Multistate Laws Comparison Tool

Multistate Laws Comparison Tool ⓘ

1 Select Topics	**2** Select States	**3** Your Results

\+ − × 🔍

☐ 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

🏠 Home
↗ Open My Charts
🖨 Printer Friendly
💾 Save Chart
✉ Email Chart
⬆ Export

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

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

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

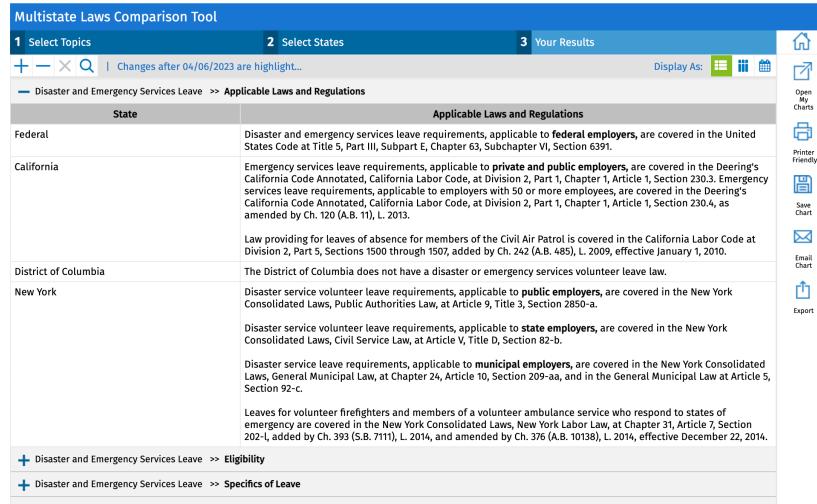| **1** Select Topics	**2** Select States	**3** Your Results

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

State	Applicable Laws and Regulations
Federal	Disaster and emergency services leave requirements, applicable to **federal employers,** 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 **private and public employers,** 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 **public employers,** 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 **state employers,** 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 **municipal employers,** 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**

🏠 Open My Charts

↗

🖨 Printer Friendly
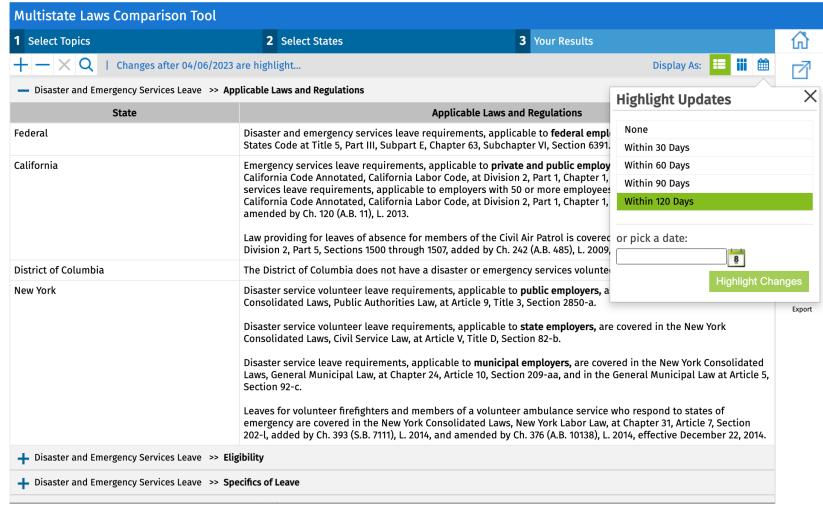
💾 Save Chart

✉ Email Chart

⬆ Export

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

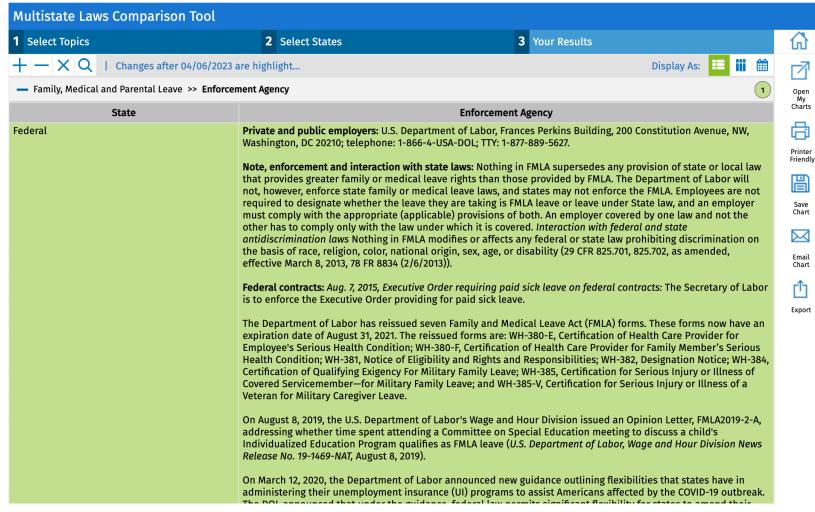# Results Page: Highlight Updates to Show Most Recent Changes

75TH ANNIVERSARY
SHRM®

Multistate Laws Comparison Tool

1 Select Topics	**2** Select States	**3** Your Results

+ − ✕ 🔍 | Changes after 04/06/2023 are highlight...   Display As: [☰] [⊞] [📅] [⤢]

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

State	Applicable Laws and Regulations
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Highlight Updates ✕

None
Within 30 Days
Within 60 Days
Within 90 Days
Within 120 Days

or pick a date:

[_____] [📅]

[Highlight Changes]

Export

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

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

Use the Highlight Updates feature to monitor recent changes.

Use the provided time period options or insert custom dates.

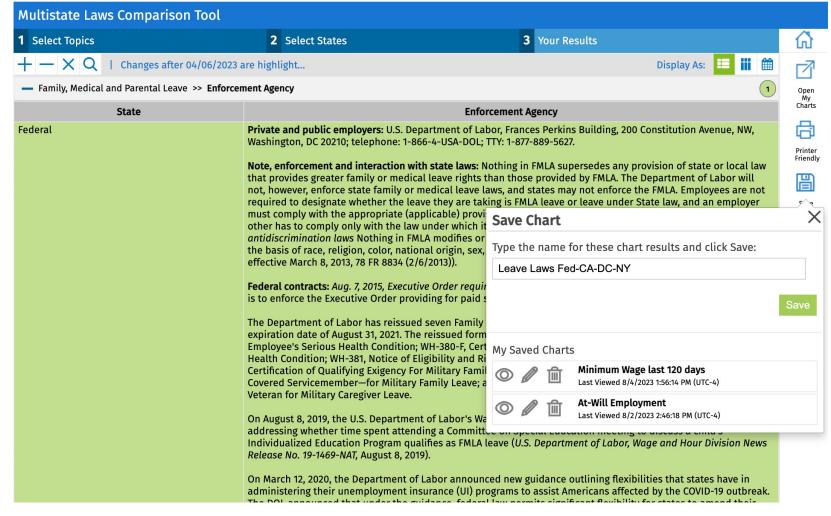# Results Page: Recent Change Highlighted

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.
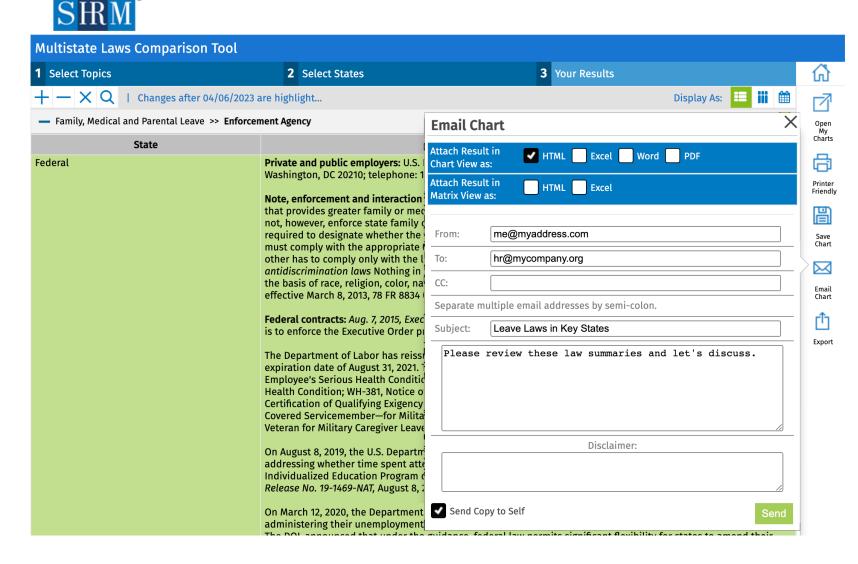
Results Page: Save Chart to Revisit Later

Topics will be updated when chart is reopened.

Users can save dozens of charts.

Charts can also be printed, emailed or exported.

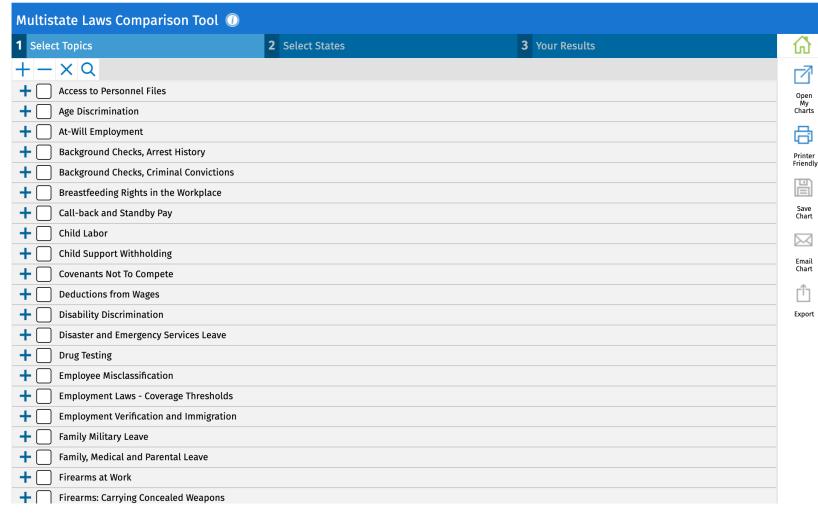# Results Page: Email a Chart to Easily Share Information

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

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.