

## LAWS PERTAINING TO SPECIFIC ORGANIZATIONS

Revised October 2024

This list includes laws pertaining to the Medical Reserve Corps, National Voluntary Organizations Active in Disaster, and the American Red Cross. This list includes laws that apply specifically to certain organizations. Other laws may apply to the below organizations, but do not specifically mention the organization. Additional laws and information can be found on the project website: [eli.temple.edu](http://eli.temple.edu).

### Liability

Organization	Jurisdiction	Citation	Summary
American Red Cross	Louisiana	La. Stat. Ann. § 9:2793.2	An American Red Cross volunteer who provides emergency services will not be legally responsible for civil damages resulting from their actions or failure to act. These protections do not apply if: the care was not consistent with the procedures taught by the American Red Cross First Aid Training Course or the American Red Cross Disaster Nursing Course; the care was not supervised by an employee or agent of the American Red Cross; or when damages were caused by an intentional act or omission, gross negligence, or willful or wanton misconduct.
American Red Cross	New Mexico	N.M. Code R. § 10.20.2.16	Volunteers providing service with a government organization are not legally responsible for actions as part of their volunteer work. This lack of responsibility does not apply to independent contractors. Volunteer firefighters and EMTs working with a fire department are covered by worker's compensation and may be eligible for state medical coverage. Red Cross volunteers are covered by the Red Cross public liability policy and have insurance coverage from the Red Cross. For these benefits to apply the volunteer must be a designated Red Cross volunteer.
American Red Cross	Tennessee	Tenn. Code Ann. § 63-6-709	A crisis response volunteer who, without compensation, participates in a crisis intervention will not be legally responsible for civil damages for injuries or infliction of emotion distress caused by their actions or failing to act. These protections do not apply if the damages are caused by malice, willful intent to injure, or gross negligence. They also do not apply if the volunteer acted outside their assigned duties, they acted without team coordination, or the action involved the commission of a crime, sexual harassment, sexual abuse, physical abuse, or moral misconduct.
Medical Reserve Corps	Minnesota	Minn. Stat. § 145A.06	An employer is not legally responsible for the actions of a Minnesota Responds Medical Reserve Corps volunteer.

Medical Reserve Corps	Minnesota	Minn. Stat. § 12.22	<p>A person who is registered with a political subdivision who volunteers to help during an emergency is considered to be a political subdivision employee for the purposes of workers compensation and protections. A person who is registered with a Minnesota agency who volunteers to help during an emergency is considered to be a state employee for the purposes of workers compensation and protections. A Minnesota Responds Medical Reserve Corps volunteer responding at the request of the commissioner of health receives state workers' compensation benefits and protections. These volunteers who, in good faith and without compensation, provide emergency services under the direction of a local jurisdiction will not be liable for civil damages and is protected from administrative sanctions resulting from their actions or failure to act. These protections do not apply if the damages are caused by recklessness or willful and wanton misconduct.</p>
Medical Reserve Corps	Oklahoma	Okla. Stat. tit. 76, § 32	<p>A person or entity participating in the Oklahoma Medical Reserve Corps who, in good faith and within their official duties, responds to an emergency or participates in drills will not be legally responsible for civil damages resulting from their actions or failure to act. These protections do not apply if the damages are caused by gross negligence, or willful or wanton misconduct.</p>
Medical Reserve Corps	United States of America	42 U.S.C.A. § 234	<p>During a declared public health emergency or major disaster or emergency declared by the President, a member of the Medical Reserve Corps will not be legally responsible for damages resulting from their actions or failure to act. These protections do not apply if the Medical Reserve Corp member does not act within the scope of their licensure.</p>
Medical Reserve Corps	Utah	Utah Code Ann. § 58-13-2	<p>A health care professional (including a physician, dentist, dental hygienist, chiropractor, physician assistance, optometrist, nurse, podiatrist, certified nurse midwife, respiratory care practitioner, pharmacist, pharmacy technician, pharmacy intern, direct-entry midwife, veterinarian, and acupuncturist) who, in good faith and without compensation, provides emergency care at the scene of an accident will not be legally responsible for civil damages resulting from their actions or failure to act.</p> <p>A health care professional who is activated as a medical reserve corps member or volunteer health practitioner under the Uniform Emergency Volunteer Health Practitioners Act who, in good faith and without compensation, provides emergency services will not be legally responsible for civil damages resulting from their actions or failure to act.</p>

			These protections apply when implementing measures to control the causes of epidemic and communicable disease, bioterrorism, or responding to a declared public health emergency.
Medical Reserve Corps	Utah	Utah Code Ann. § 58-13-2	<p>A health care professional (including a physician, dentist, dental hygienist, chiropractor, physician assistance, optometrist, nurse, podiatrist, certified nurse midwife, respiratory care practitioner, pharmacist, pharmacy technician, pharmacy intern, direct-entry midwife, veterinarian, and acupuncturist) who, in good faith and without compensation, provides emergency care at the scene of an accident will not be legally responsible for civil damages resulting from their actions or failure to act.</p> <p>A health care professional who is activated as a medical reserve corps member or volunteer health practitioner under the Uniform Emergency Volunteer Health Practitioners Act who, in good faith and without compensation, provides emergency services will not be legally responsible for civil damages resulting from their actions or failure to act.</p> <p>These protections apply when implementing measures to control the causes of epidemic and communicable disease, bioterrorism, or responding to a declared public health emergency.</p>
Medical Reserve Corps	Virginia	Va. Code Ann. § 2.2-3605	A volunteer (including a member of a Medical Reserve Corps or Community Emergency Response Team unit) has the same protections as Virginia's paid staff.
Medical Reserve Corps	Virginia	Va. Code Ann. § 32.1-48.016	A person (including a Medical Reserve Corps unit member or Community Emergency Response Team member) who, in good faith, provides services will not be legally responsible for civil damages resulting from their actions or failure to act. These protections do not apply if the damages are caused by gross negligence or willful misconduct.

<p>Medical Reserve Corps</p>	<p>Virginia</p>	<p>Va. Code Ann. § 44-146.23</p>	<p>Virginia, its political subdivisions, federal agencies or other public/private agencies (including Medical Reserve Corps units and Community Emergency Response Teams) will not be legally responsible for injuries, deaths, or property damage resulting from emergency services activities.</p> <p>A person who, voluntarily and without compensation, allows their property to be used as a shelter or for other emergency services will not be legally responsible for injuries, deaths, or property damage occurring on the property.</p> <p>A person with a professional, mechanical, or other skills who, without compensation (except for expense reimbursement), provides services during a disaster will not be legally responsible for injuries, deaths, or property damage resulting from their service.</p> <p>A person or entity that, without compensation, repairs electronic devices or equipment will not be legally responsible for injuries, deaths, or property damage resulting from the equipment.</p> <p>A person or entity who, voluntarily and without compensation, provides services to mitigate a hazardous substance discharge will not be legally responsible for damages. These protections do not apply if the damages are as a result of gross negligence, recklessness, or willful misconduct.</p> <p>During a declared emergency, a person, entity, or charitable organization that, without compensation (other than expense reimbursement) provides services, goods, or property at the request of an emergency management department or during training will not be legally responsible for injuries, deaths, losses, or damages.</p>
<p>National Voluntary Organizations Active in Disaster</p>	<p>Louisiana</p>	<p>La. Stat. Ann. § 9:2793.8</p>	<p>The National Voluntary Organizations Active in Disaster, its member organizations, officers, employees and volunteers who, without compensation, provide evacuation assistance in advance of a hurricane or tropical storm or after a declared emergency will not be legally responsible for civil damages for an injury, death, loss or damage caused by their actions or failure to act. These protections do not apply if the damages are caused by gross negligence, or willful and wanton misconduct.</p> <p>After an emergency is declared, other volunteers who provide recovery services will not be legally responsible to any person for injury, death, loss, civil penalty, or damages for their actions or failure to act. These</p>

protections do not apply if the damages are caused by gross negligence, or willful and wanton misconduct.

## Licensure

Organization	Jurisdiction	Citation	Summary
American Red Cross	Minnesota	Minn. Stat. § 148.916	A psychologist sent to Minnesota to respond to a disaster or emergency relief effort of the state government, the federal government, the American Red Cross, or other disaster or emergency relief organization does not need to apply for a guest license unless the psychologist is practicing in Minnesota for longer than 30 days. The American Red Cross, disaster or emergency relief organization, or government must certify the psychologist's assignment and can extend the 30-day time limitation.
American Red Cross	New Hampshire	N.H. Rev. Stat. Ann. § 329-B:20	After a declared disaster, a psychologist licensed in another jurisdiction registered with the American Red Cross or American Psychological Association Disaster Response Network can practice in New Hampshire for up to 60 days without an additional license.
American Red Cross	New York	N.Y. Educ. Law § 6908	During an emergency, a nurse licensed in another state, province, or country who is recruited by the American National Red Cross or state civil defense commission can provide services in New York as long as they do not hold themselves as being registered in the state.
Medical Reserve Corps	Connecticut	Conn. Gen. Stat. § 20-12c	A physician assistant who is part of the Connecticut Disaster Medical Assistance Team, the Medical Reserve Corps, Connecticut Urban Search and Rescue Team, or licensed in another state and part of the Connecticut Army or Air National Guard can provide patient services under the direction of a licensed physician.
Medical Reserve Corps	Minnesota	Minn. Stat. § 145A.06	During a declared emergency, a volunteer health practitioner who is registered with a registration system, is licensed in good standing in any state, and is deployed by Minnesota or under an agreement between a disaster relief organization, professional association of health practitioners, or health care facilities can practice in Minnesota within the scope of practice authorized in the licensing state and to the extent authorized by this section as if the practitioner were licensed in Minnesota. Volunteer health practitioners include health practitioners that provide health or veterinary services regardless of compensation, but it does not include practitioners who receive compensation under a preexisting employment relationship with a host entity unless the practitioner is a non-resident of Minnesota and

			is employed by a disaster relief organization providing services in Minnesota while an emergency declaration is in effect.
Medical Reserve Corps	Oklahoma	Okla. Stat. tit. 59, § 493.5	A physician, physicians assistant, nurse, dentist, optometrist, or pharmacist who is retired or licensed in another state can be given a special volunteer license to provide care with the Oklahoma Medical Reserve Corps. The services must be provided without compensation.
Medical Reserve Corps	Oklahoma	Okla. Stat. tit. 59, § 635.1	Retired physicians may receive a special volunteer license to provide services to low-income patients. To be eligible for a license, the physician must provide services with the Medical Reserve Corps.
Medical Reserve Corps	Utah	Utah Code Ann. § 26A-1-126	During a declared emergency, Medical Reserve Corps members in Utah are exempt from licensure requirements.
Medical Reserve Corps	Utah	Utah Code Ann. § 58-1-307	During a declared emergency or public health emergency, requirements to practice in Utah may be waived for the duration for the emergency for physicians, nurses, nurse midwives, pharmacists, pharmacy technicians, pharmacy interns, respiratory therapists, dentists, dental hygienists, physician assistants, medical services personnel, paramedics, Medical Reserve Corps members, and volunteer health practitioners.
Medical Reserve Corps	Virginia	Va. Code Ann. § 44-146.23	The Commonwealth, any political subdivision thereof federal agencies, public or private employees, or any person, firm or corporation providing emergency services, housing or other aide shall not be liable for the death of, or any injury to, persons or damage to property as a result of such activities. Such immunity shall not apply in cases of willful misconduct. Any person who holds a license, certificate, or other permit in any state or political subdivision in a professional, mechanical, or other skill, they can provide aid in Virginia during a disaster.

## Scope of Practice

Organization	Jurisdiction	Citation	Summary
Medical Reserve Corps	Connecticut	Conn. Gen. Stat. § 19a-179b	An EMT who is part of the Connecticut Disaster Medical Assistance Team or Medical Reserve Corps, Department of Public Health, Connecticut Urban Search and Rescue Team, or the Department of Emergency Services and Public Protection must be supervised by a chief medical officer.

Medical Reserve Corps	Utah	Utah Code Ann. § 26A-1-126	A local health department can establish a medical reserve corps to respond in a declared emergency. During a declared emergency, a local health department can activate a medical reserve corps for the duration of the emergency. Medical reserve corps members can include people licensed in a profession providing services within their scope of practice, individuals who are exempt from licensure or operating under modified scope of practice, and individuals who had a valid license within 10 years leading up to the declared emergency. A member of an activated medical reserve corps is considered a volunteer who must be supervised by the local health department. The local health department must maintain records of medical reserve corps members.
-----------------------	------	----------------------------	--

## Workers' Benefits

Organization	Jurisdiction	Citation	Summary
American Red Cross	Alabama	Ala. Code § 36-1-9	During a disaster designated at level IV and above in the American National Red Cross Regulations and Procedures, a state employee who is a certified disaster services volunteer for the American Red Cross can be granted leave with pay for up to 15 days a year to provide disaster services without loss of seniority, pay, vacation time, sick time, or earned overtime. The employer must approve of employee's leave.
American Red Cross	Arkansas	Ark. Code Ann. § 12-85-102	An employee of the state who is a certified disaster services volunteer for the American Red Cross can be granted leave with pay for up to 15 days a year to provide disaster services as requested by the American Red Cross without loss of seniority, pay, vacation time, sick time, or earned overtime. The employer must approve of employee's leave. The disaster must be in Arkansas or states contiguous to Arkansas.

American Red Cross	Connecticut	Conn. Gen. Stat. § 5-249	<p>A state employee who is a volunteer firefighter, ambulance worker, or member of the civil air patrol can leave work to respond to an emergency or arrive late to work from responding to a call with verification of service without losing pay, vacation time, sick leave, or overtime. They can collect sick leave with pay if injured while responding.</p> <p>A state employee who is a certified disaster service volunteer with the American Red Cross can be granted a leave of up to 15 work days each year without losing pay, vacation time, sick leave, or overtime with permission from their employer.</p> <p>A state employee who is a member of a volunteer canine search and rescue team can leave work to respond to an emergency or arrive late to work from responding to a call with verification of service without losing pay, vacation time, sick leave, or overtime.</p> <p>A state employee who is a volunteer firefighter and injured while serving can collect sick leave as long as they are eligible for sick leave, request it via written statement, and the sick leave does not exceed worker's compensation benefits.</p> <p>A state employee who is a member of the civil air patrol and is injured while serving can collect sick leave as long as the employee is eligible and requests it via written statement. They can collect sick leave with pay if injured while responding.</p> <p>A state employee who is a member of a volunteer canine search and rescue team can, with the authorization of their employer, leave work to respond without loss of pay, vacation time, sick leave, or overtime. They can respond prior to reporting to work without prior authorization and without loss of pay, vacation time, sick leave, or earned overtime. In both cases, if requested by their employer, they must submit a written statement from the chief of police or fire department verifying the date, time and duration of the response.</p>
American Red Cross	Connecticut	Conn. Gen. Stat. § 7-461a	<p>A government employee who is a certified disaster service volunteer of the American Red Cross is entitled to leave for up to 14 days each year to provide disaster relief services upon request of the American Red Cross without loss of pay, vacation time, sick leave, or earned overtime.</p>



American Red Cross	Delaware	Del. Code Ann. tit. 29, § 6003	Employees of state agencies who are certified disaster service volunteers may be granted paid leave, of their regular pay rate, for 15 days in a year period upon request from the American Red Cross Agency to participate in disaster relief services. The employee will not lose seniority, vacation, sick or earned overtime due to this leave. The state shall not be liable for workers compensation claims arising from leave. Additionally, an employee on leave will not be deemed to be an employee of the state for purposes of the Delaware Tort Claims Act.
American Red Cross	Georgia	Ga. Code Ann., § 38-3-93	A state agency employee who is a certified disaster service volunteer of the American Red Cross or the Civil Air Patrol Auxiliary of the U.S. Air Force can be granted paid leave for up to 15 days in a 12 month period to volunteer in specialized emergency service operations upon the request of the organization and after approval by their employer. They will not lose seniority, pay, vacation time, compensatory time, sick time, or earned overtime accumulation. The state agency must compensate the employee at their regular rate of pay. These benefits only apply if services are provided in Georgia or a contiguous state with a reciprocal law.
American Red Cross	Guam	4 Guam Code Ann. § 16104	An agency employee who is a certified disaster service volunteer can be granted leave with pay to provide aid to disaster relief services for the American Red Cross, a nongovernmental organization, or a registered faith based organization.  This is limited to 15 days in a 12 month period. They are entitled to compensation at their regular rate of pay but not overtime, shift differential pay, hazardous duty pay, or other of compensation. They will not lose any seniority, vacation time, sick time, or earned overtime. Guam is not responsible for worker's compensation claims for injuries while an employee is on assignment.
American Red Cross	Guam	4 Guam Code Ann. § 16106	An employee of a private sector business, who is a certified disaster service volunteer, can be granted leave with pay to provide aid to disaster relief services for the American Red Cross, a non-governmental organization, or a registered faith based organization. This is limited to 15 days in a 12 month period. The employee is not responsible for worker's compensation claims arising from accident or injury while the employee is on assignment.

American Red Cross	Hawaii	Haw. Rev. Stat. § 78-23.5	When a level III disaster has been declared by the American Red Cross, or an emergency declared by the president or governor, the governor or mayor can give a state or county employee who is a certified American Red Cross volunteer up to 30 days of paid leave. Employees will receive their regular pay and will not lose seniority, vacation, or sick leave.
American Red Cross	Idaho	Idaho Code § 67-5338	If there is a level III or higher disaster designated by the American Red Cross, or a declared disaster by the president, governor of Idaho, or a governor of a state contiguous to Idaho, an Idaho state employee who is a certified disaster service volunteer is entitled to paid leave for up to 120 work hours within a 12 month period to provide disaster relief services for the American Red Cross. The request must be in writing. This leave is in addition to other paid leave and vacation time. Part-time employees are entitled to leave based upon the proportion they work of a 40 hour week.
American Red Cross	Illinois	50 Ill. Comp. Stat. Ann. 122/15	A local government agency employee who is a certified disaster service volunteer of the American Red Cross or Illinois Emergency Management Agency can be given up to 20 days of paid leave in any 12-month period to participate in specialized disaster relief if requested by these organization. They will not lose seniority, pay, vacation time, compensatory time, personal days, sick time, or earned overtime accumulation.
American Red Cross	Illinois	5 Ill. Comp. Stat. Ann. 335/3	A state agency employee who is a certified disaster service volunteer of the American Red Cross or Illinois Emergency Management Agency can be given up to 20 days of paid leave in any 12-month period to participate in specialized disaster relief if requested by these organization. They will not lose seniority, pay, vacation time, compensatory time, personal days, sick time, or earned overtime accumulation.
American Red Cross	Indiana	Ind. Code Ann. § 4-15-14-7	A state employee who is a certified disaster service volunteer whose disaster response services are requested by the American Red Cross, and who gets consent from their employer will be granted leave from work with pay up to 15 work days each fiscal year. The state agency is responsible for providing compensation. If granted leave, the employee will not lose accrued seniority, vacation, sick leave, personal vacation days, compensatory time off, or overtime.

American Red Cross	Iowa	Iowa Code Ann. § 70A.26	<p>A public employee, who is a certified disaster service volunteer of the American Red Cross, is entitled to leave with regular pay and without loss to seniority, vacation time, compensatory time, personal days, sick time, or earned overtime accumulation to participate in disaster relief operations upon request of the American Red Cross and with approval from employee's supervisor. This leave will be granted only for disaster response in Iowa. They are not considered to be a state employee for purposes of workers' compensation or tort claims.</p> <p>This is limited to up to 15 work days in a 12 month period.</p>
American Red Cross	Kansas	Kan. Admin. Regs. § 1-9-24	<p>An employee who is a certified disaster service volunteer of the American Red Cross can take leave from work with pay for up to 20 work days in a 12-month period starting the first day leave was used. They must be providing disaster relief services at the request of the American Red Cross and with their employer's approval. The disaster must be designated level II or above by the American Red Cross, and the services must be provided in Kansas or a contiguous state. The employee will not lose seniority, pay, vacation leave, sick leave, or earned overtime. An employee on leave under this law is not considered a state employee for worker's compensation.</p>
American Red Cross	Kansas	Kan. Stat. Ann. § 75-5548	<p>A state employee who is a certified disaster service volunteer of the American Red Cross can take leave from work with pay for up to 20 work days in a 12 month period to provide disaster relief services at the request of the American Red Cross and with their employer's approval. The disaster must be in Kansas or a contiguous state. The employee will not lose seniority, pay, vacation leave, sick leave, or earned overtime. An employee on leave under this law is not considered a state employee for worker's compensation purposes.</p>
American Red Cross	Kentucky	Ky. Rev. Stat. Ann. § 61.395	<p>A state employee, who is a certified disaster service volunteer of the American Red Cross, is entitled to leave with regular pay and without loss to seniority, pay, vacation time, sick leave, or earned overtime accumulation to participate in disaster relief operations upon request of the American Red Cross and with approval of the employing agency. Leave will be granted only for services related to a disaster, designated as level III or higher by the American Red Cross. This is limited to 30 work days in a 12 month period either consecutively or non-consecutively.</p>

American Red Cross	Louisiana	La. Stat. Ann. § 42:450.3	A public employee must notify their employer in writing to request a leave of absence to provide services within Louisiana with the American Red Cross. The request must include trained disaster volunteer certification, nature and location of disaster, anticipated duration of the leave, type of services that will be provided, and the American Red Cross unit supervisor.
American Red Cross	Louisiana	La. Stat. Ann. § 42:450.2	A government employee who is a disaster service volunteer is entitled to up to 15 work days with pay in a 12 month period to provide disaster relief services for the American Red Cross. The employee must request leave and receive approval from their employer. They will not lose seniority, pay, vacation time, sick leave, or earned overtime.
American Red Cross	Louisiana	La. Stat. Ann. § 42:450.4	A government employee who is on leave to provide relief services with the American Red Cross will assume the same position they had before they left, as long as they submit written verification from the American Red Cross that they were out of work including the number of service hours.
American Red Cross	Maine	Me. Stat. tit. 30, § 2705	During a declared emergency, a municipal employee who is a certified disaster service volunteer of the American Red Cross whose services are requested by the American Red Cross can be granted a leave of up to 15 days each year without loss of pay, vacation time, sick leave, or overtime. They can be granted leave using a combination of paid leave and compensated time off. The employer must approve of the time out of the office.
American Red Cross	Maine	Me. Stat. tit. 5, § 19-B	During a declared emergency, a state employee who is a certified disaster service volunteer of the American Red Cross whose services are requested by the American Red Cross may be granted leave up to 15 days each year without loss of pay, vacation time, sick leave, or overtime. They may be granted leave using a combination of paid leave and compensated time off. The employer must approve of the time out of the office.
American Red Cross	Maryland	Md. Code Ann., State Pers. & Pens. § 9-1102	A state employee who is certified by the American Red Cross and who is called into service during a Level II disaster can use up to 15 days of disaster service leave in a 12 month period after obtaining approval from their employer. They are not considered to be a state employee for workers' compensation or under the Maryland Tort Claims Act.

<p>American Red Cross</p>	<p>Massachusetts</p>	<p>Mass. Gen. Laws Ann. ch. 30, § 9I</p>	<p>A Commonwealth employee who is registered as a certified disaster volunteer with the American Red Cross can be granted leave with pay to provide services for the organization for up to 15 days per calendar year. The Commonwealth can consider both the needs of the American Red Cross and the Commonwealth when determining whether leave will be given. The American Red Cross must submit written proof of the employee's certification within 30 days after a request for the employee's services. The employee will not receive overtime pay, shift differential pay, hazardous duty pay, or any other compensation in addition to their regular pay. The employee will not lose already existing insurance and healthcare coverage, seniority, accrued vacation time, sick time, personal days, compensation time, or earned overtime. Leave under this section will not be given for obtaining American Red Cross disaster relief training. The Commonwealth is not responsible for workers' compensation claims. Employees are not considered to be public employee when on leave with the American Red Cross.</p>
<p>American Red Cross</p>	<p>Michigan</p>	<p>Mich. Comp. Laws § 30.411a</p>	<p>A state employee who is not classified under civil service, is skilled in emergency relief services, and is certified by the American Red Cross can be granted an unpaid leave of absence to provide emergency relief in Michigan. A state employee who is classified under civil service, is skilled in emergency relief assistance, and is certified by the American Red Cross can be granted a leave of absence to provide emergency assistance in Michigan. In addition to unpaid leave, state employees who are not in the state classified civil service and those who are in the state classified civil service can be granted leave with pay for up to 10 days in a 12 month period if an emergency is declared, the American Red Cross has requested services, the employee's department has approved the leave, and (for services provided outside of Michigan) the governor has approved the leave. No more than 50 employees may be granted paid leave during the fiscal year. Michigan cannot penalize an employee for taking an authorized leave but can recover payment if an employee does not use their leave for approved purposes.</p>

American Red Cross	Minnesota	Minn. Stat. § 43A.185	<p>Upon the request of the American Red Cross and the approval of the employee's appointing authority, a state employee who is a certified disaster service volunteer of the American Red Cross can be granted leave from work with pay to participate in disaster relief services for the American Red Cross for up to 15 working days. This leave will not affect the employee's vacation leave, pension, compensatory time, personal vacation days, sick leave, earned overtime accumulation, or cause a loss of seniority.</p> <p>While a state employee is on assignment as a certified disaster service volunteer for the American Red Cross, the state is not liable for workers' compensation claims arising from related accidents or injuries.</p>
American Red Cross	Minnesota	Minn. Stat. § 383B.389	<p>Upon the request of the American Red Cross, the Salvation Army, or a similar volunteer organization and the approval of the employee's appointing authority, a county employee who is a certified disaster service volunteer of the American Red Cross or an emergency disaster services volunteer of the Salvation Army can be granted leave from work to participate in disaster relief services for up to 15 working days each year with 50 percent of pay. This leave will not affect the employee's vacation leave, pension, compensatory time, personal vacation days, sick leave, earned overtime accumulation, or cause a loss of seniority.</p> <p>While a county employee is on assignment as a certified disaster service volunteer, the state is not liable for workers' compensation claims arising from related accidents or injuries.</p>
American Red Cross	Mississippi	Miss. Code Ann. § 25-3-92	<p>State employees can be granted administrative leave with pay when providing services from for the American Red Cross certified disaster relief volunteers providing in Mississippi or a contiguous state for up to 20 days in a 12 month period. For workers' compensation and other legal purposes, a state employee on leave to volunteer is not considered a state employee.</p>
American Red Cross	Missouri	Mo. Rev. Stat. § 25-3-92	<p>A state employee who is a certified disaster service volunteer can be granted leave with pay to provide specialized disaster relief services for the American Red Cross. Leave can be granted for up to 20 days in a twelve-month period. They are not considered to be a state employee for purposes of workers' compensation.</p>

American Red Cross	Missouri	Mo. Rev. Stat. § 105.267	Up to 25 state employees who are certified disaster relief volunteers are entitled to leave with pay when participating in disaster relief for the American Red Cross or another volunteer organization for a total of 120 work hours per fiscal year. The employer must approve the leave and compensate the employees at their regular rate of pay. Leave granted under this provision does not affect the employee's leave status. The employee cannot be discharged, discriminated against, or dissuaded from serving. Upon written order of the governor, up to 25 additional full-time state employees can be granted leave to respond to disasters in Missouri.
American Red Cross	Montana	Mont. Code Ann. § 2-18-627	A state employee who is a certified volunteer can be given up to 15 days in a calendar year of paid leave to participate in disaster relief services for the American Red Cross, if the American Red Cross has requested the employee's services. They will not lose pay, retirement, or other benefits while on leave.
American Red Cross	Nebraska	Neb. Rev. Stat. § 81-1391	A state employee who is a certified disaster service volunteer can be granted leave up to 15 working days a year to provide disaster relief services in Nebraska for the American Red Cross without loss of pay, vacation, sick leave, or earned overtime. They must receive authorization from their supervisor. For purposes of this section, a state employee does not include Nebraska employees or officers of the state whose salary is set by the state Constitution.
American Red Cross	Nevada	Nev. Rev. Stat. Ann. § 281.147	A public officer or state employee who is a disaster technician with the American Red Cross must be relieved from their regular duties at request of the American Red Cross and after approval of their employer to assist in disaster relief in Nevada, California, Oregon, Idaho, Utah, or Arizona without loss of pay or vacation for up to 15 work days per calendar year. The absence cannot be part of their annual vacation.
American Red Cross	New Hampshire	N.H. Rev. Stat. Ann. § 94:3-c	A state employee who is a certified disaster relief volunteer of the American Red Cross can be granted leave of no more than 15 workdays in a fiscal year to participate in relief services if the request for service is made by the American Red Cross, the disaster is designated as level III or higher by the Red Cross, and the leave is authorized by the employee's supervisor. While on a leave the employee will not lose seniority, vacation time, sick leave, or overtime. The state is not legally responsible for workers' compensation claims arising from disaster relief work performed on leave.
American Red Cross	New Mexico	N.M. Code R. § 10.20.2.16	Volunteer firefighters and EMTs working with a fire department are covered by workers' compensation and may be eligible for state medical

			coverage. A designated American Red Cross volunteer has insurance coverage from the American Red Cross.
American Red Cross	New York	N.Y. Pub. Auth. Law § 2850-a	Public officers and employees of public authorities who are certified American Red Cross disaster volunteers are entitled to leave with pay at their normal rate to participate in disaster relief operations upon written request by the American Red Cross and approval from the chief executive of the public authority where the employee works. They will not lose seniority, compensation, sick leave, vacation leave, or overtime compensation for up to 20 days per calendar year.
American Red Cross	New York	N.Y. Gen. Mun. Law § 92-c	Public officers and employees of municipal corporations and school districts who are certified American Red Cross disaster volunteers are entitled to leave with pay at their normal rate up to 20 days per calendar year to participate in disaster relief operations upon written request by the American Red Cross and approval from either the chief executive of the municipal corporation or superintendent of the school district. They will not lose seniority, compensation, sick leave, vacation leave, or other compensation.
American Red Cross	New York	N.Y. Gen. Mun. Law § 209-aa	Firefighters who are certified disaster service volunteers of the American Red Cross are entitled to leave from work with regular pay for up to 100 days for all New York firefighters during the fiscal year to participate in specialized disaster relief operations upon written request from the American Red Cross and upon approval of the fire commissioner.
American Red Cross	New York	N.Y. Civ. Serv. Law § 82-b	Public officers and state employees who are certified American Red Cross disaster volunteers are entitled to leave with pay at their normal rate up to 20 days per calendar year to participate in disaster relief operations upon written request by the American Red Cross and approval from the chief administrative officer of the state agency, department, or bureau where the employee works. They will not lose seniority, compensation, sick leave, vacation leave, or overtime compensation.
American Red Cross	North Carolina	N.C. Gen. Stat. § 166A-32	<p>A state employee who is a disaster service volunteer of the American Red Cross can be granted paid leave for up to 15 days in a 12-month period to volunteer in specialized emergency service operations for the American Red Cross upon the request of the American Red Cross. Leave under this law is limited to disaster relief services provided in the United States. They will not lose seniority, pay, vacation time, sick time, or earned overtime.</p> <p>North Carolina is not liable for workers' compensation for injuries occurring while the employee is providing services for the American Red Cross.</p>



American Red Cross	North Dakota	N.D. Cent. Code § 54-06-14.3	During a declared emergency by North Dakota or the American Red Cross, a state employee can be granted leave to provide services for up to 5 days per calendar year. They are not considered state employees for insurance purposes. They will not lose compensation, seniority, annual leave, sick leave, or accrued overtime.
American Red Cross	Northern Mariana Islands	1 N. Mar. I. Code § 8263	An agency employee who is a disaster service volunteer for the American Red Cross can be granted administrative leave with pay for up to 15 work days a year to provide disaster relief services at the request of the American Red Cross. They will not lose pay, seniority, or time off during their leave. Leave can be granted only for a disaster that occurs within the Commonwealth.
American Red Cross	Northern Mariana Islands	4 N. Mar. I. Code § 9701	During a declared emergency, a volunteer firefighter, rescue squad member, EMT, law enforcement officer, American Red Cross volunteer, or FEMA certified field personnel cannot be fired if they are absent for up to 2 months because of emergency response. An employer may request a written statement from the supervisor of the disaster response organization. If injured in the line of duty, they cannot be fired if they are absent for up to 12 months. An employer can reduce an employee's pay for any time they are absent.
American Red Cross	Ohio	Ohio Rev. Code Ann. § 124.132	A state employee who is a certified disaster service volunteer with the American Red Cross or Team Rubicon can be granted leave from work with pay for up to 30 work days per year to provide disaster relief at the request of the American Red Cross or Team Rubicon with their employer's approval. The volunteer organization must compensate an employee at their regular rate of pay.
American Red Cross	Oregon	Or. Rev. Stat. § 401.378	State agencies can grant a leave of absence for up to 15 days in a 12 month period to a public employee who is a certified disaster relief volunteer with the American Red Cross to provide services in Oregon. They will not lose compensation, seniority, sick leave, or vacation time.
American Red Cross	Puerto Rico	P.R. Laws Ann. tit. 3, § 703f-2	A Commonwealth agency employee who is certified as an American Red Cross disaster services volunteer is entitled to leave with pay for up to 30 calendar days within a 12 month period to participate in American Red Cross specialized disaster functions.

American Red Cross	Rhode Island	1956 R.I. Gen. Laws § 28-49-3	A state employee certified with the American Red Cross as a disaster volunteer can leave work with pay for up to 10 workdays each calendar year to provide disaster relief services upon request by the American Red Cross and with their employer's approval. An employee will not lose seniority, pay, sick leave, or vacation leave. They are not considered to be a state employee for workers' compensation purposes. Leave can only be granted for services provided in Rhode Island and cannot be granted for training.
American Red Cross	South Carolina	S.C. Code Ann. § 8-11-180	A state employee who is a certified American Red Cross disaster volunteer can be granted leave with pay for up to 10 days per calendar year to provide volunteer services at the request of the American Red Cross and with the employer's approval. This is in addition to other leave the employee may have.
American Red Cross	South Dakota	S.D. Codified Laws § 3-6C-21	During a declared emergency, an employee who is a certified disaster relief volunteer with the American Red Cross can be granted leave from work with pay for up to 10 days each calendar year to participate in services for the American Red Cross if requested by the organization and after approval of their employer. Granting leave is at the discretion of the employer.
American Red Cross	Tennessee	Tenn. Code Ann. § 8-50-810	A state employee who is a certified disaster service volunteer with the American Red Cross can be given leave with pay for up to 15 work days each year when requested by the American Red Cross and after employer approval. They can be granted extra leave at their regular rate of pay. This does not affect the employee's leave status.
American Red Cross	United States Virgin Islands	V.I. Code Ann. tit. 3, § 590a	A government employee certified in disaster relief services can, at the request of the American Red Cross, be granted leave up to 20 work days per year. They will not lose any other leave or seniority. They are entitled to leave with pay to receive American Red Cross training.
American Red Cross	Vermont	Vt. Stat. Ann. tit. 3, § 265	A state employee who is a certified disaster relief volunteer with the American Red Cross and has permission from their supervisor can take up to 15 days of leave in a fiscal year if the request for service is made by the American Red Cross, the services are performed in Vermont, or there is a declared emergency. Vermont is not legally responsible for workers' compensation claims related to the disaster relief work.

American Red Cross	Vermont	Vt. Stat. Ann. tit. 3, § 265	A state employee who is a certified disaster relief volunteer with the American Red Cross and has permission from their supervisor can take up to 15 days of leave in a fiscal year if the request for service is made by the American Red Cross, the services are performed in Vermont, or there is a declared emergency. Vermont is not legally responsible for workers' compensation claims related to the disaster relief work.
American Red Cross	West Virginia	W. Va. Code Ann. § 15-5-15a	A state employee who is a certified disaster service volunteer with the American Red Cross can be granted leave with pay for up to 15 work days each year to provide services for the American Red Cross if the American Red Cross requests their services and upon approval of their supervisor. The supervisor must report the name of the employee, salary, and benefits to the governor. The total cost for all state agencies cannot exceed \$100,000.
American Red Cross	Wisconsin	Wis. Stat. Ann. § 230.35	A state employee's continuous service is not interrupted if the approved absence is for military leave or to provide specialized disaster relief services.
Medical Reserve Corps	Minnesota	Minn. Stat. § 12.22	<p>Volunteers who assist a local political subdivision during an emergency or disaster are considered as employees of the subdivision and are entitled to workers' compensation and legal protections.</p> <p>Volunteers who assist the state during an emergency or disaster are considered as employees of the state and are entitled to workers' compensation and legal protections.</p> <p>Medical Reserve Corps volunteers responding at the request of the commissioner of health are entitled to state workers' compensation benefits and legal protections.</p>
Medical Reserve Corps	Minnesota	Minn. Stat. § 145A.06	A Minnesota Responds Medical Reserve Corps volunteer is entitled to the same rights and benefits regardless of any vacation, leave, pay, or other compensation provided by the volunteer's employer during volunteer service requested by the commissioner. When calculating workers' compensation benefits, the daily wage must be the usual wage paid at the time of injury or death for similar services performed by paid employees in the community where the volunteer regularly resides, or the wage paid to the volunteer in the volunteer's regular employment, whichever is greater.

Medical Reserve Corps	Minnesota	Minn. Stat. § 192.90	If a Minnesota Responds Medical Reserve Corps volunteer suffers personal injury or death during deployment under the Interstate Emergency Management Assistance Compact, the volunteer is entitled to workers' compensation in the amount of usual wages paid at the time of injury or death for similar services performed by paid employees in the community where the volunteer resides, or the wages paid to the volunteer in the volunteer's regular employment, whichever is greater.
Medical Reserve Corps	United States Virgin Islands	V.I. Code Ann. tit. 24, § 282	A volunteer, including Medical Reserve Corps members and volunteers from outside of the U.S.V.I., are entitled to benefits for injuries, disability, and death.