

Chapter 1 : Compliance Challenge of the Year: State and local laws | HR Dive

Broadly speaking, the following types of state legislation can affect workplace drug policies: State and local laws regulating drug testing State workers' compensation laws State unemployment insurance laws Additionally, state and local legislation related to legalization of marijuana must be considered when providing education to employees.

Lover of music, travel, and everything art related State vs. Who Really Holds the Trump Card? If a state law gives people more rights than a federal law, the state law is legally supposed to prevail. This means state law will always supersede federal law when the person in question stands to gain more from the state law, right? Yes, you may say, "Well they are. There are two basic levels in the U. A federal law applies to the nation as a whole and to all 50 states whereas state laws are only in effect within that particular state. The law that applies to situations where state and federal laws disagree is called the supremacy clause, which is part of article VI of the Constitution. When there is a conflict between a state law and federal law, it is the federal law that prevails. For example, if a federal regulation prohibits the use of medical marijuana, but a state regulation allows it, the federal law prevails. Confused as to what really happens when state and federal laws clash? The decisions will almost certainly effect what role states can play in recognizing same sex marriage. Even President Obama has said that states and states alone should decide whether same sex marriage is legal within their borders. As of now there are 17 states that recognize same-sex marriage and 33 states that have a ban against it. So, does federal law recognize same-sex marriage? The federal government must now recognize valid same-sex marriages according to the U. This decision cleared the way for same-sex married couples to receive federal benefits. Yet not all facets of the federal government adhere to that. The IRS recognizes same-sex marriage as married under all federal tax provisions where marriage is a factor. The Social Security Administration however, only recognizes marriages that are valid in the state where the couple lives for the purposes of granting federal benefits. Lets move onto my favorite subject, pot. At the federal level there is the Controlled Substances Act, which classifies marijuana as a Schedule I substance. This act considers pot to have a high potential for dependency and no accepted medical use, making distribution of marijuana a federal offense. In October of , the Obama Administration sent a memo to federal prosecutors encouraging them not to prosecute people who distribute marijuana for medical purposes in accordance with state law. We can look at the case of Gerald Duval Jr. Duval claims he is on the frontlines of the war over medical marijuana. Now, he will soon serve a year prison sentence for breaking the U. How can this even be fair? Well, this my friends is how I see it Regress back into your childhood and think of your father as the state law and your mother as the federal law. You want to go to a party and stay out a little later past your curfew. Your father state says yes but your mother federal says no. Who ultimately has the final say?

Chapter 2 : Discrimination - Employment Laws

State and local laws also regulate the sale and distribution of alcohol and tobacco. For more information: Contact a state department of revenue for questions about tobacco sales and taxes.

Private employers with 50 or more employees and all public sector employers. Up to 12 weeks of unpaid family leave plus 4 months of maternity disability may be combined for a total of 28 weeks per year. Child, spouse, parent, domestic partner, child of domestic partner, stepparent, grandparent, grandchild, sibling, or parent-in-law. The California Paid Family Leave insurance program provides up to 6 weeks of paid leave to care for a seriously ill child, spouse, parent, or registered domestic partner, or to bond with a new child. Child, spouse, parent, or registered domestic partner. Connecticut All employers with 75 or more employees, except private or parochial elementary or secondary schools. Employees who have hours service with an employer during the month period before the leave. Up to 16 weeks in 2 years for the birth or adoption of a child, placement of child for foster care, to care for a family member with a serious medical condition, for the serious medical condition of the employee, or to serve as an organ or bone marrow donor. Child, spouse, parent, civil union partner, parent-in-law, or stepparent. Any public or private employer. Employees who have at least hours of service with an employer during the month period prior to leave. Leave must be shared by family members working for the same employer. All relatives by blood, legal custody, or marriage, and anyone with whom an employee lives and has a committed relationship. Hawaii Private employers with or more employees. Employees who have worked for 6 consecutive months. Up to 4 weeks per year. Permits intermittent leave for birth, adoption placement, and to care for a family member with a serious health condition. Does not require spouses to share leave. Child, spouse, parent, in-laws, grandparents, grandparents-in-law, stepparent, or reciprocal beneficiary. Maine Private employers with 15 or more employees; all state employers, and local governments with 25 or more employees Up to 10 weeks in 2 years for the birth of a child or adoption of a child age 16 or younger. Includes leave to be an organ donor. Child, spouse, parent, sibling who lives with employee, civil union partner, child of civil union partner, or non-dependent adult child. Massachusetts Employers with 50 or more employees. Minnesota All employers with 21 or more employees. An employee who has worked for an employer for at least 12 consecutive months immediately preceding the request, and whose average number of hours per week equal one-half of a full-time equivalent position. All employers with at least 1 employee for school activities leave only. Up to 6 weeks for the birth or adoption of a child. Up to 40 hours to undergo a medical procedure to donate bone marrow or to donate an organ or partial organ. Child, spouse, parent, grandparent, or sibling. New Jersey unpaid All employers with 50 or more employees. Employees who have worked for an employer for 12 months and who have at least hours of service during those 12 months. Intermittent leave is limited to 42 days in 12 months. Child, spouse, parent, in-laws, or domestic partner. NJ paid Employees who have worked 20 calendar weeks or who have earned at least times the state minimum wage during the 52 weeks prior to leave. Provides that leave may be paid, unpaid, or a combination of both. Jan 1, paid All private employers. Employees, full-time or part time, who have worked 26 or more consecutive weeks for a covered employer. Public employers have the choice to opt in. The maximum leave allowed over every 52 week period is increased over a period of four years. It increases annually to 55 percent in , 60 percent in , and 67 percent in Child, spouse, parent, parent-in-law, step-parent, grandparent, grandchild, domestic partner, or a person with whom the employee has or had an in loco parentis relationship. Oregon All employers with 25 or more employees. Employees who have worked at least 25 hours per week in the past days. Up to 12 weeks per year. Prohibits two family members working for the same employer from taking concurrent family leave except under certain conditions. Allows an employee to substitute any available paid vacation or sick leave. Allows leave to be used to deal with the death of a family member. Child, spouse, parent, grandparent, grandchild, or parent-in-law, or a person with whom the employee has or had an in loco parentis relationship. Rhode Island unpaid Private employers with 50 or more employees. All state government employers. Local governments with 30 or more employees. Full time employees who have been employed for 12 consecutive months and who work an

average of 30 or more hours per week. Up to 13 weeks in 2 years for the birth or adoption of a child age 16 or younger, or to care for a parent, child, spouse or in-law with a serious medical condition. Child, parent, parent-in-law, grandparent, spouse, domestic partner Vermont All employers with 10 or more employees for leaves associated with a new child or adoption. Employees who have worked for an employer for one year for an average of 30 or more hours per week. Up to 12 weeks in 12 months for parental or family leave. Allows the employee to substitute available sick, vacation, or other paid leave, not to exceed 6 weeks. Limits this leave to no more than 4 hours in any day period. An employee who has been employed for at least hours during his or her qualifying year. Washington Family Leave Act provides up to a total of twelve weeks of leave during any 12 month period for the birth of a child, the placement of a child for adoption or foster care, to care for a family member with a serious health condition, or because of a serious health condition that makes the employee unable to perform the functions of the job. Washington Family Care Act allows workers with available paid sick leave or other paid time off to use that leave to care for a sick child with a routine illness; a spouse, registered domestic partner, parent, parent-in-law, or grandparent with a serious or emergency health condition; and an adult child with a disability. The Washington Family and Medical Leave Insurance Act, passed in , and which established a paid family leave insurance program was never implemented and has been indefinitely postponed by subsequent legislation. Child, spouse, parent, parent-in-law, grandparent, or state registered domestic partner. Wisconsin Employers who employ at least 50 individuals on a permanent basis, including any state government entity. An employee who has been employed by the same employer for more than 52 consecutive weeks and who has at least 1, hours of service during that time. Allows an employee to substitute employer-provided paid or unpaid leave for portions of family or medical leave. Child, spouse, parent, domestic partner, or parent of a domestic partner.

Chapter 3 : State and Local Sales Tax Rates, | Tax Foundation

There are different types of laws. Federal laws apply to everyone in the United States. State and local laws apply to people who live or work in a particular state, commonwealth, territory, county, city, municipality, town, township or village.

Wisch If the number of laws affecting dogs is any reflection of the importance we place on them in society, then quite clearly dogs are significant. Dogs, like any other form of property in the legal system, may be regulated to protect the health, safety, and welfare of the people. This authority allows states to make laws that deal with the health and general well-being of its citizens. This authority is then either directly given to local municipalities cities, towns, and counties or is given by implication the state provides in its laws that the power of a city to regulate is not restricted. In any event, the power to regulate domestic animals like dogs is usually unlimited. One of the primary limitations on dog regulations by a local government is state law. This concept, known as preemption, provides that a higher law state or federal preempts, or trumps, the local law dealing with the same subject. Sometimes laws may concurrently regulate a subject, or both laws may regulate the same subject without any conflict. A court will then invalidate the local law because it attempts to regulate an exclusive state area. States will give great deference, or respect, to lower laws because local laws are important in dealing with issues particular to a municipality. It would be difficult for a state to try to regulate all the different municipalities with the various issues each faces. Local dog laws, often called ordinances, involve a variety of subjects, including licensing, vaccination, leash laws, the number of dogs a person may keep, and procedures for impounding dogs. Some states even mandate, or require, local governments to make ordinances for licensing of dogs or other dog matters. Dogs may be impounded under law for a variety of reasons. Some states allow animal control officers to destroy loose dogs, especially if there is a concern that the dog is dangerous or rabid. Be sure to check your specific state law for details or contact an attorney. But, it is important to keep in mind that dogs are viewed as property and, as such, damages compensation, or payment, to correct a legal wrong may be limited. Generally, laws that dealing with impoundment and destruction of dogs must at least give a person notice of the action and an opportunity to be heard. There even seems to be a greater movement by the courts in recognizing the rights of owners. Citizens can become involved to ensure that local governments create ordinances that attempt meet the needs of all its "citizens," human and animal. Frequently Asked Questions on Local Dog Laws Rebecca Wisch The following questions represent some frequently asked questions dog owners may encounter. Remember that dog laws not only vary state to state, but also city to city. These answers are not meant to provide legal advice, but rather to provide a starting point to research an issue in your own jurisdiction. Can a dog control officer enter my house without permission to take my dog? Exigent circumstances, or those conditions that necessitate immediate action by law enforcement officials, do not apply to minor infractions, such as violation of a leash law or licensing ordinance. Further, several states have adopted statutes that exempt local dog control laws as exigent circumstances for purposes of warrantless entry into homes. My dog escaped and was impounded. How long do I have to retrieve him The time a municipality has to hold a dog may be governed by local ordinance or state statute. Again, this varies from state to state, town to town, but usually the length of time is anywhere from five 5 to seven 7 days. In some states, the time period may be shorter. Note that in many states the clock does not begin to run until notice is given to the owner of a licensed dog. The best situation is to have your dog wear a collar with appropriate license tags. If your dog escapes, be sure to check local animal control facilities immediately to put them on notice that you will retrieve your dog as soon as possible. What recourse do I have? There are two approaches that have been used when suing officers who have unlawfully killed dogs. The first approach is to sue the officer for a violation of due process under law. Nearly all federal courts have rejected claims based on due process violations. However, some are willing to consider unauthorized taking claims based on the misconduct of an officer in killing a dog. A person may also sue a person in state court for damages in the loss of a pet. Again, however, damages are limited to the market value of a pet usually a low monetary value. For further discussion on police shooting pets, click here. For more on officer

liability and impoundment or destruction, [click here](#). What happens if my dog gets loose? The answer to this question depends on whether your dog has a collar and is licensed. In some states, a loose and unlicensed dog may be subject to immediate destruction. Most of the time your dog will be impounded immediately if not wearing a licensed. A few states put a burden on the animal control officer to take reasonable steps to find the owner of a licensed dog. Generally, a loose dog will be impounded and notice will be sent to the owner if the owner can be determined. For more on loose dogs, [click here](#). I can no longer care for my dog and fear I must take him to the dog pound. What will happen to him? A dog who is voluntarily surrendered to a dog pound faces the fate of all dogs taken to the pound. If not sold or adopted, a dog will generally be humanely euthanized after a short period of time. Keep in mind that many states have provisions that provide for the donation or selling of pets to scientific research facilities. A state may allow the owner of a voluntarily impounded pet to prevent his or her pet from being sold for research. Short of adoption, the alternative is generally euthanization. For more on impoundment, [click here](#). A loose dog is chasing my horses and sheep. What can I do? Many states provide that dogs who chase livestock or even big game face destruction or impoundment. Your state may have procedures in place where you can file a formal complaint against the owner of a dog who chases your livestock. You can also call an animal control officer who may take immediate measures if the dog is still in pursuit of livestock. Ironically, animals found to be chasing livestock or big game in certain states face much harsher and immediate penalties than those found to be chasing people. For more on dogs chasing livestock, [click here](#). Dog license fee are generally set by the locality where the dog resides. States give these municipalities great latitude in setting fees and dog taxes. In some states, failure to pay license fees not only prevents the issuing of a license, but may also make the dog subject to impoundment. The best course of action is to talk to local licensing authorities to see if an arrangement can be made for gradual or partial payment. For more on dog licensing, [click here](#). Can I let my dog run loose? The answer to this may depend on whether the locality you live in has adopted an ordinance that strictly prohibits dogs at large. Some states allow localities to adopt measures by a ballot initiative a proposal on the ballot that voters must pass to become effective. Other states prohibit any loose dogs by state statute. The laws in my city seem to conflict with the state laws on regarding my dog. Which laws do I follow? The question implicates the issue of preemption: If the two laws do not conflict, there is not a problem and both laws must be followed. If, however, the lower law tries to regulate something the higher state law already regulates, then the lower law has been preempted. State laws usually give great deference or authority to local units to regulate dogs. But laws that deal with complex and far-reaching issues such as rabies quarantines and dangerous dogs may be exclusively up to the state to regulate. The local government may be able to help you sort out the conflict in laws. If following the lower law has led to further problems for you or if you feel following the local law may contradict the state law, consult an attorney. For more on preemption, [click here](#). What types of things can a local government regulate with respect to dogs? A local government is given broad authority to regulate dogs. The state then expressly or impliedly gives this authority to local governments to regulate things affecting dogs and other animals. Local municipalities are generally in a better position than the state to determine what specific dog laws are needed. Remember this power is broad and often swift – such measures will almost always be upheld in court if challenged. These actions do have to meet constitutional standards especially if notice to the owner is required before an action is taken against a dog. For more on police powers of local and state governments, [click here](#). For summaries of some state-by-state dog statutes, [click here](#).

Chapter 4 : State and Local Paid Sick Leave Laws - Workplace Fairness

The current count for state and local minimum wage laws stands at Add to that at least "ban the box" laws and myriad paid sick leave requirements and its no wonder employers operating.

See Municipal police departments of the United States for a list Municipal police range from one-officer agencies sometimes still called the town marshal to the 40, person-strong New York City Police Department. Most municipal agencies take the form Municipality Name Police Department. Most municipalities have their own police departments. Metropolitan departments, such as the Las Vegas Metropolitan Police Department , have jurisdiction covering multiple communities and municipalities, often over a wide area typically share geographical boundaries within one or more cities or counties. See Specialist police departments of the United States for a list There are other types of specialist police departments with varying jurisdictions. Most of these serve special-purpose districts and are known as special district police. In some states, they serve as little more than security police , but in states such as California, special district forces are composed of fully sworn peace officers with statewide authority. These agencies can be transit police , school district police, campus police , airport police , railroad police , park police or police departments responsible for protecting government property, such as the former Los Angeles General Services Police. As of , the PRPD had over 17, officers. Cole and Christopher E. This is the broad mandate to keep the peace or otherwise prevent behaviors which might disturb others. This can deal with things ranging from a barking dog to a fist-fight. By way of description, Cole and Smith note that police are usually called-on to "handle" these situations with discretion, rather than deal with them as strict violations of law, though of course their authority to deal with these situations are based in violations of law. Those powers are typically used only in cases where the law has been violated and a suspect must be identified and apprehended. Most obvious instances include robbery , murder , or burglary. This is the popular notion of the main police function, but the frequency of such activity is dependent on geography and season. Services may include rendering first aid , providing tourist information, guiding the disoriented, or acting as educators on topics such as preventing drug use. Because police agencies are traditionally available year-round, 24 hours a day, citizens call upon police departments not only in times of trouble, but also when just inconvenienced. History[edit] Early policing in American history was based on the ancient English common law system which relied heavily on citizen volunteers, watch groups, and a conscription system known as posse comitatus similar to the militia system , which continued until the mid-Nineteenth century. Police reform in the United States There have been many initiatives to reform policing, notably since the s, under President Lyndon Johnson, and several more recent efforts. Police departments across the country continue to be scandalized by instances of corruption and brutality. Reforms based on community dialogue, legal requirements and updating of police training is growing. Militarization of police[edit] Main article: In recent years, the use of military equipment and tactics for community policing and for public order policing has become more widespread under the program. In , the Trump administration announced it will reinstate the program. Some of the more controversial policies restrict, or even forbid, high-speed vehicular pursuits. The distinction has also been defined between rural and urban policing models, which tended to function differently with separate hierarchical systems supporting each. According to a study by James Q. Wilson "Varieties of Police Behavior", , , Harvard University Press , there were three distinct types of policing developed in his study of eight communities. Each style emphasized different police functions, and were linked to specific characteristics of the community the department served. This form of policing is implicitly less pro-active than other styles, and certain offenses may be "overlooked" on a variety of social, legal, and cultural grounds, as long as the public order is maintained. Cole and Smith comment the broad discretion exercised in this style of policing can result in charges of discrimination, when it appears police treatment of different groups results in the perception that some groups get better treatment than others; Legalistic. Emphasizes law enforcement and professionalism. This is usually found in reform-minded cities, with mixed socioeconomic composition. Officers are expected to generate a large number of arrests and citations, and act as if there were a single community standard for conduct, rather than different standards for

different groups. However, the fact that certain groups are more likely to have law enforcement contact means this strict enforcement of laws may seem overly harsh on certain groups; Service. Emphasizes the service functions of police work, usually found in suburban, middle-class communities where residents demand individual treatment. Police in homogeneous communities can view their work as protecting their citizens against "outsiders", with frequent but often-informal interventions against community members. The uniform make-up of the community means crimes are usually more obvious, and therefore less frequent, leaving police free to deal with service functions, and traffic control. Individual officers may also be inclined to one style or another, regardless of supervisor or citizen demands. Community-oriented policing is a shift in policing practices in the U. When there exists probable cause to believe that a person has committed a serious crime, a law enforcement officer can handcuff and arrest a person, who will be held in a police station or jail pending a judicial bail determination or an arraignment. The procedural use of strip searches and cavity searches by law enforcement has raised civil liberties concerns. Of those persons arrested, Contrary to popular belief and Hollywood-style depictions in TV and movies, merely lawfully detaining a person "in and of itself" does not deprive a person of their Fourth Amendment right against unlawful searches. Federal, state, and local laws, and individual law enforcement departmental policies govern when, where, how, and upon whom a law enforcement officer may perform a "pat down," "protective search," or "Terry frisk," based on several U. Supreme Court decisions including *Terry v. Ohio*, *Michigan v. Long*, and *Maryland v. Ohio*, the landmark decision introducing the term "Terry frisk," or "frisk," to the broader public: The officer need not be absolutely certain that the individual is armed; the issue is whether a reasonably prudent man in the circumstances would be warranted in the belief that his safety or that of others was in danger *italics added*. Civil forfeiture in the United States Rules on civil asset forfeiture allow law enforcement officers to seize anything which they can plausibly claim was the proceeds of a crime. The property-owner need not be convicted of that crime; if officers find drugs in a house, they can take cash from the house and possibly the house itself. Commentators have said these rules provide an incentive for law enforcement officers to focus on drug-related crimes rather than crimes against persons, such as rape and homicide. They also provide an incentive to arrest suspected drug-dealers inside their houses, which can be seized, and to raid stash houses after most of their drugs have been sold, when officers can seize the cash.

Chapter 5 : NYS Division of Corporations, State Records and UCC

State Laws When people think about the law, some of the first things that come to mind might be the Constitution or the Supreme Court. However, the fact is that most of our interactions with legal issues and the law actually involve matters of state and local laws.

Even if an individual has a permit to carry a pistol or revolver, they can never carry, other than at a shooting range, a pistol that has an LCM loaded with more than 10 bullets. Permit required for concealed carry? A denial on this basis would have to be justified with supporting evidence showing that the applicant is not of "suitable" character to be granted a pistol permit, but virtually all cases are thrown out if the applicant is not otherwise barred from owning firearms. Connecticut has a two-step permitting process: Issuance of a Temporary permit is technically not a prerequisite to apply for a Regular permit, but in practice an applicant must await a decision from local authorities on the temporary permit application before applying to DESPP for the Regular permit. If the local permit is denied for any reason, instead one files an appeal to DESPP to have the state board re-examine the application. If the state board denies the permit rare occurrence, a court appeal is possible. Permit needed to carry open or concealed. Exceptions for peace officers and Active-Duty military members. Out of state permits not valid in Connecticut, but non-residents may apply for a Connecticut non-resident carry permit through the mail. Non-residents must have a carry permit issued by a United States jurisdiction to apply. Permit required for open carry? A Connecticut Permit to Carry Pistols or Revolvers allows the carry of handguns openly or concealed any place in the state that is not considered "off-limits" under state law. Despite this, local law enforcement have been known [citation needed] to detain carriers. There have been very few actual arrests and no convictions in recent history as a result of carrying unconcealed however. State law is silent on the open carry of long guns in public either with or without a permit, although some municipalities have enacted ordinances restricting or banning the practice. Various towns and the state police as well have articulated through training memos that open carry is legal and to not harass people who carry openly without some other cause. No Yes A valid Connecticut pistol permit is required to carry a loaded weapon in a vehicle. Otherwise, the weapon must be unloaded and the firearm its ammunition must be stored in separate locked containers during transport. No No Connecticut is not a duty to inform state. Those who are carrying a pistol or revolver must carry their permit with them. Yes Yes No duty to retreat if you are in your home or on property owned by yourself. There is no "stand your ground law" but, courts have granted civil immunity to those with carry permits and used "reasonable force" in the past. State preemption of local restrictions? Partial Yes CGS 29a-28 State pre-emption of local ordinances not explicitly specified in state law, but established by court precedence. Most municipalities have ordinances restricting or banning the discharge of firearms outside of firing ranges or designated hunting areas during hunting seasons. Some municipalities have restrictions or bans on carrying long guns in public places. The City of New London and the City of New Britain previously had ordinances that forbade open carry of handguns, which have since been repealed in both cities.

Chapter 6 : State and Local Dog Laws | Animal Legal & Historical Center

SHRM is pleased to work with XpertHR to enhance our state and local coverage. Select their state-specific reports using the pull down menu below. State Law Resources; Browse All Categories.

Arizona As of July 1, , Arizona employees gain eligibility or accrue hours for paid sick leave. The Fair Wages and Health Families Act mandates that full-time, part-time, and seasonal employees be granted paid sick leave. Workers will earn one hour of leave for every 30 hours worked. Employers with 15 or fewer employees must provide 24 hours of paid sick leave each year. Those with more than 15 employees must provide 40 hours each year. Paid time off may be used for medical care related to mental or physical illnesses, injuries, and health conditions. It may also be granted to those caring for ill family members, who are defined by the law to be blood-related. An array of other health-related conditions and related court appearances are covered as well. Only 40 hours per week are required. This does not apply to employees who are let go. California In California, a state law mandating paid sick leave fully went into effect on July 1, This new law provides employees who work in California for 30 or more days within a year from the beginning of employment with paid sick leave. Employees, including part-time and temporary employees, will earn at least one hour of paid leave for every 30 hours worked. An employer may limit the amount of paid sick leave an employee can use in one year to 24 hours or three days. Accrued paid sick leave may be carried over to the next year, but it may be capped at 48 hours or six days. However, this law will not apply to employees covered by qualifying collective bargaining agreements, In-Home Supportive Services providers, and certain employees of air carriers. Employees of small businesses 55 or fewer employees may accrue 48 hours of paid sick leave a year, and employees of large businesses 56 or more employees may accrue up to 72 hours a year. Additionally, the employee can use this leave to care for a service dog. Oakland, California Oakland employees accrue paid sick leave at the rate of one hour for every hours worked. Small businesses fewer than ten employees may cap accrued sick leave at forty hours, and all other businesses may cap accrued sick leave at seventy-two hours. Employees may use their leave to care for themselves or an immediate or extended family member. Additionally, employees who do not have a spouse or registered domestic partner are given a ten day designation period after accruing the first hour of sick leave in order to designate an individual they would like to be covered under this policy. Employees earn 1 hours of paid sick leave for every 30 hours of work. Sick leave is calculated in hour-unit increments, not in fractions of an hour. For employers with less than 10 employees, the required paid sick leave is capped at 40 hours. For employers with 10 or more employees, paid sick leave is capped at 72 hours. Sick leave time earned does not expire and carries over to the next year. However, an employee can use as many sick leave hours in one year as they wish, so long as they have not reached the total cap. Sick leave can be taken for illness, injury or to seek medical treatment or diagnosis for the employee, a family member or other designated person. If the employee does not have a spouse or registered domestic partner, they may designated one person. An employee may change the designated person once per year within 10 days from when sick leave begins to accrue. Connecticut In Connecticut, employers who employ 50 or more people in any one quarter of the previous year must provide 1 hour of paid sick leave for every 40 hours worked by a service worker up to 40 hours per year. Part-time employees are covered by this law. The sick leave only accrues with actual hours worked sick or other leave and vacation time are not included. Employees can carry over up to 40 unused accrued sick leave hours to the next year, but no employee can use more than 40 hours in any calendar year. Non-profit and certain other employers are except from this law. For a list of exempt employers and list of all individuals who are considered service workers go to the Connecticut Department of Labor. Massachusetts Effective July 15, , Massachusetts employers with more than 10 employees must provide 1 hour of guaranteed sick leave for every 30 hours worked, not to exceed 40 hours per year. Employees can use this time if they are ill, injured, or need to attend to a medical condition for themselves, a spouse, a child, or a parent. Employers with 10 or fewer employees are not required to provide paid sick leave, but they must provide unpaid sick leave under the same circumstances. Oregon In Oregon, a state law mandating paid sick leave will go into effect on January 1, This new law will

require most employers with 10 employees or more to provide employees with 1 hour of paid sick leave for every 30 hours worked up to 40 hours a year. It will also require employers with fewer than 10 employees to provide up to 40 hours a year of unpaid sick leave. Employees can use this time if they are ill, injured, or need to attend to a medical condition for themselves, or a family member as defined by OFLA- the Oregon Family Leave Act ; for any purposes allowed under OFLA; for any purpose under the Oregon domestic violence, harassment, sexual assault, or stalking law; or in the event of a public health emergency or event where the employer excludes the employee from the workplace for health reasons. Portland, Oregon In Portland, an employer must provide full-time, part-time and temporary employees to accrue 1 hour of protected sick time for every 30 hours worked, not to exceed 40 hours per week. For employers with more than 5 employees, this sick time must be paid. For employers with 5 or fewer employees, the sick time must accrue but does not have to be paid. Sick time can be used to cover all or part of a shift. It can be used for to care for health issues of the employer or a family member or domestic and sexual violence issues for the employee or their family members. District of Columbia In. To qualify, the employee must have worked for the employer for 1 year without a break in service, not including regular holiday, sick or personal leave granted by the employer, and has worked at least hours immediately preceding the requested sick leave. This law specifically excludes independent contractors, students, health care workers participating in a premium pay program, and wait staff and bartenders who work for a combination of wages and tips. Employers with or more employees must provide eligible employees 1 hour of paid sick leave for every 37 hours worked, not to exceed 7 days per year. Employers with employees must give employees 1 hour paid sick leave for every 43 hours worked, not to exceed 5 days a year. Employees with less than 25 employees must provide 1 hour of paid sick leave for every 87 hours worked, not to exceed 3 days per year. The sick leave can be used for physical or mental illness, injury or medical condition, or to obtain medical diagnosis or preventative care for the employee, their child, parent, spouse, domestic partner or other family member. This can also be used for services related to stalking, domestic violence or sexual abuse for any of those individuals. Vermont On, February 3, , the Vermont Senate passed a bill requiring most employers to provide paid sick leave to their employees. After consolidating this version of the bill with a similar version passed by the House, Vermont Governor Shumlin signed the legislation into law on March 9th, , making Vermont the fifth state to implement a paid sick leave law. Employees who work for employers who employ five or more people will accrue one hour of paid time off for every 52 hours worked. Additionally, the bill provides a compliance grace period for new businesses. Employers may limit accrual of sick days, but must allow accrual up to at least three paid sick days per year in the first two years, and five paid sick days per year after that. In addition to a small business exception, the paid sick leave requirement will not apply to federal employees, employees under 18, temporary workers scheduled to work up to 20 weeks, and certain state, school, and healthcare employees. The full text of the bill can be found at the Vermont legislature website. Those employees who are covered by law will accrue paid sick leave at the rate of 1 hour per every 30 hours worked. Generally, employers with fewer than 10 employees may cap accrued sick leave at 24 hours per year, and employers with 10 or more employees may cap accrued sick leave at 40 hours per year. Jersey City, New Jersey In Jersey City, private sector employees who work for employers with more than 10 employees earn 1 hour of paid sick leave for every 30 hours worked, not to exceed 40 hours per year. Employers with less than 10 employees are not required to provide paid sick leave, but must allow employees to earn 1 hour of unpaid sick leave for every 30 hours worked, not to exceed 40 hours a year. The right to sick leave is not effected by whether an employer works full or part-time. However, this law does not affect collective bargaining agreements. Seattle, Washington In Seattle, all employers with more than 4 full-time equivalent employees must provide full-time, part-time, and temporary workers with paid sick leave. The paid sick leave can be used to deal with illness, injury or health condition of the employee, or a family member including domestic partners , when their place of business has been closed for public health reasons or for reasons related to domestic or sexual violence or stalking. Employees with more than 4 but less than 50 employees must provide 1 hour paid sick leave for every 40 hours worked, not to exceed 40 hours per year. Up to 40 hours of paid sick leave can be carried over to the next calendar year. Employers with employees must provide 1 hour paid sick leave for every 40 hours worked,

not to exceed 56 hours per year. Up to 56 hours of paid sick leave can be carried over to the next calendar year. Employers with 15 or more employees must provide 1 hour paid sick leave for every 40 hours worked, not to exceed 72 hours per year. Up to 72 hours of paid sick leave can be carried over to the next calendar year. Tacoma, Washington Employees in Tacoma, Washington accrue paid sick leave at a rate of 1 hour per every 40 hours worked. Up to a total of 24 hours of paid sick leave may be accrued in a calendar year. The ordinance allows employees to carry over up to 24 hours of unused sick leave to the next calendar year, and may use a combined total of up to 40 hours in subsequent years. Maryland Effective February 11, 2015, Maryland employers with 15 or more employees must provide up to 40 hours of earned, paid sick and safe leave. Employers may offer leave accrual of 1 hour for every 30 hours worked or may offer the entire 40 hours of leave at the beginning of the year. Employers with 14 or fewer employees must offer unpaid sick and safe leave. Employees may carry over up to 40 hours of leave per year under the law. Employers may cap the use of paid leave at 64 hours per year and may also cap the accrual of leave at 64 hours total and 40 hours per year. Under the new law leave must be offered for the following reasons: Regularly work fewer than 12 hours a week; Are under the age of 18; Are independent contractors; Work in the agricultural sector on an agricultural operation; or Work on an as-needed basis in the health or human services industry. There are additional exceptions for parties to collective bargaining agreements. This law preempts any local paid sick leave law passed from January 1, forward. The text of the law can be found at the Maryland General Assembly website. Montgomery County, Maryland In Montgomery County, Maryland, employers must provide employees with paid sick and safe leave beginning October 1, 2015. Employees will accrue leave at the rate of one hour for every 30 hours worked, subject to caps. For employers with five or more employees may earn 56 hours per year of paid sick and safe leave, and may not use more than 80 hours of earned leave a year. For employers with fewer than five employees, employees may accrue up to 32 hours of paid leave and 24 hours of unpaid leave, and may not use more than 80 hours of earned leave a year.

Chapter 7 : State Family and Medical Leave Laws

State and Local information on animal research. The animal carcass disposal state resource locator tool contains links to regulatory agencies and rules covering topics such as approved types of disposal and emergency management.

Chapter 8 : State vs. Federal Law: Who Really Holds the Trump Card? | HuffPost

US Department of Labor: The Wage and Hour mission is to promote and achieve compliance with labor standards to protect and enhance the welfare of the Nation's workforce.

Chapter 9 : Gun laws in the United States by state - Wikipedia

State & Local Government; Together the two chambers make state laws and fulfill other governing responsibilities. (Nebraska is the lone state that has just one chamber in its legislature.) The.