

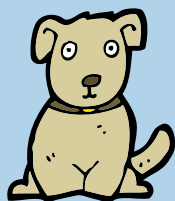
When It Comes to Paid Leave Laws, What Does "Family" Mean?

FAMILY MATTERS

Paid leave laws differ greatly when it comes to definitions of "family member."

Generally, we see children, spouses, parents ... But what is a "covered relation" in the era of the modern family? Here are some examples.

Service Dogs

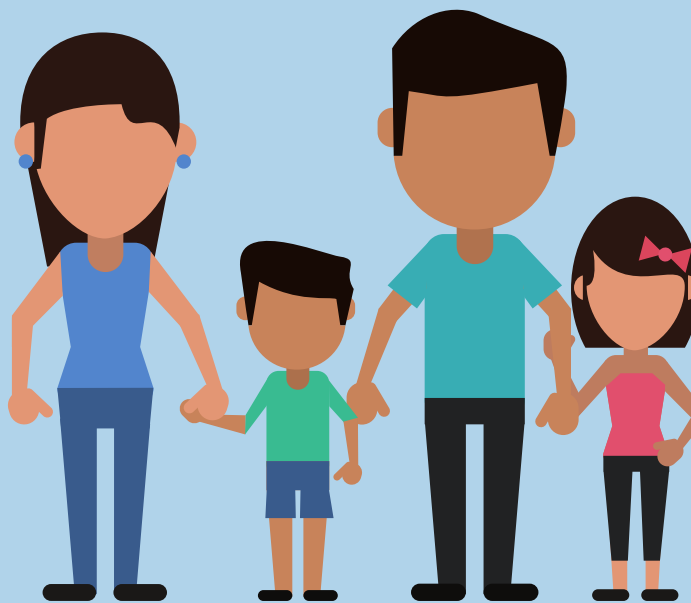


Emeryville, Calif., has one of the most unique reasons for using paid sick leave. People can stay home to care for their (or a family member's) sick service dog.

"Designated" Family Member



In some jurisdictions, if employees don't have a spouse or domestic partner, they can designate someone to use paid sick leave to care for that individual.



"Like Family"



Connecticut goes beyond traditional definitions of family member, allowing employees to take paid family and medical leave to care for anyone they consider a "close association."

Child at Any Age



In Massachusetts, workers can use paid family and medical leave to take care of a child, no matter how old that child is.

All in the Family



Three jurisdictions, Maine, Nevada and a county in New Mexico, allow people to take paid leave for any reason. Take care of grandma? Personal day? It's all covered.