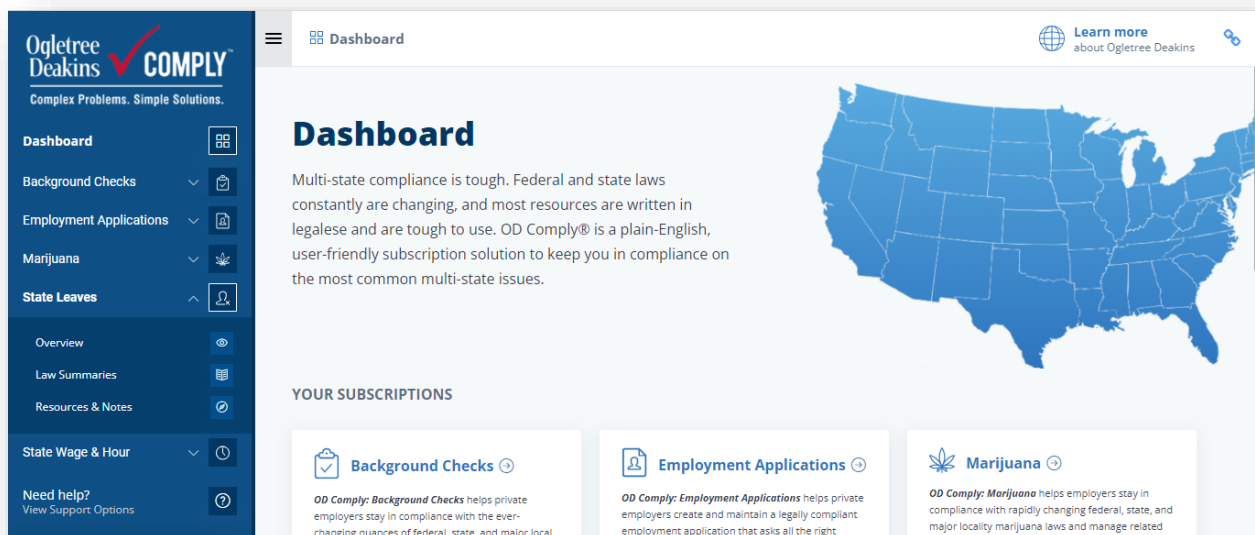


OD Comply: State Leaves



SAMPLES FROM THE ONLINE PORTAL



Overview of Subscription



Law Summaries (*excerpts*)



OVERVIEW OF SUBSCRIPTION

The *OD Comply: State Leaves* summaries can be searched, printed, and/or downloaded by states/major localities and/or categories of leave. The materials cover all 50 states (including D.C.) and major localities, in the following leave law categories:

- ✓ Bereavement Leave
- ✓ Blood Donation
- ✓ Bone Marrow Donation
- ✓ Breastfeeding/Lactation
- ✓ Civil Air Patrol
- ✓ Court Attendance (Witness, Litigant, or Juvenile's Parent or Guardian)
- ✓ Crime Victim
- ✓ Domestic / Sexual Violence
- ✓ Elected / Legislative Officials' Duty
- ✓ Election / Polling Officials' Duty
- ✓ Emergency Responder / Volunteer Firefighter / Volunteer Ambulance Driver
- ✓ Family and Medical
 - ✓ Adoption / Birth
 - ✓ Pregnancy Disability
 - ✓ State FMLA-Like Requirements
- ✓ Jury Duty
- ✓ Legislative Committee Witness
- ✓ Literacy Education
- ✓ Military
- ✓ Military Family / Spouse
- ✓ Organ Donation
- ✓ Paid Sick Leave
- ✓ Political Activity
- ✓ Public Health Emergency / Quarantine
- ✓ School Activity / Visitation
- ✓ Substance Abuse / Rehabilitation
- ✓ Vacation
- ✓ Veterans Day
- ✓ Voting / Election

The following samples show excerpts from three state leave categories — *Emergency Responder / Volunteer Firefighter / Volunteer Ambulance Driver*, *Paid Sick Leave*, and *Voting / Election* — in a few states (alphabetical by state).



LAW SUMMARIES—Sample Excerpts

Emergency Responder / Volunteer Firefighter / Volunteer Ambulance Driver

Emergency Responder/Volunteer Firefighter/Volunteer Ambulance Driver

Iowa

Emergency Responder/Volunteer Firefighter/Volunteer Ambulance Driver

Employers may not terminate an employee for joining a **volunteer emergency services** unit or organization, including but not limited to any municipal, rural or subscription fire department.

Employers may not terminate an employee who is absent or late to work in order to respond as a volunteer emergency services provider, provided that the employee has given written notice that he/she is a volunteer emergency services provider.

During work hours, the employer determines whether an employee may leave work to respond to an emergency as part of the employee's volunteer emergency services provider duties.

The employer may deduct from an employee's regular pay the time that the employee is absent from work to perform duties as a volunteer emergency services provider.

Verification. The employer may request that an employee who is absent from or late to work while responding to an emergency provide a written statement from his/her supervisor at the volunteer emergency services unit or organization stating that the employee responded to an emergency and the date and time of the emergency.

Iowa Code § 100B.14.

Emergency Responder/Volunteer Firefighter/Volunteer Ambulance Driver

Nebraska

Emergency Responder/Volunteer Firefighter/Volunteer Ambulance Driver

Pursuant to the Volunteer Emergency Responders Job Protection Act, employers with 10 or more employees may not terminate or otherwise discipline an employee who is a **volunteer emergency responder**, if the employee is absent from work or arrives late in order to respond to an emergency that occurs before the employee is to report to work.

The employer may subtract from an employee's earned wages the time spent away from work to respond to an emergency (i.e., the leave may be unpaid).

[read more](#) ▾

Emergency Responder/Volunteer Firefighter/Volunteer Ambulance Driver

Ohio

Emergency Responder/Volunteer Firefighter/Volunteer Ambulance Driver

Employers must allow an employee who is a **volunteer firefighter or a volunteer provider of medical services** to be absent from or late to work in order to respond to an emergency prior to the employee's scheduled reporting time.

"Emergency" means going to, attending to, or coming from a fire, hazardous or toxic materials spill and cleanup, medical emergency, or other situation that poses an imminent threat of loss of life or property to which the fire department or provider of emergency medical services has been or later could be dispatched.

[read more](#) ▾



LAW SUMMARIES—Sample Excerpts cont'd.

Paid Sick Leave

Paid Sick Leave

Arizona

Paid Sick Leave

Paid Sick Leave: The Arizona **Fair Wages and Healthy Families Act** (the “Act”), which became effective on July 1, 2017, requires covered employers to provide employees with paid sick leave for qualifying reasons.

Covered Employers. All Arizona employers are covered (excluding the state or federal government).

Eligible Employees. All employees are eligible unless they are employed by a parent or sibling, as a casual babysitter in someone's home, or

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Paid Sick Leave

Illinois

Paid Sick Leave

Employee Sick Leave Act: While Illinois has no statewide mandated paid sick leave law (*please see our separate summaries of the Chicago and Cook County local paid sick leave ordinances*), the Employee Sick Leave Act (ESLA) requires employers that do provide employees with personal sick leave to **allow employees to use that leave for absences due to a family member's illness, injury, or medical appointment**, on the same terms upon which the employee is able to use personal sick leave benefits for the employee's own illness or injury.

[read more](#) ▾

Paid Sick Leave

Maine

Paid Sick Leave

Earned Paid Leave (Any Reason): Effective **January 1, 2021**, the **Maine Earned Paid Leave Act** provides for accrual and use of earned leave by eligible employees **for any purpose**. Unlike more common paid sick leave requirements, earned leave can be used for traditional paid sick leave purposes or any other personal time. As such, it can be used in the same way paid time off (“PTO”) is used by employees.

Please note: In **October 2020**, the Maine Department of Labor adopted Rules to implement and enforce the law, along with FAQs and an Earned Paid Leave webpage with several resources for employers (<https://www.maine.gov/dhsr/dhsr-law/earnedpaidleave/>). *We have*

[read more](#) ▾



LAW SUMMARIES—Sample Excerpts cont'd.

Voting / Election

Voting/Election

Alabama

Voting/Election

Employers must allow employees who are registered voters to take **up to one hour of leave to vote** in primary and general elections if the employee provides reasonable notice. The employer may specify the hours during which employees may take the leave.

If, however, the employee's shift begins at least 2 hours after the polls open or ends at least one hour before the polls close, then voting leave time is not required.

[read more](#) ▾

Voting/Election

Utah

Voting/Election

Employers must allow employees to take up to **2 hours of paid leave** between opening and closing of polls, unless the polls are open for 3 or more of the employee's non-working hours. Employees must request leave prior to election day.

Employers may specify the hours of the absence; however, if an employee requests that the time off be at the beginning or ending of his or her shift, the employer must grant the request. Employers may not deduct from the employee's usual salary or wages because of the employee's absence.

Utah Code Ann. § 20A-3-103.

Voting/Election

Wyoming

Voting/Election

Employers must allow any eligible voter to take **one hour of leave**, other than during a meal break, to vote in a general, primary or special congressional election. The employer may specify the hour used for voting. The voting leave provision is not applicable to employees who have 3 consecutive non-work hours in which to vote. The employee's **wages may not be deducted** for the one hour of voting leave, provided that the employee actually votes. Wyo. Stat. § 22-2-111.

Thanks for reviewing samples from the online portal. For a demo, questions, additional details, or subscription information, please contact ODComply@Ogletree.com or the Ogletree Deakins State Leaves Advice team at StateLeaves@Ogletree.com.