

LEAVE TYPES MANAGED BY MATRIX

LEAVE TYPE	DESCRIPTION	COMMENTS
Civil Air Patrol	Duty as a volunteer in state Civil Air Patrol	Some states include Civil Air Patrol protections under broader Emergency Responders leaves
Donation	Leave for employee to serve as an organ, bone marrow, blood, or other donor	Some donation leaves are paid as well as job protected
Emergency Responder	Duty as volunteer member of organized emergency responder organization	May cover volunteer firefighters, ambulance drivers, medical personnel, civil air patrol, and others per state's statute
Family and Medical	Provides leave for multiple family and/or medical reasons, usually including one or more: <ul style="list-style-type: none"> • employee's serious health condition • family member's serious health condition • bonding with a new child 	<ul style="list-style-type: none"> • Covered family relationships for which an employee can take time to care for an ill/injured family member vary by statute • Child types (biological, adopted, foster, etc.) and child ages for which an employee can take leave vary by statute
Family Military	Attend to matters related to a family member's military service or absence	May cover making legal, child care, financial and other arrangements; attending ceremonies; time off before or after military member's deployment or during R&R
Military	Perform military service in state or federal forces	<ul style="list-style-type: none"> • Covered military branches vary per state statute • May include training, drills, active duty, other
Parental	Preparation for and bonding with or caring for a new child	<ul style="list-style-type: none"> • Child may be biological, adopted, foster, or other, per each state's statute • Some laws may also cover pregnancy-related absences
Personal Protection	Attend to matters when employee or a family member is a victim of a crime, domestic violence, sexual assault, stalking, or other covered crime	Reasons for leave include a wide range of activities for employee or family member victim, per state's statute: <ul style="list-style-type: none"> • Obtain medical or psychological care or counseling • Obtain legal advice • Obtain court protections (e.g., injunction) • Prepare for and attend court proceedings relating to the crime • Take safety measures such as relocating, changing phone number, etc. • Seek victim's services
Pregnancy Disability	Inability to work due to conditions related to pregnancy, delivery, and recovery	Many state laws also require workplace accommodations for pregnancy disability and common conditions of pregnancy
School Activities	Attend child's school-related activities	Reasons for leave include a wide range of activities related to child's schooling, per state's statute: <ul style="list-style-type: none"> • Parent-teacher conferences • Disciplinary meetings • Sports, arts, performance activities • Volunteer in classroom
Small Necessities	Attend to various short-duration family and personal needs	Reasons for leave include various activities, per state's statute (e.g., medical appointments for family members, school activities)
Veterans	Special day or more off for military veterans	May be Veterans' Day, Memorial Day, or other