

# Multistate Laws Comparison Tool



Multistate Laws Comparison Tool ⓘ

1 Select Topics    2 Select States    3 Your Results

+ - X Q

- +  Access to Personnel Files
- +  Age Discrimination
- +  At-Will Employment
- +  Background Checks, Arrest History
- +  Background Checks, Criminal Convictions
- +  Breastfeeding Rights in the Workplace
- +  Call-back and Standby Pay
- +  Child Labor
- +  Child Support Withholding
- +  Covenants Not To Compete
- +  Deductions from Wages
- +  Disability Discrimination
- +  Disaster and Emergency Services Leave
- +  Drug Testing
- +  Employee Misclassification
- +  Employment Laws - Coverage Thresholds
- +  Employment Verification and Immigration
- +  Family Military Leave
- +  Family, Medical and Parental Leave
- +  Firearms at Work
- +  Firearms: Carrying Concealed Weapons

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A tool to view or compare state and federal employment laws by topic, across multiple jurisdictions, presented in a customizable chart or matrix format—in just three easy steps!

There are more than 60 major topics and hundreds of subtopics. Results include succinct summaries of state and federal labor and employment laws, regulations, and executive orders.

# Step 1. Select Topics/Subtopics

The screenshot displays the SHRM Multistate Laws Comparison Tool interface. At the top, the SHRM logo and the text "75th Anniversary" are visible. Below the logo, the tool title "Multistate Laws Comparison Tool" is shown with a help icon. The interface is divided into three main steps: "1 Select Topics", "2 Select States", and "3 Your Results". A search bar is active, showing the search term "leave". A search results window is open, displaying a list of topics and subtopics. The search results for "leave" are as follows:

- Disaster and Emergency Services Leave
  - Applicable Laws and Regulations
  - Eligibility
  - Specifics of Leave
  - Notification/Certification Requirements
  - Penalties
  - Enforcement Agency
  - Wages and Benefits During Leave
  - Reinstatement Following Leave
- Drug Testing
- Employee Misclassification
- Employment Laws - Coverage Thresholds
  - Age Discrimination Thresholds
  - Disability Discrimination Thresholds
  - Fair Employment Practices Thresholds
  - Sexual Orientation Discrimination Thresholds
  - Immigration and State Employment Verification Thresholds
  - Leave Laws Thresholds
  - Military Service Discrimination Thresholds
  - Plant Closings, Layoffs and WARN Laws Thresholds
- Employment Verification and Immigration

Use the + to expand and see a specific subtopic or all subtopics.

Use search to find topics more quickly.\* Use the arrow icons or scroll to see the search terms. Results are auto-checked; toggle off as needed.

\*Note that searching is applied against the major topics and subheadings, not underlying content.

# Step 2. Select States/Federal



## Multistate Laws Comparison Tool

1 Select Topics    2 Select States    3 Your Results

<input checked="" type="checkbox"/> Federal	<input type="checkbox"/> Illinois	<input type="checkbox"/> Nebraska	<input type="checkbox"/> South Carolina
<input type="checkbox"/> Alabama	<input type="checkbox"/> Indiana	<input type="checkbox"/> Nevada	<input type="checkbox"/> South Dakota
<input type="checkbox"/> Alaska	<input type="checkbox"/> Iowa	<input type="checkbox"/> New Hampshire	<input type="checkbox"/> Tennessee
<input type="checkbox"/> Arizona	<input type="checkbox"/> Kansas	<input type="checkbox"/> New Jersey	<input type="checkbox"/> Texas
<input type="checkbox"/> Arkansas	<input type="checkbox"/> Kentucky	<input type="checkbox"/> New Mexico	<input type="checkbox"/> Utah
<input checked="" type="checkbox"/> California	<input type="checkbox"/> Louisiana	<input checked="" type="checkbox"/> New York	<input type="checkbox"/> Vermont
<input type="checkbox"/> Colorado	<input type="checkbox"/> Maine	<input type="checkbox"/> North Carolina	<input type="checkbox"/> Virginia
<input type="checkbox"/> Connecticut	<input type="checkbox"/> Maryland	<input type="checkbox"/> North Dakota	<input type="checkbox"/> Washington
<input type="checkbox"/> Delaware	<input type="checkbox"/> Massachusetts	<input type="checkbox"/> Ohio	<input type="checkbox"/> West Virginia
<input checked="" type="checkbox"/> District of Columbia	<input type="checkbox"/> Michigan	<input type="checkbox"/> Oklahoma	<input type="checkbox"/> Wisconsin
<input type="checkbox"/> Florida	<input type="checkbox"/> Minnesota	<input type="checkbox"/> Oregon	<input type="checkbox"/> Wyoming
<input type="checkbox"/> Georgia	<input type="checkbox"/> Mississippi	<input type="checkbox"/> Pennsylvania	
<input type="checkbox"/> Hawaii	<input type="checkbox"/> Missouri	<input type="checkbox"/> Puerto Rico	
<input type="checkbox"/> Idaho	<input type="checkbox"/> Montana	<input type="checkbox"/> Rhode Island	



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Save Chart



Email Chart



Export

Use the checkmark to select all or the x to unselect all.

**Tip:** Select all states that the organization works in, and plan to save the chart for reuse later. Changing topics is easy with your state selections saved.

# Step 3. View the Results



Multistate Laws Comparison Tool

1 Select Topics    2 Select States    3 Your Results

Changes after 04/06/2023 are highlight...    Display As: [Grid] [List] [Calendar]

Disaster and Emergency Services Leave >> **Applicable Laws and Regulations**

State	Applicable Laws and Regulations
Federal	Disaster and emergency services leave requirements, applicable to <b>federal employers</b> , are covered in the United States Code at Title 5, Part III, Subpart E, Chapter 63, Subchapter VI, Section 6391.
California	Emergency services leave requirements, applicable to <b>private and public employers</b> , are covered in the Deering's California Code Annotated, California Labor Code, at Division 2, Part 1, Chapter 1, Article 1, Section 230.3. Emergency services leave requirements, applicable to employers with 50 or more employees, are covered in the Deering's California Code Annotated, California Labor Code, at Division 2, Part 1, Chapter 1, Article 1, Section 230.4, as amended by Ch. 120 (A.B. 11), L. 2013.  Law providing for leaves of absence for members of the Civil Air Patrol is covered in the California Labor Code at Division 2, Part 5, Sections 1500 through 1507, added by Ch. 242 (A.B. 485), L. 2009, effective January 1, 2010.
District of Columbia	The District of Columbia does not have a disaster or emergency services volunteer leave law.
New York	Disaster service volunteer leave requirements, applicable to <b>public employers</b> , are covered in the New York Consolidated Laws, Public Authorities Law, at Article 9, Title 3, Section 2850-a.  Disaster service volunteer leave requirements, applicable to <b>state employers</b> , are covered in the New York Consolidated Laws, Civil Service Law, at Article V, Title D, Section 82-b.  Disaster service leave requirements, applicable to <b>municipal employers</b> , are covered in the New York Consolidated Laws, General Municipal Law, at Chapter 24, Article 10, Section 209-aa, and in the General Municipal Law at Article 5, Section 92-c.  Leaves for volunteer firefighters and members of a volunteer ambulance service who respond to states of emergency are covered in the New York Consolidated Laws, New York Labor Law, at Chapter 31, Article 7, Section 202-l, added by Ch. 393 (S.B. 7111), L. 2014, and amended by Ch. 376 (A.B. 10138), L. 2014, effective December 22, 2014.

+ Disaster and Emergency Services Leave >> **Eligibility**

+ Disaster and Emergency Services Leave >> **Specifics of Leave**

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Users can quickly scan applicable information across multiple jurisdictions. Law summaries and effective dates are included where applicable.

# Results Page: Highlight Updates to Show Most Recent Changes



Multistate Laws Comparison Tool

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Changes after 04/06/2023 are highlight...

Disaster and Emergency Services Leave >> **Applicable Laws and Regulations**

State	Applicable Laws and Regulations
Federal	Disaster and emergency services leave requirements, applicable to <b>federal employees</b> , are covered in the United States Code at Title 5, Part III, Subpart E, Chapter 63, Subchapter VI, Section 6391.
California	Emergency services leave requirements, applicable to <b>private and public employees</b> , are covered in the California Code Annotated, California Labor Code, at Division 2, Part 1, Chapter 1, Sections 4500 through 4503, and in the California Code Annotated, California Labor Code, at Division 2, Part 1, Chapter 1, Sections 4504 through 4506, amended by Ch. 120 (A.B. 11), L. 2013.  Law providing for leaves of absence for members of the Civil Air Patrol is covered in the California Code Annotated, California Labor Code, at Division 2, Part 5, Sections 1500 through 1507, added by Ch. 242 (A.B. 485), L. 2009.
District of Columbia	The District of Columbia does not have a disaster or emergency services volunteer leave requirement.
New York	Disaster service volunteer leave requirements, applicable to <b>public employers</b> , are covered in the New York Consolidated Laws, Public Authorities Law, at Article 9, Title 3, Section 2850-a.  Disaster service volunteer leave requirements, applicable to <b>state employers</b> , are covered in the New York Consolidated Laws, Civil Service Law, at Article V, Title D, Section 82-b.  Disaster service leave requirements, applicable to <b>municipal employers</b> , are covered in the New York Consolidated Laws, General Municipal Law, at Chapter 24, Article 10, Section 209-aa, and in the General Municipal Law at Article 5, Section 92-c.  Leaves for volunteer firefighters and members of a volunteer ambulance service who respond to states of emergency are covered in the New York Consolidated Laws, New York Labor Law, at Chapter 31, Article 7, Section 202-l, added by Ch. 393 (S.B. 7111), L. 2014, and amended by Ch. 376 (A.B. 10138), L. 2014, effective December 22, 2014.

+ Disaster and Emergency Services Leave >> **Eligibility**

+ Disaster and Emergency Services Leave >> **Specifics of Leave**

Export

**Highlight Updates**

- None
- Within 30 Days
- Within 60 Days
- Within 90 Days
- Within 120 Days**

or pick a date:

Highlight Changes

Use the Highlight Updates feature to monitor recent changes.

Use the provided time period options or insert custom dates.

# Results Page: Recent Change Highlighted



## Multistate Laws Comparison Tool

1 Select Topics    2 Select States    3 Your Results

+ - X Q | Changes after 04/06/2023 are highlight...

Display As: [List Icon] [Table Icon] [Calendar Icon]

Family, Medical and Parental Leave >> Enforcement Agency

State	Enforcement Agency
Federal	<p><b>Private and public employers:</b> U.S. Department of Labor, Frances Perkins Building, 200 Constitution Avenue, NW, Washington, DC 20210; telephone: 1-866-4-USA-DOL; TTY: 1-877-889-5627.</p> <p><b>Note, enforcement and interaction with state laws:</b> Nothing in FMLA supersedes any provision of state or local law that provides greater family or medical leave rights than those provided by FMLA. The Department of Labor will not, however, enforce state family or medical leave laws, and states may not enforce the FMLA. Employees are not required to designate whether the leave they are taking is FMLA leave or leave under State law, and an employer must comply with the appropriate (applicable) provisions of both. An employer covered by one law and not the other has to comply only with the law under which it is covered. <i>Interaction with federal and state antidiscrimination laws</i> Nothing in FMLA modifies or affects any federal or state law prohibiting discrimination on the basis of race, religion, color, national origin, sex, age, or disability (29 CFR 825.701, 825.702, as amended, effective March 8, 2013, 78 FR 8834 (2/6/2013)).</p> <p><b>Federal contracts:</b> Aug. 7, 2015, Executive Order requiring paid sick leave on federal contracts: The Secretary of Labor is to enforce the Executive Order providing for paid sick leave.</p> <p>The Department of Labor has reissued seven Family and Medical Leave Act (FMLA) forms. These forms now have an expiration date of August 31, 2021. The reissued forms are: WH-380-E, Certification of Health Care Provider for Employee's Serious Health Condition; WH-380-F, Certification of Health Care Provider for Family Member's Serious Health Condition; WH-381, Notice of Eligibility and Rights and Responsibilities; WH-382, Designation Notice; WH-384, Certification of Qualifying Exigency For Military Family Leave; WH-385, Certification for Serious Injury or Illness of Covered Servicemember—for Military Family Leave; and WH-385-V, Certification for Serious Injury or Illness of a Veteran for Military Caregiver Leave.</p> <p>On August 8, 2019, the U.S. Department of Labor's Wage and Hour Division issued an Opinion Letter, FMLA2019-2-A, addressing whether time spent attending a Committee on Special Education meeting to discuss a child's Individualized Education Program qualifies as FMLA leave (<i>U.S. Department of Labor, Wage and Hour Division News Release No. 19-1469-NAT, August 8, 2019</i>).</p> <p>On March 12, 2020, the Department of Labor announced new guidance outlining flexibilities that states have in administering their unemployment insurance (UI) programs to assist Americans affected by the COVID-19 outbreak. The DOL announced that under the guidance, federal law permits significant flexibility for states to amend their</p>



Open My Charts



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Save Chart



Email Chart



Export

Notice the number of recent changes per subtopic and calendar selection.

Recent changes are noted in green with a date reminder noted at the top left.



# Results Page: Save Chart to Revisit Later



Multistate Laws Comparison Tool

1 Select Topics | 2 Select States | 3 Your Results

Changes after 04/06/2023 are highlight... Display As: [Grid] [List] [Calendar]

Family, Medical and Parental Leave >> Enforcement Agency

State	Enforcement Agency
Federal	<p><b>Private and public employers:</b> U.S. Department of Labor, Frances Perkins Building, 200 Constitution Avenue, NW, Washington, DC 20210; telephone: 1-866-4-USA-DOL; TTY: 1-877-889-5627.</p> <p><b>Note, enforcement and interaction with state laws:</b> Nothing in FMLA supersedes any provision of state or local law that provides greater family or medical leave rights than those provided by FMLA. The Department of Labor will not, however, enforce state family or medical leave laws, and states may not enforce the FMLA. Employees are not required to designate whether the leave they are taking is FMLA leave or leave under State law, and an employer must comply with the appropriate (applicable) provision of state or local law. If a state or local law provides greater family or medical leave rights than those provided by FMLA, an employer other has to comply only with the law under which it provides the greater family or medical leave rights. Nothing in FMLA modifies or overrides any state or local law that provides greater family or medical leave rights than those provided by FMLA, and an employer must comply with the appropriate (applicable) provision of state or local law.</p> <p><b>Federal contracts:</b> Aug. 7, 2015, Executive Order requires federal contractors to enforce the Executive Order providing for paid sick leave.</p> <p>The Department of Labor has reissued seven Family and Medical Leave Act (FMLA) forms: WH-380, Notice of Eligibility and Certification of Qualifying Exigency For Military Family Caremember; WH-381, Notice of Eligibility and Certification of Qualifying Exigency For Military Family Caremember—For Military Family Leave; and WH-382, Notice of Eligibility and Certification of Qualifying Exigency For Military Family Caremember—For Military Caregiver Leave.</p> <p>On August 8, 2019, the U.S. Department of Labor's Wage and Hour Division issued guidance on special education meetings to discuss a child's Individualized Education Program (IEP) that qualifies as FMLA leave (U.S. Department of Labor, Wage and Hour Division News Release No. 19-1469-NAT, August 8, 2019).</p> <p>On March 12, 2020, the Department of Labor announced new guidance outlining flexibilities that states have in administering their unemployment insurance (UI) programs to assist Americans affected by the COVID-19 outbreak. The DOL announced that under the guidance, federal law permits significant flexibility for states to amend their</p>

### Save Chart

Type the name for these chart results and click Save:

Save

#### My Saved Charts

- Minimum Wage last 120 days**  
Last Viewed 8/4/2023 1:56:14 PM (UTC-4)
- At-Will Employment**  
Last Viewed 8/2/2023 2:46:18 PM (UTC-4)

Topics will be updated when chart is reopened.

Users can save dozens of charts.

Charts can also be printed, emailed or exported.

# Results Page: Email a Chart to Easily Share Information



Multistate Laws Comparison Tool

1 Select Topics | 2 Select States | 3 Your Results

Changes after 04/06/2023 are highlight... Display As: [Grid] [List] [Calendar]

Family, Medical and Parental Leave >> Enforcement Agency

State	
Federal	<p><b>Private and public employers:</b> U.S. Washington, DC 20210; telephone: 1</p> <p><b>Note, enforcement and interaction</b> that provides greater family or med not, however, enforce state family required to designate whether the must comply with the appropriate other has to comply only with the <i>antidiscrimination laws</i> Nothing in the basis of race, religion, color, na effective March 8, 2013, 78 FR 8834</p> <p><b>Federal contracts:</b> Aug. 7, 2015, Exec is to enforce the Executive Order p</p> <p>The Department of Labor has reissd expiration date of August 31, 2021. Employee's Serious Health Conditio Health Condition; WH-381, Notice of Certification of Qualifying Exigency Covered Servicemember—for Milita Veteran for Military Caregiver Leave</p> <p>On August 8, 2019, the U.S. Departm addressing whether time spent atte Individualized Education Program of Release No. 19-1469-NAT, August 8, 2</p> <p>On March 12, 2020, the Department administering their unemployment The DOL announced that under the guidance, federal law permits significant flexibility for states to amend their</p>

### Email Chart

Attach Result in Chart View as:  HTML  Excel  Word  PDF

Attach Result in Matrix View as:  HTML  Excel

From:

To:

CC:

Separate multiple email addresses by semi-colon.

Subject:

Please review these law summaries and let's discuss.

Disclaimer:

Send Copy to Self

- Open My Charts
- Printer Friendly
- Save Chart
- Email Chart
- Export

Emailing charts is easy, and there are several file options.

The HTML email version is easy to view on mobile devices.

Users receive a confirmation notice that the email has been sent.



# Navigation Is Easy



Multistate Laws Comparison Tool ⓘ

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+ - X Q

+ <input type="checkbox"/>	Access to Personnel Files
+ <input type="checkbox"/>	Age Discrimination
+ <input type="checkbox"/>	At-Will Employment
+ <input type="checkbox"/>	Background Checks, Arrest History
+ <input type="checkbox"/>	Background Checks, Criminal Convictions
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+ <input type="checkbox"/>	Call-back and Standby Pay
+ <input type="checkbox"/>	Child Labor
+ <input type="checkbox"/>	Child Support Withholding
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+ <input type="checkbox"/>	Disability Discrimination
+ <input type="checkbox"/>	Disaster and Emergency Services Leave
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+ <input type="checkbox"/>	Family Military Leave
+ <input type="checkbox"/>	Family, Medical and Parental Leave
+ <input type="checkbox"/>	Firearms at Work
+ <input type="checkbox"/>	Firearms: Carrying Concealed Weapons

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## To change selections:

- Click the Topic or State headings.
- Use the browser's back arrow.

## To start over:

- Click the home icon in the upper right corner.
- Click the SHRM logo.\*

\*Note that starting over clears previous selections.