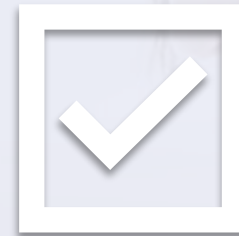




**When it comes to complying with State & Federal leave laws, are you checking all the boxes?**

Adding to the complexities that come with ever-changing State leave laws, many states also have unique mandates on top of those required by Federal law.

It can be difficult to keep up with changing legislation related to all the different types of leaves.



**Why HR Works? Because compliance is not optional.**

HR is all we do, and you can trust that we will keep you in compliance by:

- Mitigating risk with constant process reviews to ensure continued compliance
- Staying up to date with all Federal and State regulations
- Providing access to a broad range of HR compliance and expertise



**Confused? You're not alone. Here's how a partner like HR Works will help:**

- Policy Reviews & Updates
- Compliance Resources
- Virtual HR Helpline Support
- Employee Resource Center
- Client Leave Portal
- LOA Management
- Guidance on Leave Laws
- Leave Tracking
- & More!



	Family and Medical Leave	Family Military Leave (FMLA extension)	Jury Duty	Employee Military Leave*	Public Health Emergency (Quarantine/Isolation) Leave	Workers' Compensation	Paid Family Leave	Paid Disability Leave	Paid Sick Leave	Pregnancy Disability Leave	Bereavement Leave	Municipal leaves
<b>Federal (Applies to All States)</b>	✓	✓	✓	✓	✓ FFCRA	✓ Federal Workers	N/A	N/A	N/A	N/A	N/A	N/A
<b>State-Specific Mandates:</b>												
California	✓	✓	✓	✓		✓	✓	✓	✓	✓		✓
Colorado	✓		✓	✓	✓	✓	✓		✓			
Connecticut	✓	✓	✓	✓		✓	✓		✓	✓		
District of Columbia	✓		✓			✓	✓		✓			
Massachusetts	✓		✓	✓		✓	✓		✓			
New Jersey	✓		✓	✓	✓	✓	✓	✓	✓			
New York		✓	✓	✓	✓	✓	✓	✓	✓			✓
Oregon	✓	✓	✓	✓	✓	✓			✓	✓	✓	
Rhode Island	✓	✓	✓	✓	✓	✓	✓	✓	✓			
Washington	✓	✓	✓	✓	✓	✓	✓		✓	✓		✓
Arizona			✓	✓	✓	✓						
Delaware			✓	✓	✓	✓						
Florida			✓	✓		✓						✓
Georgia	✓		✓	✓		✓						
Hawaii	✓		✓	✓		✓	✓		✓	✓		
Illinois	✓	✓	✓	✓		✓					✓	✓
Indiana		✓	✓	✓		✓						
Iowa			✓	✓		✓				✓		✓
Kansas	✓		✓	✓		✓						
Kentucky	✓		✓	✓		✓						
Louisiana	✓		✓	✓		✓				✓		
Maine	✓	✓	✓	✓	✓	✓						
Maryland	✓	✓	✓	✓		✓			✓			
Michigan			✓	✓	✓	✓			✓			
Minnesota	✓	✓	✓	✓	✓	✓				✓		✓
Montana	✓			✓		✓				✓		
Nebraska		✓	✓	✓		✓						
New Hampshire			✓	✓		✓				✓		
New Mexico	✓		✓	✓		✓						✓
Ohio		✓	✓	✓		✓				✓		
Pennsylvania			✓	✓		✓						✓
South Carolina	✓		✓	✓	✓	✓						
Tennessee	✓		✓	✓		✓						
Texas			✓	✓								✓
Vermont	✓		✓	✓	✓	✓			✓			
Wisconsin	✓		✓	✓		✓						
All other states:			✓	✓ *Except ND		✓						

HEAVILY LEGISLATED STATES

*This illustration is for informational purposes only and is not intended as legal advice or as an all-inclusive list of state and federal leave laws.*