

## 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	Matrix Platform (Yes = Concurrent W/ FMLA)
<b>FEDERAL</b>	Family and Medical	Federal Family and Medical Leave Act	Employee or family member serious health condition, bonding (biological, adopted or foster child), family military exigency.	Yes
<b>FEDERAL</b>	Family Military	Federal FMLA Military Caregiver Leave	To care for a family member seriously ill or injured in military service (includes veterans).	Yes
<b>FEDERAL</b>	Uniformed Services Employment and Reemployment Rights Act	USERRA	Employee is a member of federal military service: training and active duty	No
<b>Alabama</b>	Military	AL Military Leave	Employee is a member of the federal or state military service: active duty, training, drills.	If USERRA is programmed
<b>Alaska</b>	Military	AK Military Leave	Employee is a member of the federal or state military service: active duty, training.	If USERRA is programmed
<b>Arizona</b>	Military	AZ State Military Leave	Employee is a member of the federal or state military service: active duty, training.	If USERRA is programmed
<b>Arizona</b>	Personal Protection	AZ Personal Protected Leave	Employee is a victim of a crime or sexual assault: prepare for/attend court proceedings.	Optional

<b>State</b>	<b>Leave Type</b>	<b>Policy Name [as programmed]</b>	<b>Brief Description</b>	<b>Matrix Platform (Yes = Concurrent W/ FMLA)</b>
<b>Arkansas</b>	Donation	AR Bone Marrow / Organ Donation	Employee is donating a human organ or bone marrow to another person.	Optional
<b>Arkansas</b>	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.	Optional
<b>California</b>	Civil Air Patrol	CA Civil Air Patrol	Employee is a member of the Civil Air Patrol: responding to an emergency mission.	Optional
<b>California</b>	Donation	CA Bone Marrow / Organ Donation	Employee is donating a human organ or bone marrow to another person.	Optional
<b>California</b>	Emergency Responder	CA Firefighter / EMC Training	Employee is an active volunteer responding to an emergency.	Optional
<b>California</b>	Emergency Responder	CA Firefighter Leave	Employee is a volunteer emergency responder or reserve peace officer responding to an emergency.	Optional
<b>California</b>	Family and Medical	CA Family Rights Act	Employee/family member serious health condition, bonding (biological, adopted, foster child).	Yes
<b>California</b>	Family Military	CA Family Military Leave	Employee's spouse is on leave from active service (in times of military conflict).	Yes
<b>California</b>	Military	CA Military Training Leave (National Guard)	Employee is a member of the federal or state military service: training.	If USERRA is programmed
<b>California</b>	Military	CA Military Training Leave (State Military Forces)	Employee is a member of the federal or state military service: training.	If USERRA is programmed
<b>California</b>	Military	CA State National Guard Leave	Employee is a member of the state military service: active duty.	If USERRA is programmed

<b>State</b>	<b>Leave Type</b>	<b>Policy Name [as programmed]</b>	<b>Brief Description</b>	<b>Matrix Platform (Yes = Concurrent W/ FMLA)</b>
<b>California</b>	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.	Optional
<b>California</b>	Pregnancy Disability	CA Pregnancy Disability Leave	Disability related to pregnancy.	Yes
<b>California</b>	School Activities	CA Small Necessities Leave	Participate in child's school activities.	Optional
<b>Colorado</b>	Emergency Responder	CO Firefighter Leave	Employee is an active volunteer responding to an emergency.	Optional
<b>Colorado</b>	Family and Medical	CO Family Care Act	Serious health condition of employee's civil union or domestic partner.	Yes
<b>Colorado</b>	Military	CO State Military Leave	Employee is a member of the state military service: active duty.	If USERRA is programmed
<b>Colorado</b>	Military	CO Military Training Leave	Employee is a member of the federal or state military service: training.	If USERRA is programmed
<b>Colorado</b>	Parental	CO Adoptive Parents Leave	Adoption. No independent leave right; amount of leave is same as employer provides by policy for biological parents.	Yes
<b>Colorado</b>	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.	Optional
<b>Colorado</b>	School Activities	CO Parental Leave	Participate in child's school activities.	Optional
<b>Connecticut</b>	Family and Medical	CT Family and Medical Leave	Employee/family member serious health condition, organ/bone marrow donation, bonding (biological, adopted, foster child)	Yes

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<b>Connecticut</b>	Family Military	CT Family Military Leave	To care for a family member ill or injured in military service.	Yes
<b>Connecticut</b>	Military	CT State Military Leave	Employee is a member of the federal or state military service: active duty, training.	If USERRA is programmed
<b>Connecticut</b>	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.	Optional
<b>Connecticut</b>	Pregnancy Disability	CT Pregnancy Disability	Disability related to pregnancy.	Yes
<b>Delaware</b>	Emergency Responder	DE Emergency Responders	Employee is an active volunteer responding to an emergency.	Optional
<b>District of Columbia</b>	Family and Medical	DC Family Leave Law	Employee/family member serious health condition, bonding (biological, adopted, foster child)	Yes
<b>District of Columbia</b>	Family and Medical	DC Medical Leave Act	Employee serious health condition.	Yes
<b>District of Columbia</b>	School Activities	DC Parental Leave Act	Participate in child's school activities.	Optional
<b>Florida</b>	Military	FL State Military Leave	Employee is a member of the state national guard: active duty	If USERRA is programmed
<b>Florida</b>	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.	Optional
<b>Georgia</b>	Military	GA Military Training Leave	Employee is a member of the federal or state military service: active duty, training.	If USERRA is programmed

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<b>Georgia</b>	Military	GA Sate Military Leave	Employee is a member of the federal or state military service: active duty.	If USERRA is programmed
<b>Hawaii</b>	Donation	HI Bone Marrow / Organ Donation	Employee is donating a human organ, bone marrow or stem cells to another person.	Optional
<b>Hawaii</b>	Family and Medical	HI Family Leave Act	Family member serious health condition (includes children of any age), bonding (biological or adopted child).	Yes
<b>Hawaii</b>	Military	HI Military Leave	Employee is a member of the state national guard: active duty, training.	If USERRA is programmed
<b>Hawaii</b>	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.	Optional
<b>Hawaii</b>	Pregnancy Disability	HI Pregnancy Leave	Disability related to pregnancy.	Yes
<b>Idaho</b>	Military	ID Military Training Leave	Employee is a member of the federal or state military service: training.	If USERRA is programmed
<b>Idaho</b>	Military	ID State Military Leave	Employee is a member of the national guard of any state: active duty.	If USERRA is programmed
<b>Illinois</b>	Civil Air Patrol	IL Civil Air Patrol	Employee is a member of the Civil Air Patrol: responding to an emergency mission.	Optional
<b>Illinois</b>	Donation	IL Blood Donation	Employee is donating blood.	Optional
<b>Illinois</b>	Family Military	IL Family Military Leave	Employee's covered family member has been called into military service greater than thirty (30) days.	Yes

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<b>Illinois</b>	Military	IL State Military Leave	Employee is a member of the federal or state military service: active duty.	If USERRA is programmed
<b>Illinois</b>	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.	Optional
<b>Illinois</b>	School Activities	IL Parental Leave for School Visitation	Participate in child's school activities.	Optional
<b>Indiana</b>	Civil Air Patrol	IN Civil Air Patrol	Employee is a member of the Civil Air Patrol: responding to an emergency mission.	Optional
<b>Indiana</b>	Family Military	IN Family Military Leave	Employee's covered family member has been ordered to active duty.	Yes
<b>Indiana</b>	Military	IN Military Training Leave	Employee is a member of the federal or state military service: training.	If USERRA is programmed
<b>Indiana</b>	Military	IN State Military Leave	Employee is a member of the state national guard: active duty	If USERRA is programmed
<b>Iowa</b>	Military	IA State Military Leave	Employee is a member of the federal or state military service or Civil Air Patrol: active duty, training.	If USERRA is programmed
<b>Iowa</b>	Pregnancy Disability	IA Pregnancy Disability	Disability related to pregnancy.	Yes
<b>Kansas</b>	Military	KS State Military Leave	Employee is a member of the state military forces: active duty.	If USERRA is programmed
<b>Kansas</b>	Military	KS Military Training Leave	Employee is a member of the state military forces: training.	If USERRA is programmed
<b>Kansas</b>	Personal Protection	KS Personal Protected Leave	Employee is a victim of domestic violence or sexual assault: obtain medical care.	Optional

<b>State</b>	<b>Leave Type</b>	<b>Policy Name [as programmed]</b>	<b>Brief Description</b>	<b>Matrix Platform (Yes = Concurrent W/ FMLA)</b>
<b>Kansas</b>	Pregnancy Disability	KS Pregnancy Disability	Disability related to pregnancy.	Yes
<b>Kentucky</b>	Emergency Responder	KY Firefighter Leave	Employee is an active volunteer responding to an emergency.	Optional
<b>Kentucky</b>	Military	KY State Military Leave	Employee is a member of the state military forces: active duty.	If USERRA is programmed
<b>Kentucky</b>	Parental	KY Adoption Leave Law	Employee who adopts a child under age seven (7).	Yes
<b>Louisiana</b>	Donation	LA Bone Marrow Donation Leave	Employee is donating bone marrow.	Optional
<b>Louisiana</b>	Emergency Responder	LA Emergency Responders Leave	Employee is an active volunteer responding to an emergency.	Optional
<b>Louisiana</b>	Military	LA Military Leave	Employee is a member of the state military forces: active duty.	If USERRA is programmed
<b>Louisiana</b>	Pregnancy Disability	LA Pregnancy Disability	Disability related to pregnancy.	Yes
<b>Louisiana</b>	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.	Optional
<b>Maine</b>	Family and Medical	ME Family and Medical Leave	Employee/family member serious health condition, organ donation, bonding (biological or adopted child).	Yes
<b>Maine</b>	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.	Yes
<b>Maine</b>	Military	ME State Military Leave	Employee is a member of the federal or state military service: active duty, training.	If USERRA is programmed

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<b>Maine</b>	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.	Optional
<b>Maryland</b>	Civil Air Patrol	MD Civil Air Patrol	Employee is a member of the Civil Air Patrol: responding to an emergency mission.	Optional
<b>Maryland</b>	Emergency Responder	MD Firefighter Leave	Employee is an active volunteer responding to an emergency.	Optional
<b>Maryland</b>	Family Military	MD Family Military Leave	Employee's covered family member is leaving for, or returning from, active duty outside the United States.	Yes
<b>Maryland</b>	Military	MD State Military Leave	Employee is a member of the Federal/State National Guard: active duty.	If USERRA is programmed
<b>Maryland</b>	Parental	MD Parental Leave	Bonding (biological or adopted child).	Yes
<b>Maryland</b>	Pregnancy Disability	MD Pregnancy Disability	Disability related to pregnancy.	Yes
<b>Massachusetts</b>	Emergency Responder	MA Firefighter Leave	Employee is an active volunteer responding to an emergency.	Optional
<b>Massachusetts</b>	Military	MA Military Training Leave	Employee is a member of the federal or state military service: training.	If USERRA is programmed
<b>Massachusetts</b>	Parental	MA Parental Leave	Preparation for birth, birth, or caring for a new biological or adopted child.	Yes
<b>Massachusetts</b>	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.	Optional



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Massachusetts	Small Necessities	MA Family, Medical and School Leave	Participate in child's school activities; accompany child or elderly relative to routine medical appointments.	Optional
Massachusetts	Veterans	MA Veterans Leave	Employee is a veteran: attend Veterans Day or Memorial Day events.	Optional
Michigan	Military	MI State Military Leave	Employee is a member of the federal or state military service: active duty, training.	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.	Optional
Minnesota	Donation	MN Bone Marrow Donation	Employee is donating bone marrow.	Optional
Minnesota	Family Military	MN Attend Military Ceremony	Employee's covered family member has a military send-off and/or homecoming ceremony.	Yes
Minnesota	Family Military	MN Family Military Leave	Employee's covered family member is injured or killed while engaged in active military service.	Yes
Minnesota	Military	MN State Military Leave	Employee is a member of the federal or state military service: active duty.	If USERRA is programmed
Minnesota	Parental	MN Parent Leave	Disability related to pregnancy; bonding (biological or adopted child).	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.	Optional
Minnesota	School Activities	MN School Leave	Participate in child's school activities.	Optional
Mississippi	Military	MS State Military Leave	Employee is a member of the federal or state military service: active duty, training.	If USERRA is programmed

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<b>Missouri</b>	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.	Optional
<b>Missouri</b>	Military	MO Coast Guard Leave	Performance of United States Coast Guard or Coast Guard Auxiliary duties, including related travel.	If USERRA is programmed
<b>Missouri</b>	Military	MO State Military Leave	Employee is a member of the federal or state military service: active duty, training.	If USERRA is programmed
<b>Missouri</b>	Personal Protection	MO Personal Protected Leave	Prepare for and attend court proceedings as a witness, victim, or family member of a victim.	Optional
<b>Montana</b>	Military	MT State Military Leave	Employee is a member of the federal or state military service: active duty, training.	If USERRA is programmed
<b>Montana</b>	Pregnancy Disability	MT Pregnancy Disability	Disability related to pregnancy.	Yes
<b>Nebraska</b>	Emergency Responder	NE Civil Air Patrol Leave	Employee is an active volunteer responding to an emergency.	Optional
<b>Nebraska</b>	Family Military	NE Family Military Leave	Employee's covered family member has been ordered to federal or state active military duty.	Yes
<b>Nebraska</b>	Military	NE State Military Leave	Employee is a member of the state or federal military service: active duty, training.	If USERRA is programmed
<b>Nevada</b>	Emergency Responder	NV Firefighter Leave	Employee is an active volunteer responding to an emergency.	Optional
<b>Nevada</b>	Family and Medical	NV Domestic Partner Recognition	Serious health condition of employee's domestic partner.	Yes

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<b>Nevada</b>	Military	NV State Military Leave	Employee is a member of the state national guard: active duty, training.	If USERRA is programmed
<b>Nevada</b>	School Activities	NV Parental Leave	Participate in child's school activities.	Optional
<b>New Hampshire</b>	Military	NH State Military Leave	Employee is a member of the federal or state military service: active duty, training.	If USERRA is programmed
<b>New Hampshire</b>	Personal Protection	NH Personal Protected Leave	Employee is a victim of a crime: prepare for/ attend court proceedings.	Optional
<b>New Hampshire</b>	Pregnancy Disability	NH Pregnancy Disability	Disability related to pregnancy.	Yes
<b>New Jersey</b>	Family and Medical	NJ Family Leave Act	Family member serious health condition, bonding (biological or adopted child).	Yes
<b>New Jersey</b>	Military	NJ Military Training Leave	Employee is a member of the federal national guard: training, schooling.	If USERRA is programmed
<b>New Jersey</b>	Military	NJ State Military Leave	Employee is a member of the federal or state military services: active duty, training.	If USERRA is programmed
<b>New Jersey</b>	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.	Optional
<b>New Mexico</b>	Military	NM State Military Leave	Employee is a member of the federal or state military service: active duty.	If USERRA is programmed
<b>New Mexico</b>	Personal Protection	NM Personal Protected Leave	Employee or child is a victim of domestic abuse: obtain victim services, seek legal assistance, attend court proceedings.	Optional

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<b>New York</b>	Donation	NY Blood Donor Leave	Employee is donating blood.	Optional
<b>New York</b>	Donation	NY Bone Marrow Leave Law	Employee is donating bone marrow.	Optional
<b>New York</b>	Family Military	NY Spousal Military Leave	Employee's spouse has been deployed to a combat zone during a period of military conflict.	Yes
<b>New York</b>	Military	NY State Military Leave	Employee is a member of the federal or state military services: active duty, training.	If USERRA is programmed
<b>New York</b>	Personal Protection	NY Personal Protected Leave	Employee is a victim of a crime: seek legal assistance, appear in court.	Optional
<b>North Carolina</b>	Emergency Responder	NC Firefighter Leave	Employee is an active volunteer responding to an emergency.	Optional
<b>North Carolina</b>	Military	NC State Military Leave	An employee is a member of the federal or state military service: active duty.	If USERRA is programmed
<b>North Carolina</b>	Personal Protection	NC Personal Protected Leave	Employee or employee's minor child is a victim of domestic violence: seek legal relief.	Optional
<b>North Carolina</b>	School Activities	NC Parental Leave for School Involvement	Participate in child's school activities.	Optional
<b>North Dakota</b>	Emergency Responder	ND Volunteer Rescue Leave	Employee is an active volunteer responding to an emergency.	Optional
<b>North Dakota</b>	Military	ND State Military Leave	Employee is called to serve with the state's army or air national guard.	If USERRA is programmed
<b>Ohio</b>	Emergency Responder	OH Firefighter Leave	Employee is a certified disaster service volunteer of the American Red Cross assisting with disaster relief services.	Optional

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<b>Ohio</b>	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.	Yes
<b>Ohio</b>	Military	OH State Military Leave	An employee is a member of the federal or state military service: active duty.	If USERRA is programmed
<b>Ohio</b>	Personal Protection	OH Personal Protected Leave	Employee is a victim of a crime or a victim representative: attend court proceedings.	Optional
<b>Oklahoma</b>	Military	OK State Military Leave	An employee is a member of the federal military service: active duty, training.	If USERRA is programmed
<b>Oregon</b>	Donation	OR Bone Marrow Leave	Employee is donating bone marrow.	Optional
<b>Oregon</b>	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)	Yes
<b>Oregon</b>	Family and Medical	OR Sick Child (Additional)	Minor illnesses of employee's child not covered under OFLA's definition of a serious health condition.	Yes
<b>Oregon</b>	Family Military	OR Family Military Leave	Employee's spouse is being deployed to or is on leave from active duty.	Yes
<b>Oregon</b>	Military	OR State Military Leave	Employee is a member of the state militia: active duty.	If USERRA is programmed

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<b>Oregon</b>	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.	Optional
<b>Oregon</b>	Pregnancy Disability	OR Pregnancy Medical Leave	Disability related to pregnancy.	Yes
<b>Oregon</b>	Veterans	OR Veteran's Day Leave	Employee is a veteran: an alternative day off if employee is required to work on Veteran's Day.	Optional
<b>Pennsylvania</b>	Emergency Responder	PA Firefighter Leave	Employee is an active volunteer responding to an emergency.	Optional
<b>Pennsylvania</b>	Military	PA State Military Leave	Employee is a member of the federal or state military service: active duty.	If USERRA is programmed
<b>Pennsylvania</b>	Personal Protection	PA Personal Protected Leave	Employee is a victim or witness of a crime: participate in court proceedings.	Optional
<b>Puerto Rico</b>	Family and Medical	RI Parental/ Medical Leave	Employee/family member serious health condition, bonding (biological, adopted child age 16 or younger).	Yes
<b>Puerto Rico</b>	Military	PR State Military Leave	Employee is a member of the military forces of Puerto Rico: active duty, training.	If USERRA is programmed
<b>Puerto Rico</b>	Parental	PR Leave for Maternity Recovery	Pre - and post - delivery rest or disability leave.	Yes
<b>Puerto Rico</b>	Parental	PR Adoption Leave	Adoption by female employee of a child age 5 or younger.	Yes
<b>Puerto Rico</b>	Pregnancy Disability	PR Leave for PR Leave for Pregnant Workers	Disability related to pregnancy: begins four (4) weeks before due date.	Yes

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<b>Rhode Island</b>	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.	Yes
<b>Rhode Island</b>	Military	RI State Military Leave	Employee is a member of the state military service: active duty, training.	If USERRA is programmed
<b>Rhode Island</b>	Personal Protection	RI Personal Protected Leave	Employee is a victim of a crime: attend court proceedings.	Optional
<b>Rhode Island</b>	School Activities	RI School Leave	Participate in child's school activities.	Optional
<b>South Carolina</b>	Donation	SC Bone Marrow Donor Leave	Employee is donating bone marrow.	Optional
<b>South Carolina</b>	Military	SC State Military Leave	Employee is a member of the state national guard: active duty, training.	If USERRA is programmed
<b>South Dakota</b>	Military	SD State Military Leave	Employee is a member of the state national guard: active duty.	If USERRA is programmed
<b>Tennessee</b>	Emergency Responder	TN Firefighter Leave	Employee is an active volunteer responding to an emergency.	Optional
<b>Tennessee</b>	Emergency Responder	TN Volunteer Rescue Leave	Employee is an active volunteer responding to an emergency.	Optional
<b>Tennessee</b>	Military	TN State Military Leave	Employee is a member of the state guard or civil air patrol: active duty, training.	If USERRA is programmed
<b>Tennessee</b>	Parental	TN Paternity/Maternity Leave	Pregnancy, bonding (biological or adopted child), nursing.	Yes
<b>Texas</b>	Military	TX State Military Leave	Employee is a member of the state military service: active duty, training.	If USERRA is programmed

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<b>Utah</b>	Military	UT State Military Leave	Employee is a member of the federal reserves: active duty, training.	If USERRA is programmed
<b>Vermont</b>	Family and Medical	VT Parental and Family Leave Law	Employee/family member serious health condition, bonding (biological or adopted child).	Yes
<b>Vermont</b>	Military	VT Military Training Leave	Employee is a member of state military forces: training.	If USERRA is programmed
<b>Vermont</b>	Military	VT State Military Leave	Employee is a member of the state national guard: active duty.	If USERRA is programmed
<b>Vermont</b>	Small Necessities	VT Short Term Family Leave	Participate in child's school activities; accompany family member to medical or professional services' appointments.	Optional
<b>Virginia</b>	Military	VA State Military Leave	Employee is a member of the state military forces: active duty, training.	If USERRA is programmed
<b>Virginia</b>	Personal Protection	VA Personal Protected Leave	Employee or family member is a victim of a crime: attend court proceedings.	
<b>Washington</b>	Civil Air Patrol	WA Civil Air Patrol	Employee is a member of the Civil Air Patrol: responding to an emergency mission.	Optional
<b>Washington</b>	Emergency Responder	WA Firefighter Leave	Employee is an active volunteer responding to an emergency.	Optional
<b>Washington</b>	Family and Medical	WA Family Leave	Employee/family member serious health condition, bonding (biological or adopted child).	Yes
<b>Washington</b>	Family Military	WA Family Military Leave	Employee's spouse has been called to active duty, prior to deployment or during leave.	Yes



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<b>Washington</b>	Military	WA State Military Leave	Employee is a member of the federal or state military services: active duty, training.	If USERRA is programmed
<b>Washington</b>	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.	Optional
<b>Washington</b>	Pregnancy Disability	WA Pregnancy Leave	Disability related to pregnancy.	Yes
<b>West Virginia</b>	Emergency Responder	WV Firefighter Leave	Employee is an active volunteer responding to an emergency.	Optional
<b>West Virginia</b>	Military	WV State Military Leave	Employee is a member of the state military forces: active duty.	If USERRA is programmed
<b>Wisconsin</b>	Civil Air Patrol	WI Civil Air Patrol Leave	Employee is a member of the Civil Air Patrol: responding to an emergency mission.	Optional
<b>Wisconsin</b>	Emergency Responder	WI Emergency Responder Leave	Employee is an active volunteer responding to an emergency.	Optional
<b>Wisconsin</b>	Family and Medical	WI Family Leave (Family Member)	Family member serious health condition.	Yes
<b>Wisconsin</b>	Family and Medical	WI Family Leave (Personal)	Employee serious health condition.	Yes
<b>Wisconsin</b>	Military	WI State Military Leave	Employee is called to federal duty for military service or as a civilian during a national emergency.	If USERRA is programmed
<b>Wisconsin</b>	Parental	WI Family Leave	Preparation for birth, birth, or caring for a new biological or adopted child.	Yes
<b>Wyoming</b>	Military	WY State Military Leave	Employee is a member of the federal or state military service: active duty, training.	If USERRA is programmed

