa Crime Victim Leave  
Iowa Military Service Leave  
Iowa Volunteer Emergency Services Providers Leave

## Kansas

Darden Paid Sick Leave  
Kansas National Guard Leave  
Kansas Domestic Violence Leave

## Kentucky

Darden Paid Sick Leave  
Kentucky Court Appearance Leave  
Kentucky National Guard Leave  
Kentucky Volunteer Firefighter/Emergency Worker Leave  
Kentucky Adoption Leave Law

## Louisiana

Darden Paid Sick Leave  
Louisiana Pregnancy Disability Leave Law  
Louisiana Bone Marrow Donation Leave  
Louisiana National Guard Leave  
Louisiana School and Day Care Conference and Activities Leave Act  
Louisiana Servicemember Employment and Reemployment Rights Act

## Mississippi

Darden Paid Sick Leave  
Mississippi Crime Victim Leave  
Mississippi State Military Leave

## Missouri

Darden Paid Sick Leave  
Missouri Crime Victim Leave  
Missouri Victims Economic Safety and Security Act  
Missouri Emergency Services Leave Law  
Missouri Civil Air Patrol Leave  
Missouri Coast Guard Leave

## New Hampshire

Darden Paid Sick Leave  
New Hampshire Crime Victim Leave  
New Hampshire Military Spouse Leave

## New Hampshire

New Hampshire Childbirth-Related Leave  
New Hampshire Emergency Response Leave

## North Carolina

Darden Paid Sick Leave  
North Carolina Domestic Violence Leave  
North Carolina Emergency Services Leave  
North Carolina National Guard Leave  
North Carolina School Visitation Leave

## Ohio

Darden Paid Sick Leave  
Ohio Military Family Leave Act  
Ohio Military and Emergency Services Leave  
Ohio Crime Victim Leave

## Oklahoma

Darden Paid Sick Leave  
Oklahoma Reserves Leave  
Oklahoma Servicemember Employment and Reemployment Rights Act

## South Carolina

Darden Paid Sick Leave  
South Carolina Bone Marrow Donation Leave  
South Carolina Crime Victim Leave  
South Carolina National Guard Leave  
South Carolina Public Health Emergency Leave  
South Carolina Volunteer Firefighter/Emergency Worker Leave

## Tennessee

Darden Paid Sick Leave  
Tennessee Maternity Leave Law

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## Tennessee

Tennessee Military Services Leave  
Tennessee Servicemember Employment and Reemployment Act

## Texas

Darden Paid Sick Leave  
Texas Military Leave  
Texas Court Appearance Leave

## Utah

Darden Paid Sick Leave  
Utah Crime Victim Leave  
Utah Military Reserves Leave

## Virginia

Darden Paid Sick Leave  
Virginia Court Attendance Leave  
Virginia Crime Victims Leave  
Virginia Military and Emergency Services Leave  
Virginia Organ Donation Leave

## West Virginia

Darden Paid Sick Leave  
West Virginia Volunteer Firefighter/Emergency Services Leave  
West Virginia Civil Air Patrol

## Wyoming

Darden Paid Sick Leave  
Wyoming Crime Victim Leave  
Wyoming Servicemember Employment and Reemployment Rights Act

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