

| State      | Locality (If relevant) | Category of Leave                   |
|------------|------------------------|-------------------------------------|
| Arizona    |                        | <u>Paid Sick Leave</u>              |
| California |                        | <u>Crime Victim Leave</u>           |
| California |                        | <u>Paid Family Leave</u>            |
| California |                        | <u>California Family Rights Act</u> |
| California |                        | <u>Disability</u>                   |
| California |                        | <u>Pregnancy Disability Leave</u>   |
| California | Berkeley               | <u>Paid Sick Leave</u>              |
| California | Los Angeles            | <u>Paid Sick Leave</u>              |
| California | Oakland                | Paid Sick Leave<br>(Coming Soon)    |
| California | San Francisco          | <u>Paid Parental Leave</u>          |
| California | Santa Monica           | <u>Paid Sick Leave</u>              |
| California | West Hollywood         | <u>Paid Sick Leave</u>              |
| Colorado   |                        | <u>Paid Sick Leave</u>              |

|             |  |                                      |
|-------------|--|--------------------------------------|
| Colorado    |  | <u>Paid Family Medical Leave</u>     |
| Colorado    |  | <u>Pregnancy Accommodation</u>       |
| Connecticut |  | <u>FMLA Parallel</u>                 |
| Connecticut |  | <u>Paid Family Medical Leave</u>     |
| Connecticut |  | <u>Paid Sick Leave</u>               |
| Connecticut |  | <u>Pregnancy Disability Leave</u>    |
| D.C.        |  | <u>Paid Family Leave</u>             |
| D.C.        |  | <u>FMLA Parallel</u>                 |
| D.C.        |  | <u>Paid Sick Leave</u>               |
| D.C.        |  | <u>Pregnant Workers Fairness Act</u> |
| Hawaii      |  | <u>Disability</u>                    |
| Illinois    |  | <u>Paid Time Off</u>                 |
| Illinois    |  | <u>Pregnancy Accommodation</u>       |

|               |                   |   |
|---------------|-------------------|---|
| Illinois      | Chicago           | <a href="#">Paid Sick Leave</a>               |
| Illinois      | Cook County       | <a href="#">Paid Sick Leave</a>               |
| Maine         |                   | <a href="#">Paid Family Medical Leave</a>     |
| Maine         |                   | <a href="#">Paid Time Off</a>                 |
| Maryland      |                   | Paid Family Medical Leave (Coming Soon)       |
| Maryland      |                   | <a href="#">Paid Sick Leave</a>               |
| Maryland      |                   | Parental Leave<br>(Coming Soon)               |
| Maryland      |                   | <a href="#">Pregnancy Accommodation</a>       |
| Maryland      | Montgomery County | <a href="#">Paid Sick Leave</a>               |
| Massachusetts |                   | <a href="#">Paid Sick Leave</a>               |
| Massachusetts |                   | <a href="#">Paid Family Medical Leave</a>     |
| Massachusetts |                   | <a href="#">Parental Leave</a>                |
| Massachusetts |                   | <a href="#">Pregnant Workers Fairness Act</a> |

|            |             |   |
|------------|-------------|---|
| Michigan   |             | <u>Paid Sick Leave</u>                  |
| Minnesota  |             | Paid Family Medical Leave (Coming Soon) |
| Minnesota  |             | <u>Parental Leave</u>                   |
| Minnesota  |             | <u>Paid Sick Leave</u>                  |
| Minnesota  | Bloomington | <u>Paid Sick Leave</u>                  |
| Minnesota  | Minneapolis | <u>Paid Sick Leave</u>                  |
| Minnesota  | St. Paul    | <u>Paid Sick Leave</u>                  |
| Missouri   |             | Paid Sick Leave (Coming Soon)           |
| Nevada     |             | Pregnancy Accommodation                 |
| New Jersey |             | <u>Paid Sick Leave</u>                  |
| New Jersey |             | <u>Paid Family Leave</u>                |
| New Jersey |             | <u>Disability</u>                       |
| New York   |             | <u>Paid Sick Leave</u>                  |

|                |               |                                      |
|----------------|---------------|--------------------------------------|
| New York       | New York City | <u>Pregnant Workers Fairness Act</u> |
| Oregon         |               | <u>Paid Sick Leave</u>               |
| Oregon         |               | <u>FMLA Parallel</u>                 |
| Oregon         |               | <u>Paid Family Medical Leave</u>     |
| Oregon         |               | <u>Pregnancy Accommodation</u>       |
| Rhode Island   |               | <u>Paid Sick Leave</u>               |
| Rhode Island   |               | <u>Temporary Caregiver Insurance</u> |
| Rhode Island   |               | <u>FMLA Parallel</u>                 |
| Rhode Island   |               | <u>Disability</u>                    |
| Rhode Island   |               | <u>Pregnancy Accommodation</u>       |
| South Carolina |               | <u>Pregnancy Disability Leave</u>    |
| Utah           |               | <u>Pregnancy Accommodation</u>       |
| Virginia       |               | <u>Pregnancy Accommodation</u>       |

|            |         |                                  |
|------------|---------|----------------------------------|
| Washington |         | Paid Sick Leave<br>(Coming Soon) |
| Washington |         | <u>Paid Family Medical Leave</u> |
| Washington | Seattle | <u>Paid Sick Leave</u>           |
| Wisconsin  |         | <u>FMLA Parallel</u>             |