

Guide to Policy Data Sources

Compiling the policy database involved drawing on external databases that had compiled some of the information we were seeking and supplementing this information with detailed searches of state and municipal codes. The following list provides sources and recommended citations for external databases.

Minimum Wage

- State and local minimum wages: [Vaghul & Zipperer](#)
 - Recommended citation: Vaghul, Kavya and Ben Zipperer. 2022. "Historical State and Sub-state Minimum Wages." Version 1.4.0, <https://github.com/benzipperer/historicalminwage/releases/tag/v1.4.0>.
- State preemption - [EPI](#) *State preemption laws included in both state and local database.
- *All were supplemented with in-depth Google searches and manually confirmed via government web pages and municipal codes.*

Paid Sick Leave

- State mandate – [SHRM](#)
- County and city mandates – [WorkplaceFairness](#)
- State preemption - [EPI](#) *State preemption laws included in both state and local database.
- *All were supplemented with in-depth Google searches and manually confirmed via government web pages and municipal codes.*

Paid Family and Medical Leave

- State mandate – [Kaiser Family Foundation](#)
- County and city mandates – Manual in-depth Google search, results cross checked to confirm with local government sources
- State preemption – [Justia Law](#), [EPI](#) *State preemption laws included in both state and local database.
- *All were supplemented with in-depth Google searches and manually confirmed via government web pages and municipal codes.*

Secure Scheduling

- State mandate – [HRDrive](#)
- County and city mandates – [HRDrive](#)
- State preemption – [EPI](#) *State preemption laws included in both state and local database.
- *All were supplemented with in-depth Google searches and manually confirmed via government web pages and municipal codes.*

Anti-Discrimination by Gender Identity

- Religious exemption to anti-discrimination by gender identity - [MAP](#)
 - MAP recommended citation: [Movement Advancement Project](#). February 2017. *Mapping Transgender Equality in the United States*. <https://www.lgbtmap.org/mapping-trans-equality>. (June 2022).

- Prohibition of discrimination by gender identity – initial list from [MAP](#) and [HRC](#) with manual Google search for local laws, manually cross-checked with local municipal code
 - MAP recommended citation: [Movement Advancement Project. "Equality Maps: Bans on Transgender People's Use of Bathrooms & Facilities According to Their Gender Identity." https://www.mapresearch.org/equality-maps/nondiscrimination/bathroom_bans. \(June 2022\).](#)
- Don't say gay - [MAP](#)
 - MAP recommended citation: [Movement Advancement Project. "Equality Maps: LGBTQ Curricular Laws." https://www.lgbtmap.org/equality_maps/curricular_laws. \(June 2022\).](#)
- Bathroom ban - [MAP](#)
 - MAP recommended citation: [Movement Advancement Project. "Equality Maps: Bans on Transgender People's Use of Bathrooms & Facilities According to Their Gender Identity." https://www.mapresearch.org/equality-maps/nondiscrimination/bathroom_bans. \(June 2022\).](#)
- *All were supplemented with in-depth Google searches and manually confirmed via government web pages and municipal codes.*

Undocumented Workers

- E-verify – public – state government webpages and [E-Verify.gov](#)
- E-verify – private - state government webpages and [E-Verify.gov](#)
- ICE cooperation – [ICE.gov](#)
- Limits to ICE cooperation – [American Immigration Council](#)
- Access to professional licensure for undocumented immigrants – [NCSL](#)
- *All were supplemented with in-depth Google searches and manually confirmed via government web pages and municipal codes.*

Mask mandate

- State level - [CUSP](#)
 - CUSP recommended citation: [Raifman J, Nocka K, Jones D, Bor J, Lipson S, Jay J, and Chan P. \(2020\). "COVID-19 US state policy database." Available at: www.tinyurl.com/statepolicies.](#)
- Local level – Manual google search by state and region, with local news cross-checked with local government information

Shelter in place

- State level - [CUSP](#)
 - CUSP recommended citation: [Raifman J, Nocka K, Jones D, Bor J, Lipson S, Jay J, and Chan P. \(2020\). "COVID-19 US state policy database." Available at: www.tinyurl.com/statepolicies.](#)
- Local level - Manual google search by state and region, with local news cross-checked with local government information