



The 1993 Federal Family and Medical Leave Act as Compared to Similar State Legislation

John R. Stutts
Florida State University
Undergraduate Honors Thesis
April 11, 2006





Outline

- Introduction
- Methods
- Motivation
- Background of FMLA
- Data Description (Policies)
- Description of State Legislation
- Conclusion



Introduction



- Conduct a comprehensive comparison of family and medical leave policies as they evolve over time and across states.
 - FMLA → evolution → final policy
 - States → new policy → evolution
- Identify and Quantify elements
- Illustrate distinctions and variations



Method

- Existing research
- DoL breakdown of FMLA
 - Utilized DoL breakdown of “elements”
 - Expanded states considered
- State Statutes (current)
- State Session Laws
- Interpret language
- Compare and contrast
- Put into quantifiable form



Motivation

- How the policies came to be and in what manner / direction they evolved
- Allows a comparison of each approach
- This information was **not** available before
- Having this information will allow policy makers to determine which particular elements are most effective
 - Better empirical analysis for both workers and firms
 - Little analysis completed on firm costs
 - Broader effects have not been studied
 - Assessments have largely been subjective to this point



Motivation

“Less well researched is the aggregate impact of the FMLA (and other family-friendly policies) on communities. Studies are needed, for instance, regarding how much money states and local areas have gained or lost in tax revenues when workers have taken FMLA-related leave time.”

- Donna Lenhoff and Lissa Bell of the National Partnership for Women & Families

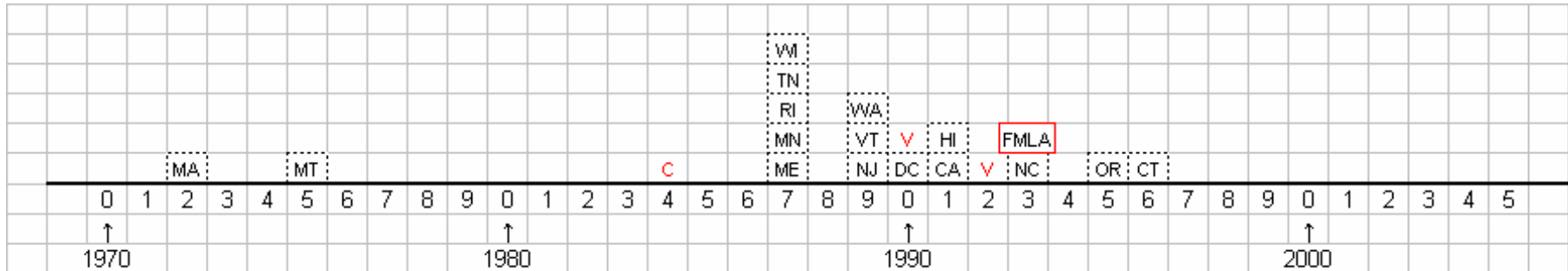
One Time
Data

vs.

Analysis
Over Time



FMLA Background



Timeline of State and Federal Family and Medical Leave Policies

C = 1984 Federal District Court Case

V = President George H.W. Bush veto



FMLA Background

- 1984 Federal District Court Decision
- Vetoed Twice
- Passed in 1993
- Provided Job-Protected Maternity Leave



FMLA Background

- **Required** establishments with 50 or more employees to provide up to 12 weeks of unpaid, job-protected leave per year to eligible employees.
- **In order to be eligible** for the leave, employees must have worked for a covered employer, have worked for the employer for 12 months, have worked at least 1,250 hours over the past year, and worked at a location where at least 50 employees were employed within 75 miles.
- **Reasons for leave** include the birth and care of a newborn child, placement of a son or daughter for adoption or foster care, to care for an immediate family member with a serious health condition, or medical leave due to an employee's own serious health condition.
- **Employers can deny job restoration** if the denial is necessary to prevent a substantial loss and can deny leave entirely to certain "key" employees (the highest paid 10 percent in/around a facility).



Data Description

- Employer Coverage
- Employee Eligibility
- Type of Leave
- Length of Leave
- Substitution of Paid Leave
- Job Protection
- Continuation of Health Benefits
- A Firm's Right to Refuse Leave



Employer Coverage

- The 1993 FMLA applies to...
 - all public agencies
 - private sector employers who...
 - employed 50 or more employees in 20 or more workweeks in the current or preceding calendar year.



Employer Coverage

- Public vs. Private

- The majority of state policies are limited to public agencies.
- This paper does not consider policies as applied to public agencies.



Employer Coverage

- Why limit policy to public agencies?
 - Non-monetary compensation.
 - A large number of female employees in the public sector = a high demand for family friendly policies.



Employer Coverage

- Key variation is the size of the private firm.
- The federal government is responsible for enforcing the federal law and the states' their own.

State	Number of employees required
FMLA	50
California	50
Connecticut	75
D.C.	Any
Hawaii	100
Maine	15*
Massachusetts	Any
Minnesota	21
Montana	Any
New Jersey	50**
North Carolina	Any
Oregon	25
Rhode Island	50
Tennessee	Any
Vermont	10*
Washington	100
Wisconsin	50



Employee Eligibility

- Theory

- More inclusive = greater costs for firms
- Loose eligibility requirements = firms avoid the hiring of women / likely leave takers

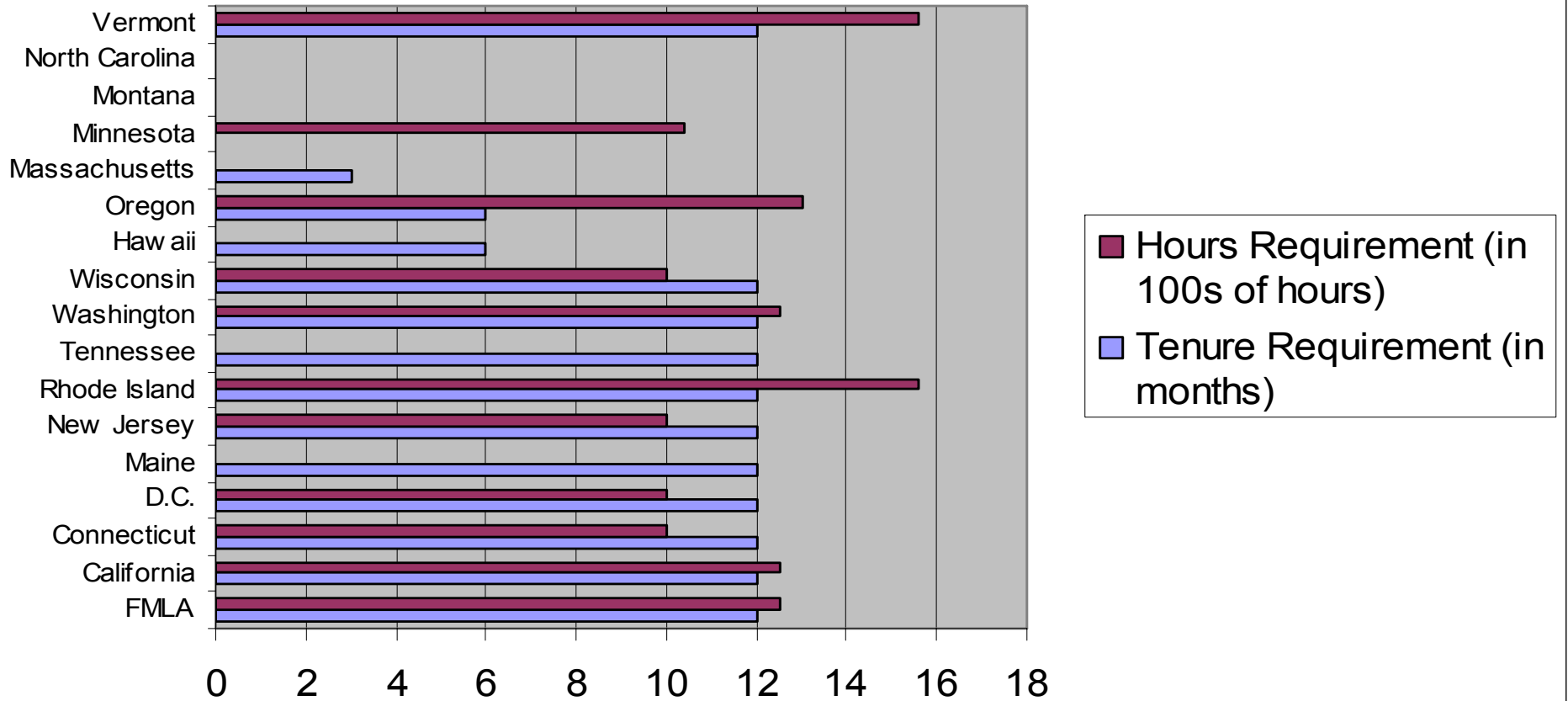
- Data

- Considerable variation between states and the FMLA
- Tenure and Hours Requirements



Employee Eligibility

Employee Eligibility





Type of Leave

- Long-term Medical
 - Childbirth / Adoption
 - Employee's own serious illness
 - Organ/Bone Marrow donation
- Long-term Family
 - Serious illness of child
 - Serious illness of other family member
- Short-term Family
 - Routine medical appointments of a child or elderly relative
 - Child's school activities



Type of Leave

	Childbirth	Adoption	Serious Illness of Child	Serious Illness of other Family Member	Employee's Own Serious Illness	Organ or Bone Marrow Donation	Routine Medical of Child or Elderly Relative	School Activities
FMLA	93	93	93	93	93			
California	91	91	91	91	93			
Connecticut	93	93	93	93	93	O4		
D.C.	90	90	90	90	90			94
Hawaii	91	91	91	91/97				
Maine	87	87	87	87	87	O1 (only organ)		
Massachusetts	72	84					98	98
Minnesota	87	87	90					90
Montana	75							
New Jersey	89	89	89/04	89				
North Carolina								93
Oregon	95	95	95	95	95			
Rhode Island	87	87	90	90	90			99
Tennessee	87	87/05						
Vermont	89	92	92	92	92		97	97
Washington	89/93	89/93	89/93	93	93			
Wisconsin	87	87	87	87	87			



Length of Maternity Leave

	72	73	74	75	76-86	87	88	89	90	91	92	93	94	95	96
FMLA												12w/1y	12w/1y	12w/1y	12w/1y
California										8w/2y	8w/2y	12w/1y	12w/1y	12w/1y	12w/1y
Connecticut															16w/2y
D.C.									16w/2y	16w/2y	16w/2y	16w/2y	16w/2y	16w/2y	16w/2y
Hawaii										4w/1y	4w/1y	4w/1y	4w/1y	4w/1y	4w/1y
Maine						8w/2y	8w/2y	8w/2y	8w/2y	10w/2y	10w/2y	10w/2y	10w/2y	10w/2y	10w/2y
Massachusetts	8w	8w	8w	8w	8w	8w	8w	8w	8w	8w	8w	8w	8w	8w	8w
Minnesota						6w	6w	6w	6w	6w	6w	6w	6w	6w	6w
Montana				reason	reason	reason	reason	reason	reason	reason	reason	reason	reason	reason	reason
New Jersey									12w/1y	12w/1y	12w/1y	12w/1y	12w/1y	12w/1y	12w/1y
Oregon															12w/1y
Rhode Island						13w/2y	13w/2y	13w/2y	13w/2y	13w/2y	13w/2y	13w/2y	13w/2y	13w/2y	13w/2y
Tennessee						8w	8w	8w	8w	8w	8w	8w	8w	8w	8w
Vermont								12w	12w	12w	12w/1y	12w	12w	12w	12w
Washington								12w/2y	12w/2y	12w/2y	12w/2y	12w/2y	12w/2y	12w/2y	12w/2y
Wisconsin						6w/1y	6w/1y	6w/1y	6w/1y	6w/1y	6w/1y	6w/1y	6w/1y	6w/1y	6w/1y

w = weeks

y = years



Substitution of Paid Leave

- Substituting accrued paid leave for non-paid family and medical leave
- Example of language variation
- Statute language vs. enforcement



Substitution of Paid Leave

- Mandated
 - California, Connecticut, Hawaii, Montana, Oregon, Vermont, and Wisconsin
- Not mandated
 - D.C., Maine, Massachusetts, Minnesota, New Jersey, North Carolina, Rhode Island, Tennessee, and Washington



Job Protection

- Variation only in terms
- The FMLA and all private-sector state policies mandate job-protected leave



Continuation of Health Benefits

- Of the FMLA elements, the continuation of health benefits is the most difficult to quantify, simply because of the range of policies.
- Require continued coverage
 - employee covers the payments
 - employees contribute to the payments
 - firms required to cover all costs of health coverage
- No requirement to continue health coverage



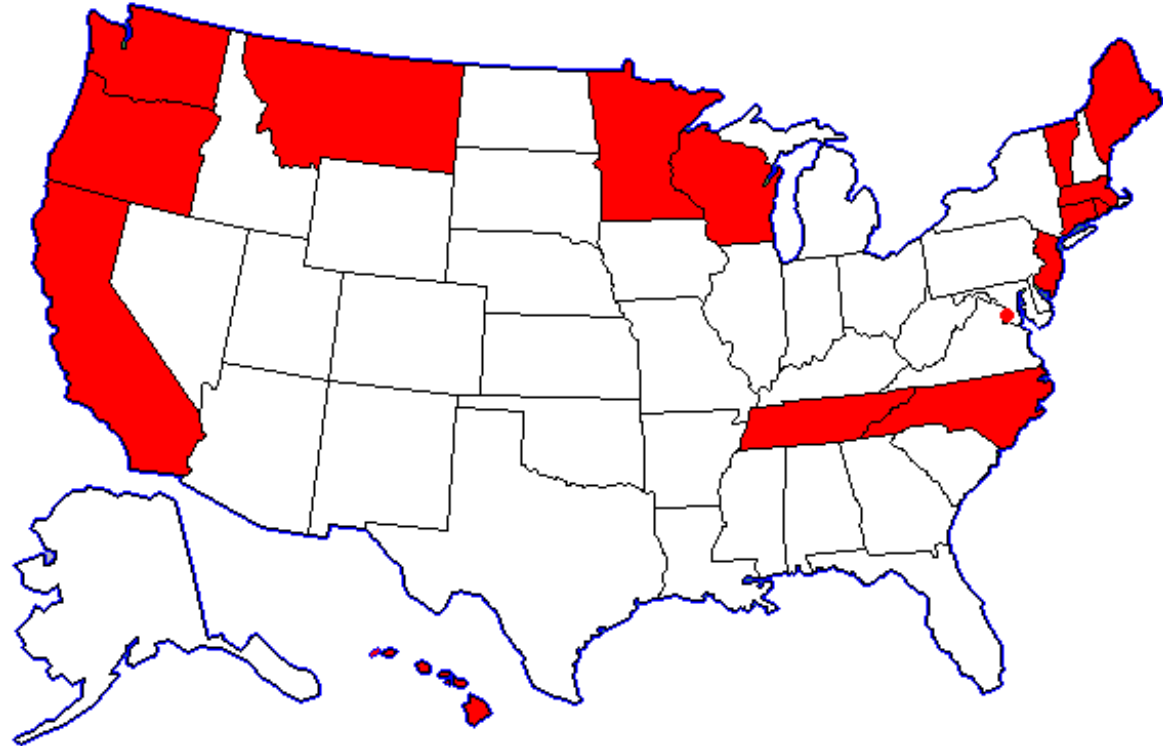
A Firm's Right to Refuse Leave

- FMLA key employee exemption
- California, D.C., New Jersey, Vermont, and Washington allow firms to deny leave under some circumstances



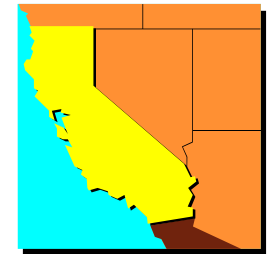
Description of State Legislation

- California
- Connecticut
- D.C.
- Hawaii
- Maine
- Massachusetts
- Minnesota
- Montana
- New Jersey
- North Carolina
- Oregon
- Rhode Island
- Tennessee
- Vermont
- Washington
- Wisconsin





California

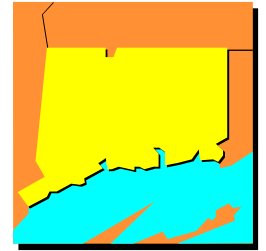


State	Year	Chapter	employer covered	employees eligible
California	1991	Ch. 462 §4	employers of 50 or more employees	more than one year of continuous service and eligible for other benefits
	1992	Ch. 472 §49	employers of 50 or more employees	more than one year of continuous service and eligible for other benefits
	1993	Ch. 827 §1	employers of 50 or more employees	more than 12 months of service and at least 1250 hours during previous 12 months
	1994	Ch. 146 §68	employers of 50 or more employees	more than 12 months of service and at least 1250 hours during previous 12 months

employees eligible	reasons for family leave	family leave amount
more than one year of continuous service and eligible for other benefits	birth; adoption or placement; serious illness of child, parent, or spouse	4 month in a 24 month period
more than one year of continuous service and eligible for other benefits	birth; adoption or placement; serious illness of child, parent, or spouse	4 month in a 24 month period
more than 12 months of service and at least 1250 hours during previous 12 months	birth; adoption or placement; serious illness of child, parent, or spouse; and medical leave	12 weeks in any 12 month period
more than 12 months of service and at least 1250 hours during previous 12 months	birth; adoption or placement; serious illness of child, parent, or spouse; and medical leave	12 weeks in any 12 month period



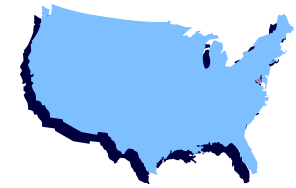
Connecticut



- 1996
 - Applies to employers of ≥ 75
 - 1,000 hours in last year requirement
 - 16 workweeks leave during any 24 month period
 - Allows substitution of paid accrued leave
- 2003
 - 2 weeks of accrued paid leave
- 2004
 - Organ and bone marrow donation



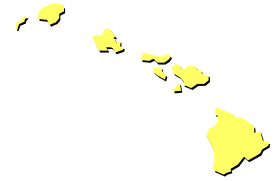
District of Columbia



- 1990
 - Applies to ALL employers in the District
 - Leave for birth, adoption, and a family member's or employee's serious health condition
 - Allowed 16 workweeks during any 2 years
- 1994
 - Short-term leave for child's school related activities



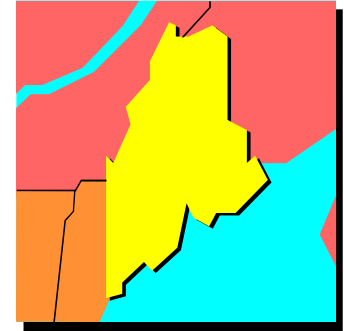
Hawaii



- 1991
 - Applies to employers of > 100 employees
 - 6 consecutive month tenure requirement
 - Allowed 4 weeks per year
- 1995
 - Expanded definitions of “child” and “serious health condition”
- 1997
 - Expanded “family members” to include a “reciprocal beneficiary”
- 2003
 - Re-enforce leave substitution requirement



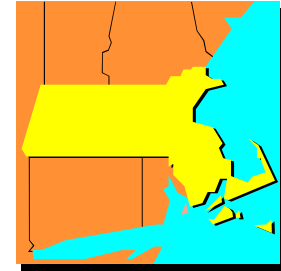
Maine



- 1987
 - Applies to employers of > 25 employees
 - Allowed 8 consecutive workweeks in any 2 years
- 1991
 - Allowed 10 consecutive workweeks in any 2 years
 - Applies to employers of > 15 employees
 - Expanded definition of “serious health condition”
- 2001
 - Organ donation



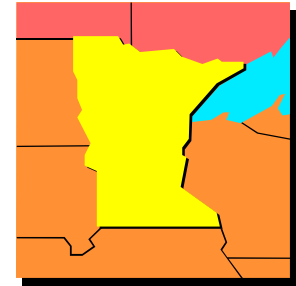
Massachusetts



- 1972
 - Allowed 8 weeks of job-protected maternity leave
- 1984
 - Allowed 8 weeks of leave for birth *and* adoption
- 1998
 - Short-term leave = 24 hours per 12 months
 - for a child's school activities
 - for a child's or elderly relative's routine medical appointments



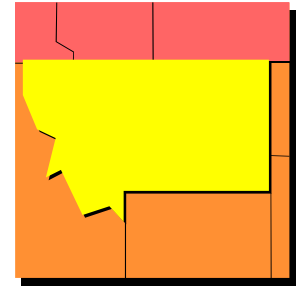
Minnesota



- 1987
 - Applies to employers of > 21 employees
 - Allows 6 weeks leave for birth or adoption
 - 12 month tenure requirement
 - 20 hour workweek requirement
- 1990
 - Removed 12 month tenure requirement
 - Eligibility only determined by 20 hour workweek requirement
 - 16 hours leave per year for a child's school activities



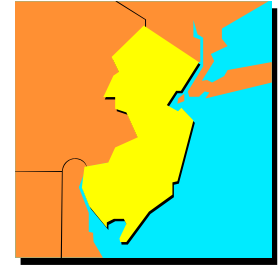
Montana



- 1975
 - Allowed a “reasonable leave of absence” for job-protected maternity leave



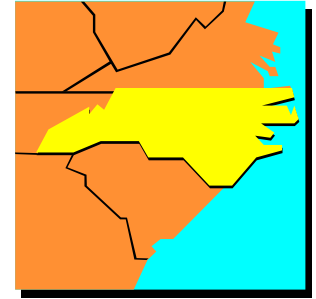
New Jersey



- 1989
 - Allows 12 weeks in any 12 months for family and medical leave
 - Applies to employers of > 100 employees
- 1991
 - Applies to employers of > 75 employees
- 1995
 - Applies to employers of > 50 employees



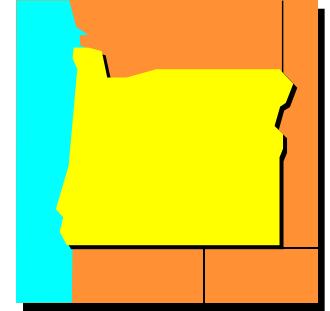
North Carolina



- 1993
 - Applies to all employers
 - Allows 4 hours of leave per year for a child's school activities



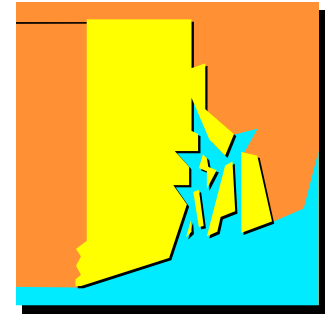
Oregon



- 1995
 - Applies to employers of > 25 employees
 - 180 day tenure requirement
 - 25 hour workweek requirement
 - Allows leave for birth, adoption, serious illness of family member or employee, and non-serious health condition of child
 - Allows 12 weeks of leave per 12 months



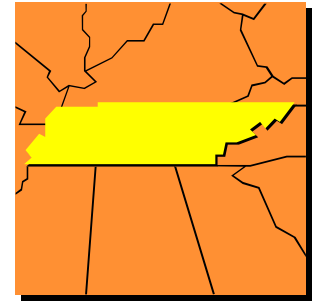
Rhode Island



- 1987
 - Allows 13 consecutive workweeks every 2 years for birth and adoption
- 1990
 - Adds serious illness of a family member and the employee to reasons for leave
- 1999
 - Allows 10 hours of leave during any 12 month period to attend a child's school related activities



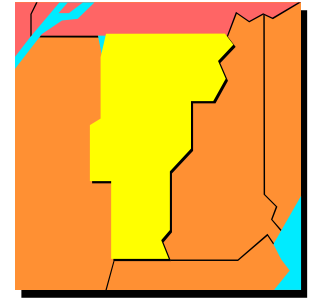
Tennessee



- 1987
 - Applies to all employers
 - Allows for 4 months of maternity leave for birth or adoption
- 1988
 - Removes adoption as an allowable reason for leave
- 2005
 - Re-inserts adoption as an allowable reason for leave
 - Not gender specific



Vermont



- 1989
 - Allows for 12 weeks of maternity leave
 - Applies to employers of > 10 employees working an average of 30 hours a week
- 1992
 - Allows for 12 weeks of *parental leave* every 12 months
 - Includes birth and adoption
 - Allows for 12 weeks of *family leave* every 12 months
 - Includes serious illness of a family member or employee
- 1997
 - Allows for 24 hours of short-term family leave every 12 months



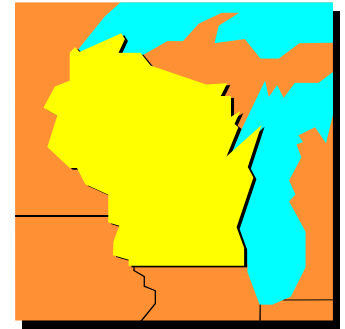
Washington



- 1989
 - Allows 12 workweeks of leave per every 24 month period for
 - Birth, adoption, or a child's terminal health condition
 - Applies to employers of >100 employees
- 1997
 - Refers to FMLA



Wisconsin



○ 1987

● Allows for

- 6 weeks of leave per 12 months for birth and adoption
- 2 weeks of leave per 12 months for a family member's serious health condition
- 8 total weeks of leave per 12 months for the above
- 2 weeks of leave per 12 months for an employee's own medical leave



Conclusions

- Summary of Contributions
 - Comparison and analysis
 - Conducted a comprehensive comparison of family and medical leave policies as they evolved over time and across states.
 - Created a policy database
 - Identified and Quantified elements
 - Illustrated distinctions and variations



Conclusions

- Policy Evaluation
 - Labor market outcomes
 - Job location decisions
 - Labor mobility



Conclusions

“Less well researched is the aggregate impact of the FMLA (and other family-friendly policies) on communities. Studies are needed, for instance, regarding how much money states and local areas have gained or lost in tax revenues when workers have taken FMLA-related leave time.”

- Donna Lenhoff and Lissa Bell of the National Partnership for Women & Families



Questions?

John R. Stutts

stutts@gmail.com

Cell: 850.445.2952

**Small Business Development, Technology, Defense
Governor's Office of Tourism, Trade, & Economic Development**

John.Stutts@MyFlorida.com

Office: 850.414.1731

State	Year	Chapter	Employee covered	Employee eligible	Reasons for family leave	Family leave amount	Substitution of paid leave	Reinstatement rights	Continuation of benefits	Requires certification for leave?	Employer can turn down leave?	Allow for reduced leave?	Actual effective date
California	1991	Ch. 462.54	employers of 50 or more employees	more than one year of continuous service and eligible for other benefits	birth, adoption or placement; serious illness of child, parent, or spouse	4 month in a 24 month period	accrued leave	same or comparable	Yes	Yes	Yes	No	1-Jan-92
	1992	Ch. 472.649	employers of 50 or more employees	more than one year of continuous service and eligible for other benefits	birth, adoption or placement; serious illness of child, parent, or spouse	4 month in a 24 month period	accrued leave	same or comparable	Yes	Yes	Yes	No	-
	1993	Ch. 627.91	employers of 50 or more employees	more than 12 months of service and at least 1,260 hours during previous 12 months	birth, adoption or placement; serious illness of child, parent, or spouse; and medical leave	12 weeks in any 12 month period	accrued leave	same or comparable	Yes	Yes	No, but can refuse to reinstate	No	-
	1994	Ch. 146.668	employers of 50 or more employees	more than 12 months of service and at least 1,260 hours during previous 12 months	birth, adoption or placement; serious illness of child, parent, or spouse, and medical leave	12 weeks in any 12 month period	accrued leave	same or comparable	Yes	Yes	No, but can refuse to reinstate	No	-
Connecticut	1996	PA 96-140	employers of 75 or more employees	employed at least 12 months and at least 1,000 hours of service during the last 12 month period	birth, adoption or placement; serious illness of child, parent, or spouse; and medical leave	16 workweeks during any 24 month period beginning with first day of leave	accrued leave	same or comparable	No	Yes	No	Yes, for serious health condition	1-Jan-97
	2003	PA.03-213	employers of 75 or more employees	employed at least 12 months and at least 1,000 hours of service during the last 12 month period	birth, adoption or placement; serious illness of child, parent, or spouse; and medical leave	16 workweeks during any 24 month period beginning with first day of leave**	two weeks of accumulated sick leave	same or comparable	No	Yes	No	Yes, for serious health condition	1-Oct-03
DC	1990	D.C. Law 9-101	all employers	employed for 1 year consecutively and worked > 1000 hours during 1 year period	birth, adoption, placement, family serious health condition, medical leave	16 workweeks during any 2 years	not mandated	same or comparable	Yes, if employee can pay	Yes, for serious health conditions	Yes (same as FMLA)	Yes, for serious health condition	3-Oct-90
	1994	D.C. Law 10-146	all employers	parent, guardian, or acts as guardian	school related activities	24 hours per 12 month period	accrued leave	job protected	N/A	No	Yes, if disruptive	N/A	17-Aug-94
	1996	D.C. Law 11-110	-	-	-	-	-	-	-	-	-	-	18-Apr-96
	2001	D.C. Law 13-237	-	-	-	-	-	-	-	-	-	-	2-Apr-01
Hawaii	1991	Ch. 328	> 100 employees for each working day during each of >20 weeks in current or preceding year	employed for 6 consecutive months	birth, adoption, serious illness of child, spouse, or parent	4 weeks per year	accrued leave**	same or equivalent	upon return to work	Yes	No	No	1-Jan-94
	1992	Ch. 87.96	> 100 employees for each working day during each of >20 weeks in current or preceding year	employed for 6 consecutive months	birth, adoption, serious illness of child, spouse, or parent	4 weeks per year	accrued leave**	same or equivalent	upon return to work	Yes	No	No	-
	1995	Ch. 154.64	> 100 employees for each working day during each of >20 weeks in current or preceding year	employed for 6 consecutive months	birth, adoption, serious illness of child, spouse, or parent	4 weeks per year	accrued leave**	same or equivalent	upon return to work	Yes	No	No	-
	1997	Ch. 303.667	> 100 employees for each working day during each of >20 weeks in current or preceding year	employed for 6 consecutive months	birth, adoption, serious illness of child, spouse, or reciprocal beneficiary, or parent	4 weeks per year	accrued leave**	same or equivalent	upon return to work	Yes	No	No	-
	2000	Ch. 253.6130	> 100 employees for each working day during each of >20 weeks in current or preceding year	employed for 6 consecutive months	birth, adoption, serious illness of child, spouse, reciprocal beneficiary, or parent	4 weeks per year	accrued leave**	same or equivalent	upon return to work	Yes	No	No	-
	2003	Ch. 44 Ch. 212.97 Ch. 243.93	> 100 employees for each working day during each of >20 weeks in current or preceding year	employed for 6 consecutive months	birth, adoption, serious illness of child, spouse, reciprocal beneficiary, or parent	4 weeks per year	accrued leave	same or equivalent	upon return to work	Yes	No	No	1-Jul-03
Maine	1987	Ch. 661 Ch. 661	> 25 employees	employed for 12 consecutive months unless at workstation with < 25 employees	medical leave, birth, adoption, serious illness of child, parent, or spouse	8 consecutive work weeks in any 2 years	not mandated	same or comparable	Yes, at employee's expense	Yes	No	No	4-Aug-88
	1991	Ch. 277	> 25 employees	employed for 12 consecutive months unless at workstation with < 25 employees	medical leave, birth, adoption, serious illness of child, parent, or spouse	10 consecutive work weeks in any 2 years	not mandated	same or comparable	Yes, at employee's expense, or negotiate	Yes	No	No	lock up
	1997	Ch. 515 Ch. 546	> 15 employees	employed for 12 consecutive months unless at workstation with < 15 employees	medical leave, birth, adoption, serious illness of child, parent, or spouse	10 consecutive work weeks in any 2 years	not mandated	same or comparable	Yes, at employee's expense, or negotiate	Yes	No	No	lock up 19 sept 1997
	1999	Ch. 127	> 15 employees	employed for 12 consecutive months unless at workstation with < 15 employees	medical leave, birth, adoption, serious illness of child, parent, or spouse	10 consecutive work weeks in any 2 years	not mandated	same or comparable	Yes, at employee's expense, or negotiate	Yes	No	No	-
	2001	Ch. 684	> 15 employees	employed for 12 consecutive months unless at workstation with < 15 employees	medical leave, birth, adoption, serious illness of child, parent, or spouse, and organ donation	10 consecutive work weeks in any 2 years	not mandated	same or comparable	Yes, at employee's expense, or negotiate	Yes	No	No	25-Jul-02
Maryland	1999	Ch. 503	-	-	-	-	-	-	-	-	-	-	-
	2000	Ch. 376	-	-	-	-	-	-	-	-	-	-	-
Massachusetts	1992	Ch. 790	any employer	all permanent women employees	birth	8 weeks	Not Mandated	same or similar	No	No	No	No	-
	1984	Ch. 423	any employer	all permanent women employees	birth, adoption (under 3 yrs of age)	8 weeks	Not Mandated	same or similar	No	No	No	No	-
	1989	Ch. 319	any employer	all permanent women employees	birth, adoption	8 weeks	Not Mandated	same or similar	No	No	No	No	-
	1998	Ch. 109	FMLA covered	FMLA eligible	school activities, routine medical of child or elderly relative	24 hours per 12 month period	accrued leave	N/A	N/A	No	No	No	-
Minnesota	1987	Ch. 359	employs > 21	works >20 hours a week and has been employed > 12 months	birth, adoption	< 6 weeks	Not Mandated	same or comparable	Yes, employee pays	No	No	Yes	-
	1990	Ch. 577	employs > 21	works >20 hours a week	birth, adoption, school activities, sick child	< 6 weeks for birth or adoption 16 hours a school year	Not Mandated for birth, adoption accrued leave for school activities	same or comparable	Yes, employee pays	No	No	Yes	-
	1992	Ch. 438	employs > 21	works >20 hours a week	birth, adoption, school activities, sick child	< 6 weeks for birth or adoption 16 hours any 12 month period amount of available personal sick leave	Not Mandated for birth, adoption accrued leave for school activities sick leave for sick child	same or comparable	Yes, employee pays	No	No	Yes	-
	1996	Ch. 341	employs > 21	works > 20 hours a week	birth, adoption, school activities, sick child	16 hours any 12 month period amount of available personal sick leave	Not Mandated for birth, adoption accrued leave for school activities sick leave for sick child	same or comparable	Yes, employee pays	No	No	Yes	1-Jul-96
	1999	Ch. 205	employs > 21	works > 20 hours a week	birth, adoption, school activities, sick child	< 6 weeks for birth or adoption 16 hours any 12 month period amount of available personal sick leave	Not Mandated for birth, adoption accrued leave for school activities sick leave for sick child	same or comparable	Yes, employee pays	No	No	Yes	-
	2002	Ch. 300	employs > 21	works > 20 hours a week	birth, adoption, school activities, sick child	< 6 weeks for birth or adoption 16 hours any 12 month period amount of available personal sick leave	Not Mandated for birth, adoption accrued leave for school activities sick leave for sick child	same or comparable	Yes, employee pays	No	No	Yes	-
	2005	Ch. 299	employs > 21	works > 20 hours a week	birth, adoption, school activities, sick child	< 6 weeks for birth or adoption 16 hours any 12 month period amount of available personal sick leave	Not Mandated for birth, adoption accrued leave for school activities sick leave for sick child	same or comparable	Yes, employee pays	No	No	Yes	6-Apr-75 29-Mar-03
Montana	1976	No. 320	all employers	all female employees	birth	reasonable leave of absence	accrued leave	same or equivalent	not mandated	Yes	No	No	-
	1983	No. 265	all employers	all female employees	birth	reasonable leave of absence	accrued leave	same or equivalent	not mandated	Yes	No	No	-
New Jersey	1989	Ch. 261	100 employees	employed for > 12 months and has worked > 1,000 during that period	birth, adoption, serious illness of child, spouse, or parent	12 weeks in any 12 month period	not mandated	same or comparable	Yes	Yes	Yes	Yes	Append 4-Jun-90 EE + 120 days
	1991	-	75 employees	employed for > 12 months and has worked > 1,000 during that period	birth, adoption, serious illness of child, spouse, or parent	12 weeks in any 12 month period	not mandated	same or comparable	Yes	Yes	Yes	Yes	-
	1995	-	50 employees	employed for > 12 months and has worked > 1,000 during that period	birth, adoption, serious illness of child, spouse, or parent	12 weeks in any 12 month period	not mandated	same or comparable	Yes	Yes	Yes	Yes	-
	2003	Ch. 27 Ch. 246.967	50 employees	employed for > 12 months and has worked > 1,000 during that period	birth, adoption, serious illness of child, spouse, or parent	12 weeks in any 12 month period	not mandated	same or comparable	Yes	Yes	Yes	Yes	3/10/2003 +60 days
North Carolina	2004	Ch. 130.6111	50 employees	employed for > 12 months and has worked > 1,000 during that period	birth, adoption, serious illness of child, spouse, or parent	12 weeks in any 12 month period	not mandated	same or comparable	Yes	Yes	Yes	Yes	-
	1993	Ch. 509	all employers	parent, guardian, or loco parentis	school activities	4 hours per year	not mandated	punishable	N/A	Yes	No	N/A	1-Dec-93
	1997	Ch. 506.634	all employers	parent, guardian, or loco parentis	school activities	4 hours per year	not mandated	punishable	N/A	Yes	No	N/A	-
Oregon	1995	Ch. 580	employs > 25 *	employed for > 180 days and work > 25 hrs a week	birth, adoption, serious illness of child, spouse, or parent, medical leave, nonserious health condition of child	12 weeks a year * avg 25 hours per workweek in year	accrued leave	same or equivalent	No	Yes	No	Yes**	-
	1987	Ch. 366	50 or more employees	full time, works avg of 30 hours per week for 12 consecutive months	birth, adoption	13 consecutive workweeks in any 2 years	not mandated	same or comparable	Yes, *	No	No	No	1-Jul-87
Rhode Island	1990	Ch. 300	50 or more employees	full time, works avg of 30 hours per week for 12 consecutive months	birth, adoption, serious illness of parent, spouse, child, in-law, or employee	13 consecutive workweeks in any 2 years	not mandated	same or comparable	Yes, *	Yes	No	No	12-Jul-90
	1996	Ch. 202	-	-	-	-	-	-	-	-	-	-	-
	1999	Ch. 64 Ch. 186	50 or more employees	full time, works avg of 30 hours per week for 12 consecutive months	attend school conferences or other school-related activities for a child	10 hours during any 12 month period	(64) accrued leave (100) not mandated	N/A	N/A	-	-	-	1-Jul-96 (6) 6/23/99 (100) 6/23/99
Tennessee	1987	No. 373	all employers	female employed for 12 consec. months and full time	birth, adoption	4 months	not mandated	same or similar	Yes, no cost to employer	No	No	No	23-Mar-88
	1988	No. 607	all employers	female employed for 12 consec. months and full time	birth, adoption	4 months	not mandated	same or similar	Yes, no cost to employer	No	No	No	14-May-87
	1991	No. 430	all employers	female employed for 12 consec. months and full time	birth, adoption	4 months	not mandated	same or similar	Yes, no cost to employer	No	No	No	22-May-91
	2005	No. 224	all employers	female employed for 12 consec. months and full time	birth, adoption	4 months	not mandated	same or similar	Yes, no cost to employer	No	No	No	27-May-05
Vermont	1989	No. 83	10 employees, avg 30 hrs a week	females employed for > year for avg 30 hrs a week	birth, adoption	12 weeks	accrued up to 6 weeks	same or comparable	Yes, employee pay	No	Yes	No	1-Jul-89
	1992	No. 260	10 employees, avg 30 hrs a week for parental leave 15 employees, avg 30 hrs a week for family leave	employed for 30 hrs a week for a year	birth, adoption serious illness of employee, child*, spouse, parent*	12 weeks in any 12 month period	accrued up to 6 weeks	same or comparable	Yes, employee pay	Yes, for serious health conditions	Yes	No	1-Jul-92
Washington	1989	Ch. 11	employed a daily average of 100+ at workstation	employed on continuous basis for 52 weeks or works > 35 hours per week	birth, adoption, child's terminal health condition	12 workweeks per 24 month period	not mandated	same or comparable	Yes, employee pay	No	Yes, key employees	Yes, approved by employer	1-Sep-89
	1996	Ch. 178.914	employed a daily average of 100+ at workstation	employed on continuous basis for 52 weeks or works > 35 hours per week	birth, adoption, child's terminal health condition	12 workweeks per 24 month period	not mandated	same or comparable	Yes, employee pay	No	Yes, key employees	Yes, approved by employer	-
Wisconsin	1997	Ch. 16	employed a daily average of 100+ w/in 20 miles refer to FMLA	employed > 1,000 hours during preceding 52 week period	birth, adoption, placement * serious health condition of child, spouse or parent * medical leave	< 6 weeks per 12 months for * < 2 weeks per 12 months for * < 8 weeks per 12 months for ** < 2 weeks per 12 months for *	accrued or other available leave (paid or unpaid)	same or equivalent	Yes, employee contribute	Yes	No	Yes	**
	91, 93, 95, 97, 01, 03	-	-	-	-	-	-	-	-	-	-	-	-
FMLA	1993	N/A	50 or more employees in 20 or more workweeks in the current or preceding year	have worked for a total of 12 months worked > 1,260 hours over past 12 months 50 employees within 75 miles of workstation	birth, adoption or placement, serious health condition of spouse, child or parent, medical leave	12 weeks in any 12 month period	not mandated	same or comparable	Yes	Yes	Yes	No	Aug-93