

Federal and State Leave Laws Managed by Matrix®

This document contains a summary of the Federal and State leave laws currently managed by Matrix Absence Management and is updated monthly. The most current version should always be consulted. This document is owned and maintained by Matrix and cannot be changed by any other party.

Information in this document is not to be construed as legal advice.

State	Leave Type	Policy Name [as programmed]	Brief Description	Calculation Method	Matrix Platform (Yes = Concurrent w/ FMLA)
FEDERAL	Family and Medical	Family and Medical Leave Act	Employee or family member serious health condition, bonding (biological, adopted or foster child), family military exigency.	Rolling back	Yes
FEDERAL	Family Military	Federal FMLA Military Caregiver Leave	To care for a family member seriously ill or injured in military service (includes veterans).	Roll forward	Yes
FEDERAL	Uniformed Services Employment and Reemployment Rights Act	USERRA	Employee is a member of federal military service: training and active duty	Rolling back	Optional
Alabama	Military	AL Military Leave	Employee is a member of the federal or state military service: active duty, training, drills.	Rolling back	If USERRA is programmed
Alaska	Military	AK Military Leave	Employee is a member of the federal or state military service: active duty, training.	Rolling back	If USERRA is programmed

State	Leave Type	Policy Name [as programmed]	Brief Description	Calculation Method	Matrix Platform (Yes = Concurrent w/ FMLA)
Arizona	Military	AZ State Military Leave	Employee is a member of the federal or state military service: active duty, training.	Rolling back	If USERRA is programmed
Arizona	Personal Protection	AZ Personal Protected Leave	Employee is a victim of a crime or sexual assault: prepare for/attend court proceedings.	Rolling back	Optional
Arkansas	Donation	AR Bone Marrow / Organ Donation	Employees donating a human organ or bone marrow to another person.	Rolling back	Optional
Arkansas	Military	AR State Military Leave	Employee is a member of the Federal/State National Guard: active duty.	Rolling back	If USERRA is programmed
Arkansas	Personal Protection	AR Personal Protected Leave	Employee is a victim (or represents a victim) of a crime or sexual assault: prepare for/attend court proceedings.	Rolling back	Optional
California	Civil Air Patrol	CA Civil Air Patrol	Employee is a member of the Civil Air Patrol: responding to an emergency mission.	Rolling back	Optional
California	Donation	CA Bone Marrow / Organ Donation	Employees donating a human organ or bone marrow to another person.	Rolling back	Optional
California	Emergency Responder	CA Firefighter / EMC Training	Employee is an active volunteer responding to an emergency.	Calendar year	Optional

State	Leave Type	Policy Name [as programmed]	Brief Description	Calculation Method	Matrix Platform (Yes = Concurrent w/ FMLA)
California	Emergency Responder	CA Firefighter Leave	Employee is a volunteer emergency responder or reserve peace officer responding to an emergency.	Rolling back	Optional
California	Family and Medical	CA Family Rights Act	Employee/family member serious health condition, bonding (biological, adopted, foster child).	Rolling back	Yes
California	Family Military	CA Family Military Leave	Employee's spouse is on leave from active service (in times of military conflict).	Rolling back	Yes
California	Military	CA Military Training Leave (National Guard)	Employee is a member of the federal or state military service: training.	Rolling back	If USERRA is programmed
California	Military	CA Military Training Leave (State Military Forces)	Employee is a member of the federal or state military service: training.	Rolling back	If USERRA is programmed
California	Personal Protection	CA Personal Protected Leave	Employee is a victim of a crime, domestic violence or sexual assault: obtain medical care, seek legal assistance, take safety measures.	Rolling back	Optional
California	Pregnancy Disability	CA Pregnancy Disability Leave	Disability related to pregnancy.	Rolling back	Yes
California	School Activities	CA Small Necessities Leave	Participate in child's school activities.	Rolling back	Optional

State	Leave Type	Policy Name [as programmed]	Brief Description	Calculation Method	Matrix Platform (Yes = Concurrent w/ FMLA)
Colorado	Emergency Responder	CO Firefighter Leave	Employee is an active volunteer responding to an emergency.	Rolling back	Optional
Colorado	Family and Medical	CO Family Care Act	Serious health condition of employee's civil union or domestic partner.	Rolling back	Yes
Colorado	Military	CO Military Training Leave	Employee is a member of the federal or state military service: training.	Rolling back	If USERRA is programmed
Colorado	Military	CO State Military Leave	Employee is a member of the state military service: active duty.	Rolling back	If USERRA is programmed
Colorado	Parental	CO Adoptive Parents Leave	Adoption. No independent leave right; amount of leave is same as employer provides by policy for biological parents.	Rolling back	Yes
Colorado	Personal Protection	CO Personal Protected Leave	Employee is a victim of domestic abuse, stalking or sexual assault: obtain medical care, seek legal assistance, take safety measures.	Rolling back	Optional
Connecticut	Family and Medical	CT Family and Medical Leave	Employee/family member serious health condition, organ/bone marrow donation, bonding (biological, adopted, foster child)	Rolling back	Yes

State	Leave Type	Policy Name [as programmed]	Brief Description	Calculation Method	Matrix Platform (Yes = Concurrent w/ FMLA)
Connecticut	Family Military	CT Family Military Leave	To care for a family member ill or injured in military service.	Rolling back	Yes
Connecticut	Military	CT State Military Leave	Employee is a member of the federal or state military service: active duty, training.	Rolling back	If USERRA is programmed
Connecticut	Personal Protection	CT Personal Protected Leave	Employee or family member is a victim of domestic violence: obtain medical care, seek legal assistance, take safety measures.	Rolling back	Optional
Connecticut	Pregnancy Disability	CT Pregnancy Disability	Disability related to pregnancy	Rolling back	Yes
Deleware	Emergency Responder	DE Emergency Responders	Employee is an active volunteer responding to an emergency.	Rolling back	Optional
District of Columbia	Family and Medical	DC Family Leave Law	Employee/family member serious health condition, bonding (biological, adopted, foster child)	Rolling back	Yes
District of Columbia	Medical	DC Medical Leave Act	Employee serious health condition.	Rolling back	Yes
District of Columbia	Personal Protection	DC Personal Protected Leave	Employee or family member is a victim of stalking, domestic violence or sexual abuse: obtain medical care, seek counseling/legal assistance/relocation/safety	Rolling back	Optional
District of Columbia	School Activities	DC Parental Leave Act	Participate in child's school activities.	Rolling back	Optional

State	Leave Type	Policy Name [as programmed]	Brief Description	Calculation Method	Matrix Platform (Yes = Concurrent w/ FMLA)
Florida	Military	FL State Military Leave	Employee is a member of the state national guard: active duty	Rolling back	If USERRA is programmed
Florida	Personal Protection	FL Personal Protected Leave	Employee or household member is a victim of domestic or sexual violence: obtain medical care, seek legal assistance, take safety measures.	Rolling back	Optional
Georgia	Military	GA Military Training Leave	Employee is a member of the federal or state military service: active duty, training.	Rolling back	If USERRA is programmed
Georgia	Military	GA Sate Military Leave	Employee is a member of the federal or state military service: active duty.	Rolling back	If USERRA is programmed
Hawaii	Donation	HI Bone Marrow / Stem Cell Donor Leave	Employees donating a human organ, bone marrow or stem cells to another person.	Rolling back	Optional
Hawaii	Family and Medical	HI Family Leave Act	Family member serious health condition (includes children of any age), bonding (biological or adopted child).	Calendar year	Yes
Hawaii	Military	HI State Military Leave	Employee is a member of the state national guard: active duty, training.	Rolling back	If USERRA is programmed

State	Leave Type	Policy Name [as programmed]	Brief Description	Calculation Method	Matrix Platform (Yes = Concurrent w/ FMLA)
Hawaii	Personal Protection	HI Personal Protected Leave	Employee or employee's minor child is a victim of domestic abuse or sexual violence: obtain medical care, seek legal assistance, take safety measures.	Calendar year	Optional
Hawaii	Pregnancy Disability	HI Pregnancy Leave	Disability related to pregnancy.	Rolling back	Yes
Idaho	Military	ID Military Training Leave	Employee is a member of the federal or state military service: training.	Rolling back	If USERRA is programmed
Idaho	Military	ID State Military Leave	Employee is a member of the national guard of any state: active duty.	Rolling back	If USERRA is programmed
Illinois	Civil Air Patrol	IL Civil Air Patrol	Employee is a member of the Civil Air Patrol: responding to an emergency mission.	Rolling back	Optional
Illinois	Donation	IL Blood Donation	Employees donating blood.	Rolling back	Optional
Illinois	Family Military	IL Family Military Leave	Employee's covered family member has been called into military service greater than thirty (30) days.	Rolling back	Yes
Illinois	Military	IL State Military Leave	Employee is a member of the federal or state military service: active duty.	Rolling back	If USERRA is programmed

State	Leave Type	Policy Name [as programmed]	Brief Description	Calculation Method	Matrix Platform (Yes = Concurrent w/ FMLA)
Illinois	Personal Protection	IL Personal Protected Leave	Employee or family member is a victim of domestic or sexual violence: obtain medical care, seek legal assistance, take safety measures.	Rolling back	Optional
Illinois	School Activities	IL Parental Leave for School Visitation	Participate in child's school activities.	Calendar year	Optional
Indiana	Civil Air Patrol	IN Civil Air Patrol	Employee is a member of the Civil Air Patrol: responding to an emergency mission.	Rolling back	Optional
Indiana	Family Military	IN Family Military Leave	Employee's covered family member has been ordered to active duty.	Calendar year	Yes
Indiana	Military	IN Military Training Leave	Employee is a member of the federal or state military service: training.	Rolling back	If USERRA is programmed
Indiana	Military	IN State Military Leave	Employee is a member of the state national guard: active duty	Rolling back	If USERRA is programmed
Iowa	Military	IA State Military Leave	Employee is a member of the federal or state military service or Civil Air Patrol: active duty, training.	Rolling back	If USERRA is programmed
Iowa	Pregnancy Disability	IA Pregnancy Disability	Disability related to pregnancy.	Rolling back	Yes
Kansas	Military	KS Military Training Leave	Employee is a member of the state military forces: training.	Rolling back	If USERRA is programmed

State	Leave Type	Policy Name [as programmed]	Brief Description	Calculation Method	Matrix Platform (Yes = Concurrent w/ FMLA)
Kansas	Military	KS State Military Leave	Employee is a member of the state military forces: active duty.	Rolling back	If USERRA is programmed
Kansas	Personal Protection	KS Personal Protected Leave	Employee is a victim of domestic violence or sexual assault: obtain medical care.	Rolling back	Optional
Kansas	Pregnancy Disability	KS Pregnancy Disability	Disability related to pregnancy.	Rolling back	Yes
Kentucky	Emergency Responder	KY Firefighter Leave	Employee is an active volunteer responding to an emergency.	Rolling back	Optional
Kentucky	Military	KY State Military Leave	Employee is a member of the state military forces: active duty.	Rolling back	Yes
Kentucky	Parental	KY Adoption Leave Law	Employee who adopts a child under age seven (7).	Rolling back	Yes
Louisiana	Donation	LA Bone Marrow Donation Leave	Employees donating bone marrow.	Rolling back	Optional
Louisiana	Emergency Responder	LA Emergency Responders Leave	Employee is an active volunteer responding to an emergency.	Rolling back	Optional
Louisiana	Military	LA Military Leave	Employee is a member of the state military forces: active duty.	Rolling back	If USERRA is programmed
Louisiana	Pregnancy Disability	LA Pregnancy Disability	Disability related to pregnancy.	Rolling back	Yes

State	Leave Type	Policy Name [as programmed]	Brief Description	Calculation Method	Matrix Platform (Yes = Concurrent w/ FMLA)
Louisiana	School Activities	LA School Visitation Leave	Attend, observe, or participate in day care or school conferences or classroom activities for the employee's dependent children.	Rolling back	Optional
Maine	Family and Medical	ME Family and Medical Leave	Employee/family member serious health condition, organ donation, bonding (biological or adopted child).	Rolling back	Yes
Maine	Family Military	ME Family Military Leave	Employee's family member is deployed to a combat theater or area of armed conflict for a period to last more than 180 days.	Rolling back	Yes
Maine	Military	ME State Military Leave	Employee is a member of the federal or state military service: active duty, training.	Rolling back	If USERRA is programmed
Maine	Personal Protection	ME Personal Protected Leave	Employee or family member is a victim of violence, assault, or sexual assault: obtain medical care or other necessary services.	Rolling back	Optional
Maryland	Civil Air Patrol	MD Civil Air Patrol	Employee is a member of the Civil Air Patrol: responding to an emergency mission.	Rolling back	Optional
Maryland	Emergency Responder	MD Firefighter Leave	Employee is an active volunteer responding to an emergency.	Rolling back	Optional

State	Leave Type	Policy Name [as programmed]	Brief Description	Calculation Method	Matrix Platform (Yes = Concurrent w/ FMLA)
Maryland	Family Military	MD Family Military Leave	Employee's covered family member is leaving for, or returning from, active duty outside the United States.	Rolling back	Yes
Maryland	Military	MD State Military Leave	Employee is a member of the Federal/State National Guard: active duty.	Rolling back	If USERRA is programmed
Maryland	Parental	MD Parental Leave	Bonding (biological or adopted child).	Rolling back	Yes
Maryland	Pregnancy Disability	MD Pregnancy Disability	Disability related to pregnancy.	Rolling back	Yes
Massachusetts	Emergency Responder	MA Firefighter Leave	Employee is an active volunteer responding to an emergency.	Rolling back	Optional
Massachusetts	Military	Employee is a member of the federal or state military service: training.	Employee is a member of the Reserves: training.	Rolling back	If USERRA is programmed
Massachusetts	Parental	MA Parental Leave	Preparation for birth, birth, or caring for a new biological or adopted child.	Rolling back	Yes
Massachusetts	Personal Protection	MA Personal Protected Leave	Employee or family member is a victim of stalking, domestic violence or sexual assault: seek medical care, counseling, legal assistance, take safety measures.	Rolling back	Optional

State	Leave Type	Policy Name [as programmed]	Brief Description	Calculation Method	Matrix Platform (Yes = Concurrent w/ FMLA)
Massachusetts	Small Necessities	MA Family, Medical, and School Leave	Participate in child's school activities; accompany child or elderly relative to routine medical appointments.	Rolling back	Optional
Massachusetts	Veterans	MA Veterans Leave	Employee is a veteran: attend Veterans Day or Memorial Day events.	Rolling back	If USERRA is programmed
Michigan	Military	MI State Military Leave	Employee is a member of the federal or state military service: active duty, training.	Rolling back	If USERRA is programmed
Minnesota	Civil Air Patrol	MN Civil Air Patrol	Employee is a member of the Civil Air Patrol: responding to an emergency mission.	Rolling back	Optional
Minnesota	Donation	MN Bone Marrow Donation	Employees donating bone marrow.	Rolling back	Optional
Minnesota	Family Military	MN Attend Military Ceremony	Employee's covered family member has a military send-off and/or homecoming ceremony.	Calendar year	Yes
Minnesota	Family Military	MN Family Military Leave	Employee's covered family member is injured or killed while engaged in active military service.	Rolling back	Yes
Minnesota	Military	MN State Military Leave	Employee is a member of the federal or state military service: active duty.	Rolling back	If USERRA is programmed

State	Leave Type	Policy Name [as programmed]	Brief Description	Calculation Method	Matrix Platform (Yes = Concurrent w/ FMLA)
Minnesota	Parental	MN Parental Leave	Disability related to pregnancy; bonding (biological or adopted child).	Rolling back	Yes
Minnesota	Personal Protection	MN Personal Protected Leave	Employee or next of kin is a victim of a heinous crime: obtain legal relief, attend court proceedings.	Rolling back	Optional
Minnesota	School Activities	MN School Leave	Participate in child's school activities.	Rolling back	Optional
Mississippi	Military	MS State Military Leave	Employee is a member of the federal or state military service: active duty, training.	Rolling back	If USERRA is programmed
Missouri	Civil Air Patrol	MO Civil Air Patrol Leave	Employee is a member of the Civil Air Patrol: responding to an emergency or counter narcotic mission.	Rolling back	Optional
Missouri	Military	MO Coast Guard Leave	Performance of United States Coast Guard or Coast Guard Auxiliary duties, including related travel.	Rolling back	If USERRA is programmed
Missouri	Military	MO State Military Leave	Employee is a member of the federal or state military service: active duty, training.	Rolling back	If USERRA is programmed
Missouri	Personal Protection	MO Personal Protected Leave	Prepare for and attend court proceedings as a witness, victim, or family member of a victim.	Rolling back	Optional

State	Leave Type	Policy Name [as programmed]	Brief Description	Calculation Method	Matrix Platform (Yes = Concurrent w/ FMLA)
Montana	Military	MT State Military Leave	Employee is a member of the federal or state military service: active duty, training.	Rolling back	If USERRA is programmed
Montana	Pregnancy Disability	MT Pregnancy Disability	Disability related to pregnancy.	Rolling back	Yes
Nebraska	Civil Air Patrol	NE Civil Air Patrol Leave	Employee is an active volunteer responding to an emergency.	Rolling back	Optional
Nebraska	Family Military	NE Family Military Leave	Employee's covered family member has been ordered to federal or state active military duty.	Rolling back	Yes
Nebraska	Military	NE State Military Leave	Employee is a member of the state or federal military service: active duty, training.	Rolling back	If USERRA is programmed
Nevada	Emergency Responder	NV Firefighter Leave	Employee is an active volunteer responding to an emergency.	Rolling back	Optional
Nevada	Family and Medical	NV Domestic Partner Recognition	Serious health condition of employee's domestic partner.	Rolling back	Yes
Nevada	Military	NV State Military Leave	Employee is a member of the state national guard: active duty, training.	Rolling back	If USERRA is programmed
Nevada	School Activities	NV Parental Leave	Participate in child's school activities.	Rolling back	Optional

State	Leave Type	Policy Name [as programmed]	Brief Description	Calculation Method	Matrix Platform (Yes = Concurrent w/ FMLA)
New Hampshire	Military	NH State Military Leave	Employee is a member of the federal or state military service: active duty, training.	Rolling back	If USERRA is programmed
New Hampshire	Personal Protection	NH Personal Protected Leave	Employee is a victim of a crime: prepare for/ attend court proceedings.	Rolling back	Optional
New Hampshire	Pregnancy Disability	NH Pregnancy Disability	Disability related to pregnancy.	Rolling back	Yes
New Jersey	Family and Medical	NJ Family Leave Act	Family member serious health condition, bonding (biological or adopted child).	Rolling back	Yes
New Jersey	Military	NJ Military Training Leave	Employee is a member of the federal national guard: training, schooling.	Rolling back	If USERRA is programmed
New Jersey	Military	NJ State Military Leave	Employee is a member of the federal or state military services: active duty, training.	Rolling back	If USERRA is programmed
New Jersey	Personal Protection	NJ Security Act	Employee or family member is a victim of domestic violence or sexual assault: obtain medical care, seek legal assistance, take safety measures.	Rolling back	Optional
New Mexico	Military	NM State Military Leave	Employee is a member of the federal or state military service: active duty.	Rolling back	If USERRA is programmed

State	Leave Type	Policy Name [as programmed]	Brief Description	Calculation Method	Matrix Platform (Yes = Concurrent w/ FMLA)
New Mexico	Personal Protection	NM Personal Protected Leave	Employee or child is a victim of domestic abuse: obtain victim services, seek legal assistance, attend court proceedings.	Calendar year	Optional
New York	Donation	NY Blood Donor Leave	Employees donating blood.	Rolling back	Optional
New York	Donation	NY Bone Marrow Leave Law	Employees donating bone marrow.	Rolling back	Optional
New York	Family Military	NY Spousal Military Leave	Employee's spouse has been deployed to a combat zone during a period of military conflict.	Rolling back	Yes
New York	Military	NY State Military Leave	Employee is a member of the federal or state military services: active duty, training.	Rolling back	If USERRA is programmed
New York	Personal Protection	NY Personal Protected Leave	Employee is a victim of a crime: seek legal assistance, appear in court.	N/A	Optional
North Carolina	Emergency Responder	NC Firefighter Leave	Employee is an active volunteer responding to an emergency.	Rolling back	Optional
North Carolina	Military	NC State Military Leave	An employee is a member of the federal or state military service: active duty.	Rolling back	If USERRA is programmed
North Carolina	Personal Protection	NC Personal Protected Leave	Employee or employee's minor child is a victim of domestic violence: seek legal relief.	Rolling back	Optional

State	Leave Type	Policy Name [as programmed]	Brief Description	Calculation Method	Matrix Platform (Yes = Concurrent w/ FMLA)
North Carolina	School Activities	NC Parental Leave for School Involvement	Participate in child's school activities.	Rolling back	Optional
North Dakota	Emergency Responder	ND Volunteer Rescue Leave	Employee is an active volunteer responding to an emergency.	Rolling back	Optional
North Dakota	Military	ND State Military Leave	Employee is called to serve with the state's army or air national guard.	Rolling back	If USERRA is programmed
Ohio	Emergency Responder	OH Firefighter Leave	Employee is a certified disaster service volunteer of the American Red Cross assisting with disaster relief services.	Rolling back	Optional
Ohio	Family Military	OH Family Military Leave	Employee is a parent or spouse of a soldier wounded while serving on active duty and/or called up for active duty longer than 30 days.	Rolling back	Yes
Ohio	Military	OH State Military Leave	An employee is a member of the federal or state military service: active duty.	Rolling back	If USERRA is programmed
Ohio	Personal Protection	OH Personal Protected Leave	Employee is a victim of a crime or a victim representative: attend court proceedings.	Rolling back	Optional
Oklahoma	Military	OK State Military Leave	An employee is a member of the federal military service: active duty, training.	Rolling back	If USERRA is programmed

State	Leave Type	Policy Name [as programmed]	Brief Description	Calculation Method	Matrix Platform (Yes = Concurrent w/ FMLA)
Oregon	Donation	OR Bone Marrow Leave	Employees donating bone marrow.	Rolling back	Optional
Oregon	Family and Medical	OR Family Medical Leave	Employee/family member serious health condition, pregnancy disability and prenatal care, bereavement, sick (mildly ill) child, bonding (biological, adopted, foster child)	Rolling back	Yes
Oregon	Family and Medical	OR Sick Child (Additional)	Minor illnesses of employee's child not covered under OFLA's definition of a serious health condition.	Rolling back	Yes
Oregon	Family Military	OR Family Military Leave	Employee's spouse is being deployed to or is on leave from active duty.	Rolling back	Yes
Oregon	Military	OR State Military Leave	Employee is a member of the state militia: active duty.	Rolling back	If USERRA is programmed
Oregon	Personal Protection	OR Personal Protected Leave	Employee or employee's child is a victim of; domestic violence, sexual assault, or stalking: obtain medical care, seek legal assistance, take safety measures.	Rolling back	Optional
Oregon	Pregnancy Disability	OR Pregnancy Medical Leave	Disability related to pregnancy.	Rolling back	Yes

State	Leave Type	Policy Name [as programmed]	Brief Description	Calculation Method	Matrix Platform (Yes = Concurrent w/ FMLA)
Oregon	Veterans	OR Veteran's Day Leave	Employee is a veteran: an alternative day off if employee is required to work on Veteran's Day.	Rolling back	If USERRA is programmed
Pennsylvania	Emergency Responder	PA Firefighter Leave	unpaid for these small employers.	Rolling back	Optional
Pennsylvania	Military	PA State Military Leave	Employee is a member of the federal or state military service: active duty.	Rolling back	If USERRA is programmed
Pennsylvania	Personal Protection	PA Personal Protected Leave	Employee is a victim or witness of a crime: participate in court proceedings.	Rolling back	Optional
Puerto Rico	Military	PR State Military Leave	Employee is a member of the military forces of Puerto Rico: active duty, training.	Rolling back	If USERRA is programmed
Puerto Rico	Parental	PR Adoption Leave	To bond or care for the addition of a child into the employee's home.	Rolling back	Yes
Puerto Rico	Parental	PR Leave for Maternity Recovery	Pre - and post - delivery rest or disability leave.	Rolling back	Yes
Puerto Rico	Pregnancy Disability	PR Leave for Pregnant Workers	Disability related to pregnancy: begins four (4) weeks before due date.	Rolling back	Yes

State	Leave Type	Policy Name [as programmed]	Brief Description	Calculation Method	Matrix Platform (Yes = Concurrent w/ FMLA)
Rhode Island	Family and Medical	RI Caregiver Leave	Family member serious health condition, bonding (child born to, adopted by, or placed with the employee's domestic partner) greater than seven consecutive calendar days.	Rolling forward	Yes
Rhode Island	Family and Medical	RI Parental/Medical Leave	Employee/family member serious health condition, birth of child or adoption of child age 16 or younger.	Rolling back	Yes
Rhode Island	Family Military	RI Family Military Leave	Employee's child or spouse has been ordered to federal or state military active duty for more than 30 days.	Rolling back	Yes
Rhode Island	Military	RI State Military Leave	Employee is a member of the state military service: active duty, training.	Rolling back	If USERRA is programmed
Rhode Island	Personal Protection	RI Personal Protected Leave	Employee is a victim of a crime: attend court proceedings.	Rolling back	Optional
Rhode Island	School Activities	RI School Leave	Participate in child's school activities.	Rolling back	Yes
South Carolina	Donation	SC Bone Marrow Donor Leave	Employees donating bone marrow.	Rolling back	Optional
South Carolina	Military	SC State Military Leave	Employee is a member of the state national guard: active duty, training.	Rolling back	If USERRA is programmed

State	Leave Type	Policy Name [as programmed]	Brief Description	Calculation Method	Matrix Platform (Yes = Concurrent w/ FMLA)
South Dakota	Military	SD State Military Leave	Employee is a member of the state national guard: active duty.	Rolling back	If USERRA is programmed
Tennessee	Emergency Responder	TN Firefighter Leave	Employee is an active volunteer responding to an emergency.	Rolling back	Optional
Tennessee	Emergency Responder	TN Volunteer Rescue Leave	Employee is an active volunteer responding to an emergency.	Rolling back	Optional
Tennessee	Military	TN State Military Leave	Employee is a member of the state guard or civil air patrol: active duty, training.	Rolling back	If USERRA is programmed
Tennessee	Parental	TN Maternity Leave	Pregnancy, bonding (biological or adopted child), nursing.	Rolling back	Yes
Texas	Military	TX State Military Leave	Employee is a member of the state military service: active duty, training.	Rolling back	If USERRA is programmed
Utah	Military	UT State Military Leave	Employee is a member of the federal reserves: active duty, training.	Rolling back	If USERRA is programmed
Vermont	Family and Medical	VT Parental and Family Leave Law	Employee/family member serious health condition, bonding (biological or adopted child).	Rolling back	Yes
Vermont	Military	VT Military Training Leave	Employee is a member of state military forces: training.	Rolling back	If USERRA is programmed

State	Leave Type	Policy Name [as programmed]	Brief Description	Calculation Method	Matrix Platform (Yes = Concurrent w/ FMLA)
Vermont	Military	VT State Military Leave	Employee is a member of the state national guard: active duty.	Rolling back	If USERRA is programmed
Vermont	Small Necessities	VT Short Term Family Leave	Participate in child's school activities; accompany family member to medical or professional services' appointments.	Rolling back	Yes
Virginia	Military	VA State Military Leave	Employee is a member of the state military forces: active duty, training.	Rolling back	If USERRA is programmed
Virginia	Personal Protection	VA Personal Protected Leave	Employee or family member is a victim of a crime: attend court proceedings.	Rolling back	Optional
Washington	Civil Air Patrol	WA Civil Air Patrol	Employee is a member of the Civil Air Patrol: responding to an emergency mission.	Rolling back	Optional
Washington	Emergency Responder	WA Firefighter Leave	Employee is an active volunteer responding to an emergency.	Rolling back	Optional
Washington	Family and Medical	WA Family Leave	Employee/family member serious health condition, bonding (biological or adopted child).	Rolling back	Yes
Washington	Family Military	WA Family Military Leave	Employee's spouse has been called to active duty, prior to deployment or during leave.	Rolling back	Yes

State	Leave Type	Policy Name [as programmed]	Brief Description	Calculation Method	Matrix Platform (Yes = Concurrent w/ FMLA)
Washington	Military	WA State Military Leave	Employee is a member of the e federal or state military services: active duty, training.	Rolling back	If USERRA is programmed
Washington	Personal Protection	WA Personal Protected Leave	Employee or family member is a victim of domestic violence, sexual assault, or stalking: obtain medical care, seek legal assistance, take safety measures.	Rolling back	Optional
Washington	Pregnancy Disability	WA Pregnancy Leave	Disability related to pregnancy.	Rolling back	Yes
West Virginia	Emergency Responder	WV Firefighter Leave	Employee is an active volunteer responding to an emergency.	Rolling back	Optional
West Virginia	Military	WV State Military Leave	Employee is a member of the state military forces: active duty.	Rolling back	If USERRA is programmed
Wisconsin	Civil Air Patrol	WI Civil Air Patrol Leave	Employee is a member of the Civil Air Patrol: responding to an emergency mission.	Rolling back	Optional
Wisconsin	Emergency Responder	WI Emergency Responder Leave	Employee is an active volunteer responding to an emergency.	Rolling back	Optional
Wisconsin	Family and Medical	WI Family Leave (Family Member)	Family member serious health condition.	Calendar year	Yes
Wisconsin	Medical	WI Family Leave (Personal)	Employee serious health condition.	Calendar year	Yes

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State	Leave Type	Policy Name [as programmed]	Brief Description	Calculation Method	Matrix Platform (Yes = Concurrent w/ FMLA)
Wisconsin	Military	WI State Military Leave	Employee is called to federal duty for military service or as a civilian during a national emergency.	Rolling back	If USERRA is programmed
Wisconsin	Parental	WI Family Leave (Pregnancy)	Preparation for birth, birth, or caring for a new biological or adopted child.	Calendar year	Yes
Wyoming	Military	WY State Military Leave	Employee is a member of the federal or state military service: active duty, training.	Rolling back	If USERRA is programmed