

A photograph of a family of four sitting together on a couch. A woman with her hair in a braid is smiling and looking down at a young child. A man is sitting behind the child, also smiling. The child is looking down and smiling. The background is a bright, indoor setting with a patterned pillow and a striped pillow.

2024 Paid Sick Leave Reference Guide
Updated July 2024

The purpose of the Paid Sick Leave Reference is to provide you with the information you need to navigate mandated statutory paid sick leave requirements. Paid Sick Leave is a vital part of your employees' benefits, and it is constantly changing. This guide is updated twice per year in January and July. Any changes to benefits between these dates will be captured on the next update.

Items in **red** represent changes made in the January release, and items in **green** represent changes made in the July release.

We hope that you find this reference guide helpful. As a reminder, it is provided for informational purposes only and is subject to change at any time. It is not intended to serve as a substitution for consultation with your legal or other professional advisors.

2024 HUB Paid Sick Leave Guide – July 2024

<u>Arizona</u>	<u>Colorado</u>	<u>Connecticut (1)</u> <u>Connecticut (2)</u>	<u>D.C.</u>	<u>Maine</u>
<u>Massachusetts</u>	<u>Michigan (1)</u> <u>Michigan (2)</u>	<u>Nevada</u>	<u>New Jersey</u>	<u>Oregon</u>
<u>Puerto Rico</u>	<u>Rhode Island</u>	<u>Texas</u>	<u>Vermont</u>	<u>Virginia</u>
<u>California</u>	<u>Illinois</u>	<u>Maryland</u>	<u>Minnesota</u>	<u>New Mexico</u>
<u>Berkeley</u> <u>Emeryville</u> <u>Long Beach</u> <u>Los Angeles</u> <u>Los Angeles – Hotels</u> <u>Oakland</u> <u>San Diego</u> <u>San Francisco</u> <u>San Francisco City and County</u> <u>Santa Monica</u> <u>West Hollywood</u>	<u>Chicago</u>	<u>Montgomery County</u>	<u>Bloomington</u> <u>Minneapolis</u> <u>Saint Paul</u>	<u>Bernalillo County</u>
<u>New York</u>	<u>Pennsylvania</u>	<u>Washington</u>		
<u>New York City</u> <u>Westchester County</u>	<u>Allegheny County</u> <u>Pittsburgh</u> <u>Philadelphia</u>	<u>SeaTac</u> <u>Seattle (1)</u> <u>Seattle (2)</u> <u>Tacoma</u>		

Arizona

[HOME](#)

Name of Law:	Arizona Fair Wages and Healthy Family Act
Covered Employers:	Any corporation, proprietorship, partnership, joint venture, limited liability company, trust, association, political subdivision of the state, individual or other entity acting directly or indirectly in the interest of an employer in relation to an employee but does not include the State of Arizona or the United States.
Eligible Employees:	All employees except those who are employed by a parent or sibling.
Leave Reasons:	<p>1) An employee's mental or physical illness, injury, or health condition; an employee's need for medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; an employee's need for preventive medical care.</p> <p>2) Care of a family member with a mental or physical illness, injury, or health condition; care of a family member who needs medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; care of a family member who needs preventive medical care.</p> <p>3) Closure of the employee's place of business by order of a public official due to a public health emergency or an employee's need to care for a child whose school or place of care has been closed by order of a public official due to a public health emergency, or care for oneself or a family member when it has been determined by the health authorities having jurisdiction or by a health care provider that the employee's or family member's presence in the community may jeopardize the health of others because of his or her exposure to a communicable disease, whether or not the employee or family member has actually contracted the communicable disease; or</p> <p>4) Notwithstanding Ariz. Rev. Stat. § 13-4439, absence necessary due to domestic violence, sexual violence, abuse, or stalking, provided the leave is to allow the employee to obtain for the employee or the employee's family member:</p> <p>medical attention needed to recover from physical or psychological injury or disability caused by domestic violence, sexual violence, abuse, or stalking.</p> <p>services from a domestic violence or sexual violence program or victim services organization.</p> <p>psychological or other counseling.</p> <p>(d) relocation or taking steps to secure an existing home due to the domestic violence, sexual violence, abuse, or stalking; or (e) legal services, including but not limited to preparing for or participating in any civil or criminal legal proceeding related to or resulting from the domestic violence, sexual violence, abuse, or stalking.</p>
Maximum Accrual Cap/Front Load:	No more than 40 hours (for employers with 15 or more employees) or 24 hours (for employers with less than 15 employees). Number of employees is based on the number of employees in Arizona. Front Loading Permitted.
Accrual Rate:	1 hour for every 30 hours worked.
Available for Use	90 days after date of hire.
Maximum Annual Usage:	40 hours per year (for employers with 15 or more employees) or 24 hours per year (for employers with fewer than 15). Number of employees is based on the number of employees in Arizona.
Minimum Increments:	The smaller of hourly increments or the smallest increment that the employer's payroll system uses to account for absences or use of other time.
Carryover Requirement:	40 hours to a maximum of 80 hours.
Covered Family Members:	Family member means (1) child (regardless of age); (2) parent; (3) parent-in-law; (4) spouse or domestic partner; (5) grandparent; (6) grandchild; (7) sibling; or (8) any other individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship. The "year" is a regular and consecutive 12-month period as determined by the employer.
Link to State Resources:	https://www.azica.gov/frequently-asked-questions-about-wage-and-earned-paid-sick-time-laws

California

[HOME](#)

Name of Law:	California State Paid Sick Leave
Covered Employers:	Any persons or entity employing another under any appointment or contract of hire and includes the state, political subdivisions of the state, and municipalities.
Eligible Employees:	Employees who work in California for 30 or more days within a year from the commencement of employment. Employees of railroads and employees in the construction industry covered by a collective bargaining agreement with specified provisions are exempt from sick leave law requirements.
Leave Reasons:	<p>(1) For diagnosis, care, or treatment of an existing health condition of, or preventive care for, an employee or an employee's family member (meaning a child (including biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis, all regardless of age or dependency status); spouse; registered domestic partner; parent (including biological, adoptive, or foster parent, stepparent, parent-in-law or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child); grandparent; grandchild; or a sibling) or</p> <p>(2) For an employee who is a victim of domestic violence, sexual assault, or stalking:</p> <ul style="list-style-type: none"> • To obtain or attempt to obtain a temporary restraining order, restraining order, or other injunctive relief. • To help ensure the health, safety, or welfare of the victim or the victim's child. • To seek medical attention for injuries caused by domestic violence, sexual assault, or stalking. • To obtain services from a domestic violence shelter, program, or rape crisis center as a result of domestic violence, sexual assault, or stalking. • To obtain psychological counseling related to an experience of domestic violence, sexual assault, or stalking; or (f) To participate in safety planning and take other actions to increase safety from future domestic violence, sexual assault, or stalking, including temporary or permanent relocation.
Available for Use:	90 days of employment.
Maximum Accrual Cap/Front Load:	10 days/80 hours (no accrual or carryover is required if the employer provides five days/40 hours of paid sick leave upfront each year of employment, calendar year, or 12-month period). Front Loading Permitted.
Accrual Rate:	1 hour for every 30 hours worked to be accrued. Alternative accrual methods are allowed so long as employees have no less than 3 days/24 hours by the 120 th calendar day of employment and no less than 5 days/40 hours by the 200 th calendar day of employment or each calendar year. Exempt employees are deemed to work 40 hours per work week unless the employee's normal work week is less than 40 hours.
Maximum Annual Usage:	40 hours or 5 days per year.
Minimum Increments:	Employers may set a minimum not to exceed 2 hours.
Carryover Requirement:	Accrued leave can be carried over, unless sick leave is provided upfront at the beginning of each year as designated by the employer.
Covered Family Members:	Child, parent (includes parent-in law), spouse, domestic partner, grandparent, grandchild, and sibling, designated person.
Link to State Resources:	https://www.dir.ca.gov/dlse/Paid_Sick_Leave.htm

California - Berkeley

[HOME](#)

Name of Law:	Berkeley Paid Sick Leave Ordinance
Covered Employers:	Any persons or entity employing another under any appointment or contract of hire of any employee, or any person receiving or holding a business license through Title 9 of the Berkeley Municipal Code.
Eligible Employees:	Employees who, in a calendar week, perform at least two hours of work in the City of Berkeley; and qualifies as an employee entitled to payment of a minimum wage from any employer under the California minimum wage law as provided under Section 1197 of the California Labor Code and wage orders published by the California Industrial Welfare Commission.
Leave Reasons:	<p>(1) For diagnosis, care, or treatment of an existing health condition of, or preventive care for, an employee or an employee's family member or</p> <p>(2) For an employee who is a victim of domestic violence, sexual assault, or stalking:</p> <ul style="list-style-type: none"> • To obtain or attempt to obtain a temporary restraining order, restraining order, or other injunctive relief. • To help ensure the health, safety, or welfare of the victim or the victim's child. • To seek medical attention for injuries caused by domestic violence, sexual assault, or stalking. • To obtain services from a domestic violence shelter, program, or rape crisis center as a result of domestic violence, sexual assault, or stalking. • To obtain psychological counseling related to an experience of domestic violence, sexual assault, or stalking; or • To participate in safety planning and take other actions to increase safety from future domestic violence, sexual assault, or stalking, including temporary or permanent relocation.
Available For Use:	90 days after date of hire.
Accrual rate:	1 hour for every 30 hours worked.
Maximum Accrual Cap/Front Load:	72 hours accrual cap.
Maximum Annual Usage:	There is no cap on annual usage, except for Small Businesses (employers with less than 25 employees), which can limit usage to 48 hours per year.
Minimum Increments:	A minimum of one hour of paid sick leave can be used. After the initial hour of each occurrence, paid sick leave can be used in increments of 15 minutes thereafter.
Carryover Requirement:	Yes.
Covered Family Members:	Child, parent, spouse, domestic partner, grandparent, grandchild, and sibling, or designated person .
Link to City Resources:	https://berkeley.municipal.codes/BMC/13.100

California - Emeryville

[HOME](#)

Name of Law:	Emeryville Minimum Wage and Paid Sick Leave Ordinance.
Covered Employers:	Any persons or entity employing another under any appointment, including temporary or staffing agency, or contract of hire, or who has control of any wages, hours or working conditions of any employee.
Eligible Employees:	Employees who work a minimum of 2 hours in a week in the City of Emeryville. They must also qualify as an employee entitled to the State minimum wage.
Leave reasons:	Consistent with California state law, including employee's own medical need; family member's medical leave.
Available For Use:	90 days after date of hire.
Accrual rate:	1 hour for every 30 hours worked.
Maximum Accrual Cap/Front Load:	48 hours for "Small Businesses" (55 or fewer employees). 72 hours for "Large Businesses" (56 or more employees). Front loading permitted.
Maximum annual usage:	48 hours for "Small Businesses" (55 or fewer employees). 72 hours for "Large Businesses" (56 or more employees).
Minimum increments:	Minimum increment of 2 hours for each use.
Carryover requirement:	Yes.
Covered family members:	Child, parent, spouse, domestic partner, grandparent, grandchild, sibling or designated partner if the employee has no spouse or domestic partner . An employee may also use Paid Sick Leave to aid or care for a guide dog, signal dog, or service dog for themselves or a family member.
Link to City Resources:	https://www.ci.emeryville.ca.us/1024/Minimum-Wage-Ordinance

California – Long Beach

[HOME](#)

Name of Law:	Long Beach Paid Sick Leave Law
Covered Employers:	Employers who operate a hotel in the City of Long Beach.
Eligible Employees:	Hotel workers who work at hotels with 100 or more rooms.
Leave Reasons:	Employee illness
Available For Use:	As soon as time is accrued, it can be used.
Accrual Rate:	5/12 of a day for each full month worked.
Maximum Accrual Cap/Front Load:	Not specified.
Maximum Annual Usage:	Not specified.
Minimum Increments:	Not specified.
Carryover Requirement:	At the end of the year, the employer shall pay the hotel worker a lump sum payment for accrued, unused sick time.
Covered Family Members:	Not specified.
Link to City Resources:	https://library.municode.com/CA/Long_Beach/codes/municipal_code?nodeId=TIT5REBUTRPR_CH5.48HOMO_5.48.020PAMICOSIDAHOWO

California – Los Angeles

[HOME](#)

Name of Law:	Los Angeles Minimum Wage Ordinance
Covered Employers:	Any persons or entity employing another under any appointment, including temporary or staffing agency, or contract of hire, or who has control of any wages, hours or working conditions of any employee.
Eligible Employees:	Employees who work a minimum of 2 hours in a week in the City of Los Angeles. The law does not apply to exempt employees.
Leave reasons:	Consistent with California state law, including employee's own medical need; family member's medical leave; or victim of domestic violence, sexual assault or stalking for certain purposes.
Available For Use:	90 days after date of hire.
Accrual rate:	One hour for every 30 hours worked.
Maximum Accrual Cap/Front Load:	72 hours. Front loading permitted.
Maximum annual usage:	48 hours.
Minimum increments:	Minimum increment of 2 hours for each use.
Carryover requirement:	Accrued or frontloaded time must be carried over, subject to the 72-hour cap.
Covered family members:	Child, parent, spouse, domestic partner, grandparent, grandchild, sibling, and any individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship.
Link to City Resources:	http://wagesla.lacity.org/

California – City of Los Angeles (Hotels)

Name of Law:	Citywide Hotel Worker Minimum Wage Ordinance
Covered Employers:	Hotel Employers within the City of Los Angeles. Hotel Employer is defined as a person who owns, controls and/or operates a Hotel in the City or a person who owns, controls and/or operates any contracted, leased or sublet premises connected to or operated in conjunction with the Hotel's purposes or a person who provides services at the Hotel.
Eligible Employees:	Hotel workers after the first six months of employment, though employers may provide leave sooner.
Leave Reasons:	Sick leave, vacation, or personal necessity.
Available For Use:	After first 6 months of employment.
Accrual Rate:	Full Time employees accrue at least 96/52 hours of compensated time off each week (1.85 hours/week over 52 weeks) in a calendar year that the Hotel Worker has been employed by the Hotel Employer.
Maximum Accrual Cap/Front Load:	192 hours.
Maximum Annual Usage:	Not specified.
Minimum Increments:	Not specified.
Carryover Requirement:	Carry over until reaches maximum of 192 hours
Covered Family Members:	Not specified.
Link to City Resources:	http://wagesla.lacity.org/

California - Oakland

[HOME](#)

Name of Law:	Oakland Paid Sick Leave Law
Covered Employers:	All employers
Eligible Employees:	Employees that work two (2) or more hours per week in the City of Oakland and who qualify as an employee entitled to the State minimum wage.
Leave reasons:	1) When an employee is ill or injured or for the purpose of the employee receiving medical care, treatment, or diagnosis, as specified more fully in the California Labor Code, or (2) to aid or care for a covered family member when they are ill or injured or receiving medical care, treatment, or diagnosis.
Available For Use:	After 90 days of employment.
Accrual rate:	1 hour accrued for every 30 hours worked.
Maximum Accrual Cap/Front Load:	48 hours for "Small Businesses" (55 or fewer employees). 72 hours for "Large Businesses" (56 or more employees). Frontloading is not allowed.
Maximum annual usage:	No annual use limit under the Oakland paid sick leave ordinance.
Minimum increments:	Not specified.
Carryover requirement:	Yes, up to the applicable accrual cap.
Covered family members:	Child, parent, legal guardian or ward, sibling, grandparent, grandchild, spouse, registered domestic partner under any state or local law, or a designated person. The child, parent, sibling, grandparent, and grandchild relationships include not only biological relationships but also relationships resulting from adoption, step-relationships, and foster care relationships. "Child" includes a child of a domestic partner and a child of a person standing in loco parentis. If the employee has no spouse or registered domestic partner, the employee may designate one person as to whom the employee may use paid sick leave to aid or care for that person in lieu of a spouse or registered domestic partner. An employer must allow an employee 10 days to designate a person once the employee works 30 hours and then annually.
Link to City Resources:	https://www.oaklandca.gov/topics/measure-ff-and-measure-z#resources

California - San Diego

[HOME](#)

Name of Law:	City of San Diego Earned Sick Leave and Minimum Wage
Covered Employers:	All employers
Eligible Employees:	Employees that work two (2) or more hours per week in the City of San Diego and who qualify as an employee entitled to the State minimum wage. Excludes employees in publicly subsidized summer or short-term youth employment programs, student employees, camp counselors, or program counselors of an "organized camp".
Leave reasons:	<p>(1) When an employee is physically or mentally unable to perform his or her duties due to illness, injury, pregnancy, or another medical condition.</p> <p>(2) to obtain a physical examination or a professional diagnosis or treatment of the employee's medical condition.</p> <p>(3) to aid, assist, or care for a family member with an illness, injury, or medical condition, including assistance in obtaining professional diagnosis or treatment of a medical condition.</p> <p>(4) For time away from work that is necessary due to domestic violence, sexual assault, or stalking, provided the time is used to allow the employee to obtain for the employee or the employee's family member one or more of the following:</p> <ul style="list-style-type: none"> • Medical attention needed to recover from physical or psychological injury or disability caused by domestic violence, sexual assault, or stalking. • Services from a victim services organization. • Psychological or other counseling. • Relocation due to the domestic violence, sexual assault, or stalking; or • Legal services, including preparing for or participating in any civil or criminal legal proceeding related to or resulting from the domestic violence, sexual assault, or stalking; or <p>(5) the employee's place of business is closed by order of a public official due to a public health emergency, or the employee is providing care or assistance to a child, whose school or childcare provider is closed by order of a public official due to a public health emergency.</p>
Available For Use:	After 90 days of employment.
Accrual rate:	1 hour for every 30 hours worked.
Maximum Accrual Cap/Frontload:	Overall accrual cap of 80 hours. Frontloading permitted.
Maximum annual usage:	40 hours per year.
Minimum increments:	Not to exceed 2 hours.
Carryover requirement:	Yes.
Covered family members:	Child, parent, spouse, domestic partner, grandparent, grandchild, and sibling.
Link to City Resources:	https://www.sandiego.gov/compliance/minimum-wage

California - San Francisco

[HOME](#)

Name of Law:	San Francisco Sick Leave Ordinance
Covered Employers:	All employers.
Eligible Employees:	Employees who work at least 56 hours per year in San Francisco.
Leave reasons:	<p>(1) For the employee's own illness, injury or medical condition, need for medical diagnosis, care (including preventive care, or treatment), or for the purpose of providing care or assistance, to the employee's spouse, registered domestic partner/designated person, child, parent, legal guardian or ward, sibling, grandparent, or grandchild who has an illness, injury, medical condition, need for medical diagnosis or treatment or other medical condition,</p> <p>(2) for purposes related to domestic violence, sexual assault, or stalking, suffered by an employee, and</p> <p>(3) for purposes related to bone marrow donation or organ donation, including to care and assist a person for purposes related to that person's donating bone marrow or an organ to another person.</p>
Available For Use:	After 90 calendar days of employment
Accrual rate:	1 hour for every 30 hours worked in San Francisco.
Maximum Accrual Cap/Frontload:	<p>40 hours for "Small Businesses" (9 or fewer employees).</p> <p>72 hours for "Large Businesses" (10 or more employees).</p> <p>Frontloading permitted.</p>
Maximum annual usage:	No cap on annual usage.
Minimum increments:	Cannot be require use more than 1 hour at a time.
Carryover requirement:	Yes; frontloading does not exempt employers from carryover requirements.
Covered family members:	Child, parent, spouse, domestic partner or designated person, sibling, grandparent, and grandchild.
Link to City Resources:	https://www.sf.gov/information/paid-sick-leave-ordinance

California - San Francisco City and County

[HOME](#)

Name of Law:	Public Health Emergency Leave
Covered Employers:	Private employers with more than 100 employees worldwide with employees who work in San Francisco.
Eligible Employees:	All employees who perform work within the City and County of San Francisco for covered employers.
Leave reasons:	<ul style="list-style-type: none"> • The recommendations or requirements of an individual or general federal, state, or local health order. • The employee has been advised by a health care provider to isolate or quarantine. • The employee is experiencing symptoms of and seeking a medical diagnosis or has received a positive medical diagnosis, for a possible infectious, contagious, or communicable disease associated with the public health emergency. • The employee is caring for a family member if the school or place of care of the family member has been closed or is unavailable due to the public health emergency. • There is an air quality emergency, and the employee is a member of a vulnerable population and primarily works outdoors.
Available For Use:	Starting on October 1, 2022, and then at the start of each year, employers must provide up to 80 hours of paid leave for Public Health Emergency Leave.
Accrual rate:	N/A – 80-hour bucket for full-time employees.
Maximum Accrual Cap/Frontload:	40 hours for "Small Businesses" (25 or fewer employees). 72 hours for "Large Businesses" (26 or more employees). Frontloading permitted.
Maximum annual usage:	No cap on annual usage.
Minimum increments:	Cannot be required use more than 1 hour at a time.
Carryover requirement:	Yes.
Covered family members:	Same definition as paid sick leave to provide care under the local paid sick ordinance.
Link to City Resources:	https://sfgov.org/olse/public-health-emergency-leave-ordinance

California - Santa Monica

[HOME](#)

Name of Law:	Santa Monica Paid Sick Leave
Covered Employers:	All employers
Eligible Employees:	Employees that work two (2) or more hours per week in the City of Santa Monica and who qualify as an employee entitled to the State minimum wage. "Hotel Workers," except those excluded, whose primary place of employment is at a Santa Monica hotel are covered by the paid sick leave law, regardless of how many hours they work in Santa Monica in a particular week.
Leave reasons:	<p>Consistent with state law:</p> <p>(1) For diagnosis, care, or treatment of an existing health condition of, or preventive care for, an employee or an employee's family member (meaning a child (including biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis, all regardless of age or dependency status); spouse; registered domestic partner; parent (including biological, adoptive, or foster parent, stepparent, parent-in-law or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child); grandparent; grandchild; or a sibling) or</p> <p>(2) For an employee who is a victim of domestic violence, sexual assault, or stalking:</p> <ul style="list-style-type: none"> • To obtain or attempt to obtain a temporary restraining order, restraining order, or other injunctive relief. • To help ensure the health, safety, or welfare of the victim or the victim's child. • To seek medical attention for injuries caused by domestic violence, sexual assault, or stalking. • To obtain services from a domestic violence shelter, program, or rape crisis center as a result of domestic violence, sexual assault, or stalking. <p>To obtain psychological counseling related to an experience of domestic violence, sexual assault, or stalking; or (f) To participate in safety planning and take other actions to increase safety from future domestic violence, sexual assault, or stalking, including temporary or permanent relocation.</p>
Available For Use:	After 90 days of employment
Accrual rate:	1 hour for every 30 hours worked.
Maximum Accrual Cap/Frontload:	Overall accrual cap of 72 hours. Frontloading permitted.
Maximum annual usage:	May use paid sick leave consistent with State sick leave laws.
Minimum increments:	Not specified.
Carryover requirement:	Yes, unless using frontload method.
Covered family members:	Child, parent, spouse, domestic partner or designated person, sibling, grandparent, grandchild.
Link to City Resources:	https://www.santamonica.gov/minimum-wage

California – City of West Hollywood

[HOME](#)

Name of Law:	Ordinance No. 21-1168
Covered Employers:	Any person, including a corporate officer or executive, association, organization, partnership, business trust, and limited liability company or corporation, who directly or indirectly, or through an agent or any other person, including through the services of a temporary service or staffing agency or similar entity, employs or exercises control over the wages, hours or working conditions of any Employee.
Eligible Employees:	Employees that work two (2) or more hours per week within the geographic boundaries of the City for an employer; and qualifies as an employee entitled to payment of a minimum wage from an Employer under the California Labor Code and wage orders published by the California Industrial Welfare Commission.
Leave reasons:	Compensated Time Off: For sick leave, vacation, or personal necessity. Uncompensated Time Off: Sick leave for the illness of the employee or a member of his or her immediate family once employee has exhausted compensated time off.
Available For Use:	Within 6 months of hire (or earlier per Company policy or other applicable law).
Accrual rate:	Compensated Time Off: Accrued at a rate of at least 96/52 each week. Does not accrue for work in excess of 40 hours per week. If employees work less than 40 hours per week, the accrual can be in proportional increments. Part-time employees accrue compensated time off in increments proportional to that accrued by someone who works 40 hours per week. Uncompensated Time Off: Accrued at a rate of 80/52 hours per week. Does not accrue for work in excess of 40 hours per week. If employees work less than 40 hours per week, the accrual can be in proportional increments. Part-time employees accrue compensated time off in increments proportional to that accrued by someone who works 40 hours per week.
Maximum Accrual Cap/Front Load:	Overall accrual cap of 96 hours for compensated time and 80 hours for uncompensated time. Front loading not permitted.
Maximum annual usage:	May use paid sick leave consistent with State sick leave laws.
Minimum increments:	Not specified.
Carryover requirement:	Yes, all time off must be carried over subject to the maximum accruals.
Payout at termination:	Yes, treated as PTO.
Link to City Resources:	https://www.weho.org/business/operate-your-business/minimum-wage

Colorado

[HOME](#)

Name of Law:	Healthy Families and Workplaces Act
Covered Employers:	All employers, regardless of size.
Eligible Employees:	All employees.
Leave reasons:	<p>Employees may use accrued paid sick leave for the following reasons:</p> <ul style="list-style-type: none"> • The employee's own health condition including but not limited to illness, diagnosis, treatment, and preventative care. • Care for a family members health condition including but not limited to illness, diagnosis, treatment, and preventative care. • If the employee or the employee's family member have been the victim of domestic abuse, sexual assault, or harassment, they may use leave to seek medical attention, obtain services from victim services organizations including relocation and legal assistance. • May use during a public health emergency, a public official has ordered the closure of employee's place of business or schools and childcare centers. <i>Additional covered reasons effective August 7, 2023:</i> • To grieve, attend funeral services or a memorial, or deal with financial and legal matters that arise after the death of a family member. • To care for a family member whose school or place of care has been closed due to inclement weather, loss of power, loss of heating, loss of water, or other unexpected occurrence or event that results in the closure of the family member's school or place of care. • The employee needs to evacuate the employee's place of residence due to inclement weather, loss of power, loss of heating, loss of water, or other unexpected occurrence or event that results in the need to evacuate the employee's residence.
Available For Use:	Employees may use as soon as it is accrued.
Accrual rate:	One hour of paid sick leave for every 30 hours worked.
Maximum Accrual Cap/Front Load:	<p>Employees may accrue up to 6 days, or up to 48 hours, unless the employer selects a higher limit, per year.</p> <p>Front loading permitted.</p>
Maximum annual usage:	Employers can limit the amount of leave an employee may take in any year to 48 hours.
Minimum increments:	Employers may permit usage of smaller than 1-hour increments.
Carryover requirement:	Employees may carry over up to 48 hours of unused paid sick leave to the following year.
Covered family members:	Immediate family member, means a person who is related by blood, marriage, civil union, or adoption.
Link to State Resources:	https://cdle.colorado.gov/hfwa

Connecticut (1)

[HOME](#)

(in effect through 12/31/2024)

Name of Law:	Connecticut Paid Sick Leave Law
Covered Employers:	Any employer that employs 50 or more individuals in the state, which shall be determined based on the employer's payroll for the week containing October first, annually. There are exceptions based on industry type and industry type including 501(c)(3) status.
Eligible Employees:	"Service workers" as defined by state law.
Leave reasons:	<ul style="list-style-type: none"> For an employee's illness, injury, or health condition (or diagnosis, care, treatment thereof), or for preventive care for the employee. For an employee's child's or spouse's illness, injury, or health condition (or diagnosis, care, treatment thereof), or for preventive care for these individuals; or Where an employee is a victim of family violence or sexual assault, to seek medical care or counseling; to obtain services from a victim services organization; to relocate; or to participate in any civil or criminal proceedings related to the assault. <p>Beginning October 1, 2023:</p> <ul style="list-style-type: none"> For a "mental health wellness day," which is defined as "a day during which a service worker attends to such service worker's emotional and psychological well-being in lieu of attending a regularly scheduled shift." When a service worker is the parent or guardian of a child who is a victim of family violence or sexual assault, for (a) medical care or psychological or other counseling for physical or psychological injury or disability, (b) obtaining services from a victim services organization, (c) relocating due to such family violence or sexual assault, or (d) participating in any civil or criminal proceedings related to or resulting from such family violence or sexual assault.
Available For Use:	Must complete 680 hours of employment and must have worked an average of 10 hours per week in most recent completed quarter.
Accrual rate:	1 hour of paid sick leave for each 40 hours worked by a service worker.
Maximum Accrual Cap/Front Load:	40 hours in a year. Front loading not specified.
Maximum annual usage:	40 hours.
Minimum increments:	One (1) hour increments regardless of the employer's timekeeping system.
Carryover requirement:	40 hours of paid sick leave from the current year maybe carried over to the following year, but no worker shall be entitled to use more than 40 hours in a year.
Covered family members:	Child (under 18 or incapable of self-care), Spouse.
Link to State Resources:	https://www.ctdol.state.ct.us/wgwkstnd/SickLeave.htm

Connecticut (2)

[HOME](#)

(effective 01/01/2025)

Name of Law:	Connecticut Paid Sick Leave Law
Covered Employers:	Effective January 1, 2025: Employers with 25 or more employees in Connecticut; exclusions for certain manufacturers and nationally chartered nonprofits are no longer in effect. The only exclusion is for an employer that participates in a multiemployer health plan maintained pursuant to a collective bargaining agreement between a construction-related union and is employer. Effective January 1, 2026: Employers with 11 or more employees in Connecticut Effective January 1, 2027: Employers with one or more employees in Connecticut
Eligible Employees:	All employees who work in Connecticut for a covered employer, except for those classified as seasonal workers.
Leave reasons:	<ul style="list-style-type: none"> For an employee or their family member's mental or physical health condition, illness, or injury (or diagnosis, care, treatment thereof), or for preventive care for the employee or their family member; or Where an employee or an employee's family member is a victim of family violence or sexual assault, provided such employee is not the perpetrator or alleged perpetrator of such family violence or sexual assault, for (A) medical care or psychological or other counseling for physical or psychological injury or disability, (B) obtaining services from a victim services organization, (C) relocating due to such family violence or sexual assault, or (D) participating in any civil or criminal proceedings related to or resulting from such family violence or sexual assault. For a "mental health wellness day," which is defined as "a day during which a service worker attends to such service worker's emotional and psychological well-being in lieu of attending a regularly scheduled shift." For a determination by a health authority having jurisdiction, employer of the employee, employer of a family member or health care provider, that such employee or family member poses a risk to the health of others due to such employee's or family member's exposure to a communicable illness, whether or not the employee or family member contracted the communicable illness; or For closure by order of a public official, due to a public health emergency, of either (a) an employer's place of business or (b) a family member's school or place of care.
Available For Use:	After 120 calendar days of employment
Accrual rate:	1 hour of paid sick leave for each 30 hours worked Exempt employees are assumed to work forty hours per week for the purposes of this law.
Maximum Accrual Cap/Front Load:	40 hours in a year. In lieu of carryover, employers may front-load sick time that meets or exceeds the requirements of the law.
Maximum annual usage:	40 hours.
Minimum increments:	One (1) hour increments regardless of the employer's timekeeping system.
Carryover requirement:	40 hours of paid sick leave from the current year may be carried over to the following year, but employers are allowed to limit the amount of paid sick leave used in a year to 40 hours.
Covered family members:	Spouse, Sibling, Children, Grandparents, Grandchildren, and Parents, as well as individuals who are "related to the employee by blood or affinity whose close association the employee shows to be equivalent of those family relationships."
Link to State Resources:	https://www.ctdol.state.ct.us/wgwkstnd/SickLeave.htm

District of Columbia

[HOME](#)

Name of Law:	Accrued Sick and Safe Leave Act of 2008 Earned Sick and Safe Leave Amendment Act of 2013
Covered Employers:	All employers with at least one employee in D.C.
Eligible Employees:	Employees who work in DC. For an employee who works in more than one location, the employee "works in DC" if the employee spends more than fifty percent (50%) of their working time in DC or whose employment is based in DC, regularly spends a substantial part of their time working for the employer in DC. and does not spend more than fifty percent (50%) of their work time working for the employer in any particular state.
Leave reasons:	Employees may use accrued paid sick leave for the following reasons: <ul style="list-style-type: none"> • The employee's own health condition including but not limited to illness, diagnosis, treatment, and preventative care. • Care for a family members health condition including but not limited to illness, diagnosis, treatment, and preventative care. • If the employee or the employee's family member have been the victim of domestic violence, or sex trafficking; and needs assistance in establishing care, treatment, legal services.
Available For Use:	After 90 days of employment.
Accrual rate:	For employers with 100+ employees in DC, 1:37 (hours worked); for employers with between 25 and 99 employees in DC, 1:43; for employers with less than 25 employees in DC, 1:87; for restaurant and bar employees who work for a combination of wages and tips, 1:43. Exempt employees are per workweek unless the employee's normal workweek is less than 40 hours.
Maximum Accrual Cap/Front Load:	There is presumed to work 40 hours no maximum accrual cap. The maximum annual accrual is: For employers with 100+ employees in DC, 7 days; for employers with between 25 and 99 employees in DC, 5 days; for employers with less than 25 employees in DC, 3 days; for restaurant and bar employees who work for a combination of wages and tips, 5 days.
Maximum annual usage:	The law is ambiguous. Arguably there is no limit on the amount of leave that can be used in a single calendar year. Informal DOES guidance indicates that there is an annual use cap up to the accrual limits depending on the size of their employer (employers with 100+ employees in DC, 7 days; for employers with between 25 and 99 employees in DC, 5 days; for employees with less than 25 employees in DC, 3 days; for employers with restaurant and bar and employees for whom the tip credit is claimed, 5 days).
Minimum increments:	The DOES regulations state that paid sick leave is "for use by an employee in hourly increments."
Carryover requirement:	The law states that "an employee's unused paid leave accrued during a 12-month period shall carry over annually." It is not clear whether this means that ALL leave carries over at the end of every calendar year, or that only the amount "accrued during a 12-month period" carries over.
Covered family members:	Child; Stepchild, Foster Child, Parent; Stepparent; Spouse; Domestic Partner; Grandparent; Grandchild; Sibling; and a person with whom the employee shares or has shared, for not less than the preceding 12 months, a mutual residence and with whom the employee maintains a committed relationship, as defined in D.C. Code § 32-701(1).
Link to District Resources:	https://does.dc.gov/page/office-wage-hour-employees

Illinois

[HOME](#)

(effective 1/1/2024)

Name of Law:	Illinois Paid Leave for all Workers Law
Covered Employers:	All employers in Illinois, including units of state and local government and government agencies. The law excludes school districts organized under the school code or parks districts organized under the Park District Code. In addition, the law does not apply to employers covered by a municipal or county ordinance that is in effect on the effective date of the legislation that requires employers to give any form of paid leave to their employees, including paid sick or paid leave. As of July 2023, Cook County and the City of Chicago currently have such ordinances. Employers in municipalities who have opted out of the Cook County Ordinance must comply with the state law.
Eligible Employees:	All employees under a covered employer except: <ul style="list-style-type: none"> employees as defined in the federal Railroad Unemployment Insurance Law or The Railway Labor Law. temporary college or university students. certain short-term employees of an institution of higher learnings. employees working in the construction industry who are covered by a collective bargaining agreement. employees who are covered by a CBA with an employer that provides services of delivery, pickup, and transportation of parcels, documents, and freights, nationally or internationally.
Leave reasons:	Employees may use time accrued under this law for any reason.
Available For Use:	After 90 days of employment or March 31, 2024, whichever is later.
Accrual rate:	1 hour for every 40 hours worked.
Maximum Accrual Cap/Front Load:	Accrual is capped at 40 hours in a 12-month period. Front loading permitted.
Maximum annual usage:	40 hours
Minimum increments:	Employers may set a reasonable minimum increment of use, not to exceed two hours.
Carryover requirement:	Employees can carry over up to 40 hours of paid leave from one 12-month period to the next. Carryover is not required if the employer frontloads accruals at the beginning of each 12-month period.
Covered family members:	N/A
Link to State Resources:	https://labor.illinois.gov/laws-rules/paidleave.html

Illinois – Chicago

(Effective 07/01/2024)

[Home](#)

Name of Law:	Chicago Paid Leave and Paid Sick and Safe Leave Ordinance (Replaces the Chicago Earned Sick Leave Ordinance effective 7/1/2024)
Covered Employers:	Employers with one or more employees (not an independent contractor) working in Chicago.
Eligible Employees:	<p>Any persons performing at least 80 hours of work for an employer while physically present within the city of Chicago for a covered employer in any 120-day period; once that threshold is met, the employee will remain a covered employee for the remainder of the time that the employee works for the employer.</p> <p>The following workers are not included in the definition of Covered Employee:</p> <ul style="list-style-type: none"> Camp counselors employed at a day camp if paid via stipend on a one time or periodic basis and the counselor has consented in writing to the terms of the payment before the commencement of such employment Any government entity other than the City and its Sister Agencies Employees as defined in the federal Railroad Unemployment Insurance Act
Leave reasons:	<p>Employees may use accrued paid sick leave for the following reasons:</p> <ul style="list-style-type: none"> The employee's own health condition including but not limited to illness, diagnosis, treatment, and preventative care. Care for a family members health condition including but not limited to illness, diagnosis, treatment, and preventative care. If the employee or the employee's family member have been the victim of domestic violence, or a sex offense, or trafficking in persons. May use during a public health emergency, a public official has ordered the closure of employee's place of business or schools and childcare centers. If an employee is required to quarantine or isolate due to a communicable disease, as ordered by the Governor, Chicago Dept of Public Health or treating healthcare provider.
Available For Use:	<p>Paid Leave: can be used 90 days after July 1, 2024, or after start of employment</p> <p>Sick Leave: can be used 30 days after July 1, 2024, or after start of employment</p> <ul style="list-style-type: none"> Covered employees that accrued Paid Sick Leave prior to July 1, 2024, and the Employer's existing paid time off policy does not comply with the updated requirements, any accrued Paid Sick Leave shall be transferred to Paid Sick Leave under the updated requirements of the Ordinance.
Accrual rate:	<p>Paid Leave: One (1) hour for every 35 hours worked, up to 40 hours in a 12-month period</p> <p>Paid Sick Leave: One (1) hour for every 35 hours worked, up to 40 hours in a 12-month period</p>
Maximum Accrual Cap/Front Load:	<p>Accrual is capped at 40 hours for each 12-month period. The designated 12-month period must be consecutive months such as employee's anniversary year, the calendar year, a contract year.</p> <p>Front loading permitted. Employers may frontload 40 hours of Paid Leave and 40 hours of Paid Sick Leave on the first day of the 12-month period.</p>
Maximum annual usage:	Employers may limit the amount of Paid Leave and Paid Sick Leave employees are able to use in a year to 40 hours of Paid Leave and 40 hours of Paid Sick Leave
Minimum increments:	<p>Employers are permitted to set reasonable minimum increments for usage. Minimum increments for:</p> <ul style="list-style-type: none"> Paid Leave minimum increment must not exceed four (4) hours Paid Sick Leave minimum increments must not exceed two (2) hours
Carryover requirement:	<p>Up to 16 hours of Paid Leave; Employers who frontload time not subject to carryover requirements.</p> <p>Up to 80 hours of Sick Leave; Employers who frontload time not subject to carryover requirements.</p> <p>Any carryover is in addition to the Paid Leave and Paid Sick Leave the employee will earn in the next 12-month period.</p> <p>Any unused leave accrued under the Chicago Earned Sick Leave Ordinance balances prior to 7/1/2024 must be rolled over into the new Chicago Paid Sick and Safe Leave Ordinance</p>
Covered family members:	Child; Parent; Spouse; Domestic Partner; Domestic Partner or Spouses Parent, Grandparent; Grandchild; Sibling; any other individual related by blood or whose close association with the employee is the equivalent of a family relationship.
Link to State Resources:	https://www.chicago.gov/city/en/depts/bacp/supp_info/office-of-labor-standards.html

Illinois - Cook County

[HOME](#)

Name of Law:	Cook County Paid Leave Ordinance (Amended effective 12/31/2023) Enforcement began February 1, 2024.
Covered Employers:	Any person or entity who employs at least one person within Cook County. This excludes townships and municipalities that have opted out as well as federal agencies and tribal governments.
Eligible Employees:	Any person who performs at least 2 hours of work for a covered employer within Cook County in any 2-week period as well as have worked 80 hours in any 120-day period. Employee does not include employees defined in the federal Railroad Unemployment Insurance Act or the Railway Labor Act; temporary college or university student-employees; certain short-term employees of higher learning institutions; employees working in the construction industry who are covered by a bona fide collective bargaining agreement (CBA).
Leave reasons:	Employees may use paid leave for any purpose.
Available For Use:	91 st day of employment, or March 30, 2024, whichever is later
Accrual rate:	1 hour for every 40 hours worked.
Maximum Accrual Cap/Front Load:	Accrual is capped at 40 hours for each 12-month period unless the employer sets a higher limit. Front loading permitted.
Maximum annual usage:	Employers are not obligated to allow employees to use more than 40 hours of Paid Leave per year.
Minimum increments:	Employers may set a reasonable minimum increment requirement, not to exceed two (2) hours.
Carryover requirement:	Employees are allowed to carry over unused, accrued leave from one year to the next; however, employers are not required to allow employees to use more than 40 hours in a year. Employers using the frontload method are not required to allow employees to carryover unused paid leave.
Covered family members:	N/A
Link to County Resources:	https://www.cookcountyil.gov/service/paid-leave-ordinance-and-regulations

Maine

[HOME](#)

Name of Law:	An Act Authorizing Earned Employee Leave
Covered Employers:	Employers with 10 or more employees working in Maine for more than 120 hours in the calendar year.
Eligible Employees:	If a worker is a covered employee for unemployment insurance purposes, that worker is covered by the earned paid leave law.
Leave reasons:	Any
Available For Use:	Upon reasonable notice.
Accrual rate:	1 hour for every 40 hours worked.
Maximum Accrual Cap/Front Load:	40 hours. Front loading permitted.
Maximum annual usage:	40 hours
Minimum increments:	1 hour unless employer allow use of a lesser amount of time.
Carryover requirement:	Allowed but only up to a total of 40 hours.
Covered family members:	N/A
Link to State Resources:	https://www.maine.gov/labor/labor_laws/earnedpaidleave/

Maryland

[HOME](#)

Name of Law:	Healthy Working Families Act
Covered Employers:	Any employer that employs 15 or more employees.
Eligible Employees:	Employees who regularly work at least 12 hours per week in Maryland.
Leave reasons:	<p>Employees may use accrued paid sick leave for the following reasons:</p> <ul style="list-style-type: none"> • The employee's own health condition including but not limited to illness, diagnosis, treatment, and preventative care. • Care for a family members health condition including but not limited to illness, diagnosis, treatment, and preventative care. • Maternity or paternity leave. • If the employee or the employee's family member have been the victim of domestic violence, or sex trafficking.
Available For Use:	After the first 106 calendar days the employee works for the employer.
Accrual rate:	1 hour for every 30 hours worked.
Maximum Accrual Cap/Front Load:	64 hours at any time. 40 hours in a year. Front loading is permitted.
Maximum annual usage:	Annual usage can be capped at 64 hours.
Minimum increments:	Up to four hours.
Carryover requirement:	Carryover is permitted if the time is not frontloaded.
Covered family members:	Child; Stepchild, Parent; Spouse; Spouse's Parent, Grandparent; Grandchild; Sibling.
Link to State Resources:	https://dllr.state.md.us/paidleave/

Maryland - Montgomery County

[HOME](#)

Name of Law:	Montgomery County Earned Sick and Safe Leave
Covered Employers:	Any person or entity who employs at least one person within Montgomery County. This does not include federal workers, state, or other local governments.
Eligible Employees:	Any person permitted or instructed to work or be present by an employer in the County, including a domestic worker.
Leave reasons:	<p>Employees may use accrued paid sick leave for the following reasons:</p> <ul style="list-style-type: none"> • The employee's own health condition including but not limited to illness, diagnosis, treatment, and preventative care. • Care for a family members health condition including but not limited to illness, diagnosis, treatment, and preventative care. • Maternity or paternity leave. • If the employee or the employee's family member have been the victim of domestic violence, or sex trafficking. • If the employers place of business has been closed by order of a public health emergency. • If the employee's family member requires care due to it being determined by a public health official or health care provider, they should isolate or quarantine.
Available For Use:	After 90 days of employment.
Accrual rate:	1 hour for every 30 hours worked.
Maximum Accrual Cap/Front Load:	<p>Employers with 5 or more employees, 56 hours in a calendar year. Employers with less than 5 employees, 32 hours of paid sick leave and 24 hours of unpaid sick leave in a calendar year.</p> <p>Front loading permitted.</p>
Maximum annual usage:	80 Hours.
Minimum increments:	Smallest increment payroll system uses, up to 4-hour increments.
Carryover requirement:	Yes, but can cap at 56 hours of carryover.
Covered family members:	Child; Stepchild, Parent; Stepparent; Spouse; Spouses Parent, Grandparent; Grandchild; Sibling; Spouse of Grandparent; Spouse of Sibling.
Link to County Resources:	https://www.montgomerycountymd.gov/humanrights/employers-employees.html#Earned

Massachusetts		HOME
Name of Law:	Massachusetts Earned Sick Time Law	
Covered Employers:	All employers.	
Eligible Employees:	Employees whose primary place of work is in Massachusetts.	
Leave reasons:	Employees may use accrued paid sick leave for the following reasons: <ul style="list-style-type: none"> The employee's own health condition including but not limited to illness, diagnosis, treatment, and preventative care. Care for a family members health condition including but not limited to illness, diagnosis, treatment, and preventative care. Maternity or paternity leave. To address the psychological, physical, or legal effects of domestic violence. 	
Available For Use:	90 calendar days after the first date of actual work, regardless of the number of days worked during the 90-calendar day period.	
Accrual rate:	1 hour for every 30 hours worked.	
Maximum Accrual Cap/Front Load:	40 hours per year. Front loading permitted.	
Maximum annual usage:	40 hours.	
Minimum increments:	The smallest amount of sick time an employee can use is 1 hour.	
Carryover requirement:	Yes.	
Covered family members:	Child, Parent, Spouse, Spouse's Parent.	
Link to State Resources:	https://www.mass.gov/info-details/earned-sick-time	

Michigan (1)

[HOME](#)

(Effective through 02/20/2025)

Name of Law:	Michigan Paid Medical Leave Act – SEE NOTE BELOW
Covered Employers:	All employers with 50 or more employees, regardless of where the employees are located.
Eligible Employees:	Employees must have a primary work location in Michigan and work an average of 25 or more hours per week. In the first year of employment, it is determined by the estimated hours the employee will work.
Leave reasons:	<p>Employees may use accrued paid sick leave for the following reasons:</p> <ul style="list-style-type: none"> • The employee’s own health condition including but not limited to illness, diagnosis, treatment, and preventative care. • Care for a family members health condition including but not limited to illness, diagnosis, treatment, and preventative care. • If the employee or the employee’s family member have been the victim of domestic violence, or sex trafficking. • If the employers place of business has been closed by order of a public health emergency. • If the employee’s family member requires care due to it being determined by a public health official or health care provider, they should isolate or quarantine.
Available For Use:	After 90 days of employment.
Accrual rate:	1 hour for every 35 hours worked or can be capped at 1 hour per work week.
Maximum Accrual Cap/Front Load:	40 hours per benefit year. Front loading permitted.
Maximum annual usage:	40 hours.
Minimum increments:	1-hour increments unless the employer has a different increment policy, and the policy is in writing in an employee handbook or other employee benefits document.
Carryover requirement:	If paid sick leave is not front loaded, carryover is required if accrued.
Covered family members:	Child; Stepchild, Foster Child, Parent; Stepparent; Foster Parent; Spouse; Grandparent; Grandchild; Sibling.
Link to State Resources:	https://www.michigan.gov/leo/bureaus-agencies/ber/wage-and-hour/paid-medical-leave-act

- In July 2022, The Michigan Court of Claims ruled the Michigan State Legislature acted unconstitutionally when they adopted and amended a vote initiative on the Earned Paid Sick Leave referendum. The court ruled that employers in the state of Michigan had to immediately revert to the original provisions in the Earned Paid Sick Leave Bill. The court did issue a stay of the order until Mid-February 2023.
- As of January 1, 2023, the Michigan legislature has filed an appeal of the court’s ruling asking for a decision no later than February 1, 2023, as the stay is set expire in mid-February so we do not know what the ruling will be or if the stay is extended. Employers should continue to prepare in case the appeal is unsuccessful.
- On January 26, 2023, a Michigan Court of Appeals panel overturned the original judgment that reinstated the Michigan Earned Sick Time Act as originally proposed in a ballot initiative. This ruling kept the current Paid Medical Leave in force.
- On June 21, 2023, the Michigan Supreme Court agreed to hear an appeal in the case. The outcome of the appeal is pending as of July 1, 2023
- **On December 7, 2023, the Michigan Supreme Court concluded hearing oral arguments pertaining to paid sick leave law. No outcome date has been set regarding this matter.**
- **On July 31, 2024, the Michigan Supreme Court reinstated Michigan’s original voter-initiated version of the Earned Sick Time Act (ESTA). The changes, which are outlined in this guide, will be effective February 21, 2025.**

Michigan (2) (Effective 02/21/2025)

[HOME](#)

Name of Law:	Michigan Earned Sick Time Act (ESTA) Replaces the Michigan Paid Medical Leave Act effective 02/21/2025.
Covered Employers:	All Michigan employers with at least one (1) employee, except for the federal government. This includes small businesses, which are defined as employers with fewer than ten (10) employees.
Eligible Employees:	Any person engaged in service to an employer in Michigan except for those employed by the Federal government
Leave reasons:	<p>Employees may use accrued paid sick leave for the following reasons:</p> <ul style="list-style-type: none"> The employee's own health condition including but not limited to illness, diagnosis, treatment, and preventative care. Care for a family members health condition including but not limited to illness, diagnosis, treatment, and preventative care. If the eligible employee or the eligible employee's family member is a victim of domestic violence or sexual assault, the medical care or psychological or other counseling; to obtain services from a victim services organization; to relocate due to domestic violence or sexual assault; to obtain legal services; or to participate in any civil or criminal proceedings related to or resulting from the domestic violence or sexual assault. For closure of the eligible employee's primary workplace by order of a public official due to a public health emergency; for an eligible employee's need to care for a child whose school or place of care has been closed by order of a public official due to a public health emergency; or if it has been determined by the health authorities having jurisdiction or by a health care provider that the eligible employee's or eligible employee's family member's presence in the community would jeopardize the health of others because of the eligible employee's or family member's exposure to a communicable disease, whether or not the eligible employee or family member has actually contracted the communicable disease.
Available For Use:	Unknown – more information will be available in January 2025
Accrual rate:	1 hour for every 30 hours worked
Maximum Accrual Cap/Front Load:	<p>Employers with more than ten (10) employees: 72 hours of paid sick time per year Employers with ten (10) or fewer employees: 40 hours of paid sick time and 32 hours of unpaid sick time per year</p> <p>Frontloading not allowed</p>
Maximum annual usage:	72 hours
Minimum increments:	One hour or the smallest increment used by your payroll system, whichever is smaller
Carryover requirement:	Up to 72 hours must rollover
Covered family members:	Child, parent, spouse, grandparent, grandchildren, siblings, any person to whom the employee is legally married under the laws of any state, domestic partners, and other individuals related by blood or affinity whose association with the employee is the equivalent to a family member.
Link to State Resources:	Not available – more information will be available in January 2025

Minnesota

[HOME](#)

Name of Law:	Minnesota Earned Sick and Safe Time Law Effective 1/1/2024
Covered Employers:	All individuals or businesses with one or more employees, except for the federal government.
Eligible Employees:	Any individual who works, or is anticipated to work, at least 80 hours in a year for an employer in Minnesota. Eligible employee does not include an independent contractor or certain individuals employed by an air carrier as a flight deck or cabin crew member. Building and Construction Industry employees who are represented by a building and construction trades labor organization are not subject to MN ESST if a valid waiver exists within a collective bargaining agreement (CBA).
Leave reasons:	<p>Employees may use sick and safe leave for the following:</p> <ul style="list-style-type: none"> Employee's own mental or physical illness; injury; health condition; need for medical diagnosis; care, including prenatal care; treatment of a mental or physical illness, injury, or health condition; or need for preventative medical or health care. The same needs as above, but with respect to an employee's family member. Absences due to domestic abuse, sexual assault, or stalking of the employee or employee's family member, provided the absence is to obtain medical attention, victim services, legal advice, or to relocate. Closure of the employee's business "by order of a public official" to limit exposure to infectious agents, biological toxins, hazardous materials, or other public health emergencies. To accommodate a family member's school or daycare closure due to the public health emergencies, inclement weather, power outages, or loss of heating or cooling. <i>Certain employees, such as firefighters, licensed peace officers, 911 dispatchers, correctional facility guards and public employees with commercial driver's licenses, cannot use their ESST hours for absences related to the closure of the employee's workplace their family member's school or care facility due to weather or public emergencies, except under certain circumstances.</i> To make funeral arrangements, attend a funeral service or memorial, or address financial or legal matters that arise after the death of a family member.
Available For Use:	Employees are entitled to use sick and safe time as soon as it is accrued.
Accrual rate:	1 hour for every 30 worked, including overtime hours worked
Maximum Accrual Cap/Front Load:	48-hour maximum accrual in calendar year. Frontloading permitted.
Maximum annual usage:	An employee may use all of the ESST hours they have banked at any given time.
Minimum increments:	Employees may use ESST in the same increment of time for which they are paid. Employers are not required to allow ESST use in less than 15-minute increments and cannot require use in more than four-hour increments.
Carryover requirement:	Yes, employees may carryover up to 80 hours of accrued but unused ESST. Employers using the frontload method: <ol style="list-style-type: none"> Frontload 80 hours each year: No carryover or payout required. Frontload 48 hours each year: Must pay an employee for unused ESST at the end of the year.
Covered family members:	Child (biological, foster, adult child, legal ward, legal guardian, in loco parentis), Spouse, Parent (biological, foster, adoptive, step, or in loco parentis), Grandchild (biological, foster, step), Grandparent (biological, step), Sibling (biological, step, foster), Child of sibling, Sibling of parents, Child or Sibling-in-law, Spouse of any of the previously listed family members, any other individual related by blood or whose close association with the employee is the equivalent of a family relationship, and up to one individual annually designated by the employee.
Link to City Resources:	https://www.dli.mn.gov/business/employment-practices/faqs-earned-sick-and-safe-time-esst

Minnesota - Bloomington

[HOME](#)

Name of Law:	Bloomington Earned Sick and Safe Leave Ordinance
Covered Employers:	Employers with 5 or more employees must provide paid ESST; employers with employees must provide ESST but it may be unpaid. A person or entity that employs one (1) or more employees working in the City of Bloomington, regardless of if the employer has a physical presence in the City of Bloomington.
Eligible Employees:	Any individual who performs services for hire and compensation for an employer who performs work at a location or locations within the geographic boundaries of the City for at least 80 hours per year for that employer.
Leave reasons:	Employees may use sick and safe leave for the following: <ul style="list-style-type: none"> • Employee's own mental or physical illness; injury; health condition; need for medical diagnosis; care, including prenatal care; treatment of a mental or physical illness, injury, or health condition; or need for preventative medical or health care. • The same needs as above, but with respect to an employee's family member. • Absences due to domestic abuse, sexual assault, or stalking of the employee or employee's family member, provided the absence is to obtain medical attention, victim services, legal advice, or to relocate. • Closure of the employee's business "by order of a public official" to limit exposure to infectious agents, biological toxins, hazardous materials, or other public health emergencies. • To accommodate family member school or daycare closures due to the public health emergencies, inclement weather, power outages, or loss of heating or cooling.
Available For Use:	Employees are entitled to use sick and safe time as soon as it is accrued.
Accrual rate:	1 hour for every 30 worked.
Maximum Accrual Cap/Front Load:	Employees may accrue up to 48 hours per year, up to an 80-hour overall cap. Frontloading permitted, 48 hour and 80-hour options (see carryover requirement implications below).
Maximum annual usage:	An employee may use all the of the ESSL hours they have banked at any given time.
Minimum increments:	Increments consistent with current payroll practices as defined by industry standards or existing employer policy, provided such increment is not more than 4 hours.
Carryover requirement:	Yes, employees may carryover up to 80 hours of accrued but unused ESST. Employers using the frontload method: <ul style="list-style-type: none"> • Frontload 80 hours each year (48 hours during first benefit year): No carryover required; • Frontload 48 hours each year: Must allow carryover of unused ESST each year, subject to an overall 80-hour overall cap.
Covered family members:	Child (biological, foster, adult child, legal ward, legal guardian, in loco parentis), Spouse, Parent (biological, foster, adoptive, step, or in loco parentis), Grandchild (biological, foster, step), Grandparent (biological, step), Sibling (biological, step, foster), Child of sibling, Sibling of parents, Child or Sibling-in-law, Spouse of any of the previously listed family members, any other individual related by blood or whose close association with the employee is the equivalent of a family relationship, and up to one individual annually designated by the employee.
Link to City Resources:	https://www.bloomingtonmn.gov/earned-sick-and-safe-leave-essl

Minnesota - Minneapolis

[HOME](#)

Name of Law:	Minneapolis Sick and Safe Time Ordinance.
Covered Employers:	Any person or entity who employs at least 1 or more employees, whether or not the employer is based Minneapolis. This does not include federal workers, state or other local governments.
Eligible Employees:	Employees perform work within the City of Minneapolis for at least 80 hours in a year.
Leave reasons:	<p>Employees may use accrued paid sick leave for the following reasons:</p> <ul style="list-style-type: none"> • The employee's own health condition including but not limited to illness, diagnosis, treatment, and preventative care. • Care for a family members health condition including but not limited to illness, diagnosis, treatment, and preventative care. • If the employee or the employee's family member have been the victim of domestic violence, or sex trafficking. • If the employers place of business has been closed by order of a public health emergency. • If the employee's family member requires care due to it being determined by a public health official or health care provider, they should isolate or quarantine. • Need to care for a family member whose school or place of care has been closed due to inclement weather; loss of power, heating, or water; or other unexpected closure.
Available For Use:	After 90 days of employment.
Accrual rate:	1 hour for every 30 hours worked.
Maximum Accrual Cap/Front Load:	Employers with 6 or more employees must provide paid time. Employers with 5 or less employees must allow unpaid use of accrued time. Employees may accrue up to 48 hours per calendar or fiscal year but accrue a maximum of 80 hours in total. Front loading permitted, up to 80 hours.
Maximum annual usage:	Not specified.
Minimum increments:	May not be more than 4 hours.
Carryover requirement:	Yes, unless the employer front loads 80 hours each benefit year.
Covered family members:	Child; Stepchild, Foster Child, Parent; Stepparent; Foster Parent; Spouse; In-law Parents; Domestic Partner; Grandparent; Grandchild; Sibling, or registered domestic partner as defined in Minneapolis Code of Ordinances chapter 142.
Link to City Resources:	http://sicktimeinfo.minneapolismn.gov/employer-resources.html

Minnesota - Saint Paul

[HOME](#)

Name of Law:	Saint Paul Earned Sick and Safe Time Ordinance (Amended effective January 1, 2024)
Covered Employers:	Any person or entity who employs at least 1 or more employees, whether or not the employer is based Saint Paul. This does not include the federal government, the state government, or any county or local governments except the City of Saint Paul.
Eligible Employees:	Any individual who works at least 80 hours in a year for an employer in Minnesota. Employee does not include an independent contractor, or an individual employed by an air carrier as defined in Sec. 233.02.
Leave reasons:	<p>Employees may use accrued paid sick leave for the following reasons:</p> <ul style="list-style-type: none"> • The employee's own health condition including but not limited to illness, diagnosis, treatment, and preventative care. • Care for a family members health condition including but not limited to illness, diagnosis, treatment, and preventative care. • If the employee or the employee's family member have been the victim of domestic violence, or sex trafficking. • If the employers place of business has been closed by order of a public health emergency. • If the employee's family member requires care due to it being determined by a public health official or health care provider, they should isolate or quarantine. • Need to care for a family member whose school or place of care has been closed due to inclement weather; loss of power, heating, or water; or other unexpected closure.
Available For Use:	As soon as it is accrued.
Accrual rate:	1 hour for every 30 hours.
Maximum Accrual Cap/Front Load:	Employees may accrue up to 48 hours per year, up to an 80 hour overall cap. Front loading permitted, 48 hour and 80 hour options (see carryover requirement implications below).
Maximum annual usage:	An employee may use all the of the ESSL hours they have banked at any given time.
Minimum increments:	Increments consistent with current payroll practices as defined by industry standards or existing employer policy, provided such increment is not more than 4 hours.
Carryover requirement:	<p>Yes, employees may carryover up to 80 hours of accrued but unused ESST.</p> <p>Employers using the frontload method:</p> <ul style="list-style-type: none"> • Frontload 80 hours each year: No carryover or payout required; • Frontload 48 hours each year: Must pay an employee for unused ESST at the end of the year.
Covered family members:	Child, Spouse or registered domestic partner, sibling, Parent, Grandchild, Grandparent, Child of Sibling of Employee, Sibling of the Parents of the Employee, Child-in-law or Sibling-in-law, Any of the above Family Members of the Employee's Spouse or Registered Domestic Partner; any other individual related by blood or whose close association with the employee is the equivalent of a family relationship and up to one individual annually designated by the employee All relationships indicated include step, foster, in-law, and in loco parentis relationships.
Link to City Resources:	https://www.stpaul.gov/departments/human-rights-equal-economic-opportunity/contract-compliance-business-development/earned

Nevada

[HOME](#)

Name of Law:	Paid leave and Paid Sick Leave (Family)
Covered Employers:	Private employers who have 50 or more employees in private employment in Nevada. Excludes employers who, either by contract, policy, collective bargaining agreement or other, provide employees with a policy for paid leave at a minimum rate of at least 0.01923 per 1 hour of work.
Eligible Employees:	All employees.
Leave reasons:	Employees are not required to provide reason.
Available For Use:	After 90 calendar days of employment.
Accrual rate:	0.01923 hours of paid leave for each hour of work performed.
Maximum Accrual Cap/Front Load:	No maximum accrual cap. Time may be front loaded if the employee may receive the total number of hours of paid leave that the employee is entitled to accrue in the benefit year.
Maximum annual usage:	40 hours.
Minimum increments:	Employers may require that paid time be used in 4-hour increments.
Carryover requirement:	If accrued, employees must be allowed to carryover of up to 40 hours.
Covered family members:	Not applicable. Employee may use leave for any reason and may not be required to provide a reason or documentation.
Link to State Resources:	https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6553/Overview

New Jersey

[HOME](#)

Name of Law:	New Jersey Paid Sick Leave Act
Covered Employers:	All employers
Eligible Employees:	All employees with some exceptions.
Leave reasons:	<p>Employees may use accrued paid sick leave for the following reasons:</p> <ul style="list-style-type: none"> • The employee's own health condition including but not limited to illness, diagnosis, treatment, and preventative care. • Care for a family members health condition including but not limited to illness, diagnosis, treatment, and preventative care. • If the employee or the employee's family member have been the victim of domestic violence, or sex trafficking. • If the employers place of business has been closed by order of a public health emergency. • If the employee's family member requires care due to it being determined by a public health official or health care provider, they should isolate or quarantine. • Need to care for a family member whose school or place of care has been closed due to inclement weather; loss of power, heating, or water; or other unexpected closure.
Available For Use:	After the 120-day waiting period, new hires may use sick time as soon as it is accrued. Employers are allowed to permit employees to use sick time sooner
Accrual rate:	1 hour for every 30 hours worked.
Maximum Accrual Cap/Front Load:	40 hours per benefit year. Front loading permitted.
Maximum annual usage:	40 hours per benefit year.
Minimum increments:	The largest increment cannot be more than the number of hours the employee is scheduled to work in a particular shift.
Carryover requirement:	<p>Up to 40 hours of unused time can be carried over. However, employers may limit the use of paid sick leave to 40 hours per benefit year.</p> <p>An employer may offer the employee the option of being paid out for unused sick time at the end of the benefit year. Under the accrual method, the employee may choose either a payout of the full amount of unused sick time or a payout of 50% of the unused sick time. Under the frontload method, the employer may choose to pay the full amount or permit the employee to carryover the sick time.</p>
Covered family members:	Child; Stepchild, Foster Child, Parent; Stepparent; Foster Parent; Spouse; In-law Parents; Domestic Partner; Grandparent; Grandchild; Sibling; Blood-Relative, close association with the employee is the equivalent of a family relationship.
Link to State Resources:	https://www.nj.gov/labor/worker-protections/earnedsick/law.shtml

New Mexico

[HOME](#)

Name of Law:	Healthy Workplaces Act
Covered Employers:	All private employers.
Eligible Employees:	All employees.
Leave reasons:	<p>Employees may use accrued paid sick leave for the following reasons:</p> <ul style="list-style-type: none"> • The employee's own health condition including but not limited to illness, diagnosis, treatment, and preventative care. • Care for a family members health condition including but not limited to illness, diagnosis, treatment, and preventative care. • If the employee or the employee's family member have been the victim of domestic violence, or sex trafficking. • Meetings at the employee's child's school or place of care related to the child's health or disability.
Available For Use:	As soon as it is accrued.
Accrual rate:	1 hour for every 30 hours worked.
Maximum Accrual Cap/Front Load:	64 hours.
Maximum annual usage:	64 hours.
Minimum increments:	No larger than 1 hour.
Carryover requirement:	Unused leave carries over into the next year.
Covered family members:	Child; Stepchild, Foster Child, Parent; Stepparent; Foster Parent; Spouse; In-law Parents; Domestic Partner; Grandparent; Grandchild; Sibling, an individual whose close association with the employee or the employee's spouse or domestic partner is the equivalent of a family relationship.
Link to State Resources:	https://www.dws.state.nm.us/NMPaidSickLeave

New Mexico - Bernalillo County

Name of Law:	Employee Wellness Act
Covered Employers:	Any person or entity required to register as a business within the county who has a physical presence which employs 2 or more people within the county.
Eligible Employees:	Any employee working for a covered employer working at least 56 hours in the last year.
Leave reasons:	Any reason.
Available For Use:	Must have worked 56 hours and been employed 90 calendar year, whichever is later.
Accrual rate:	1 hour for every 32 hours worked.
Maximum Accrual Cap/Front Load:	No maximum annual accrual cap but employers may set a maximum at 56 hours. Front loading permitted.
Maximum annual usage:	Update pending.
Minimum increments:	Not specified.
Carryover requirement:	Employees must be permitted to carryover unused accrued earned paid time off to the following year but capped at annual maximum accrued unless allowed by the employer.
Covered family members:	Not specified.
Link to State Resources:	https://www.bernco.gov/planning/employee-wellness-act/

New York (1)

[HOME](#)

Name of Law:	New York Paid Sick Leave Law
Covered Employers:	All private sector employers. Federal, state, and local government employees are NOT covered, but employees of charter schools, private schools, and not-for-profit corporations are covered.
Eligible Employees:	All employees are eligible. Total amount of paid sick leave available to employees is based on employer size.
Leave reasons:	<p>Employees may use accrued paid sick leave for the following reasons:</p> <ul style="list-style-type: none"> • The employee's own health condition including but not limited to illness, diagnosis, treatment, and preventative care. • Care for a family members health condition including but not limited to illness, diagnosis, treatment, and preventative care. • If the employee or the employee's family member have been the victim of domestic violence, or sex trafficking. Including but not limited to obtaining services and treatment and legal support
Available For Use:	Once accrued up to the employer's minimum usage increment.
Accrual rate:	1 hour for every 30 hours worked.
Maximum Accrual Cap/Front Load:	<p>Maximum accrual cap is based on employer size:</p> <ul style="list-style-type: none"> • Employers with 4 or fewer employees in any calendar year and a net income of \$1,000,000 or less in the previous tax year must provide up to 40 hours of unpaid sick leave in each calendar year. • Employers with: <ul style="list-style-type: none"> • 4 or fewer employees in any calendar year and a net income of more than \$1,000,000 in the previous tax year or • 5 – 99 employees in any calendar year must provide up to 40 hours of paid sick leave in each calendar year. • Employers with 100 or more employees in any calendar year must provide 56 hours of paid sick leave per calendar year. <p>Front loading permitted.</p>
Maximum annual usage:	Employer must allow maximum usage that is no less than maximum accrual based on employer size.
Minimum increments:	Employers may set a reasonable minimum increment, which cannot exceed four hours.
Carryover requirement:	Unused sick leave must be carried over to the next calendar year, but the employer may limit the amount of sick leave that may be used in a calendar year, based on maximum accrual cap.
Covered family members:	Child; Stepchild, Foster Child, Parent; Stepparent; Spouse; In-law Parents; Domestic Partner; Grandparent; Grandchild; Sibling, and the child or parent of an employee's spouse or domestic partner.
Link to State Resources:	https://www.ny.gov/new-york-paid-sick-leave/new-york-paid-sick-leave

COVID-19 Resources (*sunsetting 07/01/2025*)

General:	<p>New York offers NY COVID-19 sick leave that is separate from New York Paid Sick Leave. For employers with 100 or more employees, employees receive 100% wage replacement for up to 14 days. Employees may be eligible for up to 2 additional 14-day periods of quarantine only if the employee tests positive for COVID-19.</p> <p>https://paidfamilyleave.ny.gov/COVID19</p>
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New York (2) (effective 01/01/2025)

[HOME](#)

Name of Law:	New York Paid Personal Prenatal Leave (PPPL)*
Covered Employers:	All private sector employers. Federal, state, and local government employees are NOT covered, but employees of charter schools, private schools, and not-for-profit corporations are covered.
Eligible Employees:	All employees are eligible.
Leave reasons:	Employees may use this paid leave to get health care services during their pregnancy or related to such pregnancy, including physical examinations, medical procedures, monitoring and testing, and discussions with a health care provider related to the pregnancy.
Available For Use:	Upon Hire
Accrual rate:	The prenatal leave time does not accrue, but instead is available in a single bank and may be taken in hourly increments.
Maximum Accrual Cap/Front Load:	20 hours available in a single bank
Maximum annual usage:	20 hours in a 52-week period
Minimum increments:	One hour
Carryover requirement:	Unknown at this time
Covered family members:	N/A
Link to State Resources:	https://paidfamilyleave.ny.gov/

*More information will be available when final regulations are passed.

New York (3) (effective 06/19/2024)

[HOME](#)

Name of Law:	Policy on the Rights of Employees to Express Breast Milk in the Workplace
Covered Employers:	All employers with employees in New York State
Covered Employees:	All employees in New York State
Summary:	<p>Employers must provide thirty (30) minutes of paid break time for their employees to express breast milk when the employee has a reasonable need to express breastmilk. Employers must provide paid break time as often as an employee reasonably needs to express breast milk. The number of paid breaks an employee will need to express breast milk is unique to each employee and employers must provide reasonable break times based on the individual. Employees must also be permitted to use existing paid break or mealtime if they need additional time for breast milk expression beyond the paid 30 minutes. An employer is prohibited from requiring an employee to work before or after their normal shift to make up for any time used as paid break time to express breast milk.</p> <p>This time must be provided for up to three years following childbirth.</p>
Link to State Resources:	New York Department of Labor

New York - New York City

[HOME](#)

Name of Law:	New York City Earned Safe and Sick Time Act
Covered Employers:	All private employers.
Eligible Employees:	All employees who work in New York City, with exceptions, but not limited to, certain federal, state and city funded programs, work-study, and qualifying occupational therapy programs.
Leave reasons:	<p>Employees may use accrued paid sick leave for the following reasons:</p> <ul style="list-style-type: none"> • The employee's own health condition including but not limited to illness, diagnosis, treatment, and preventative care. • Care for a family members health condition including but not limited to illness, diagnosis, treatment, and preventative care. • If the employee or the employee's family member have been the victim of domestic violence, or sex trafficking. Including but not limited to obtaining services and treatment and legal support
Available For Use:	Leave may be used as it is accrued.
Accrual rate:	1 hour for every 30 hours worked or 1 1/3 hour for every 40 hours worked.
Maximum Accrual Cap/Front Load:	<p>Maximum accrual cap is based on employer size:</p> <ul style="list-style-type: none"> • Employers with 4 or fewer employees in any calendar year and a net income of \$1,000,000 or less in the previous tax year must provide up to 40 hours of unpaid sick leave in each calendar year. • Employers with: <ul style="list-style-type: none"> • 4 or fewer employees in any calendar year and a net income of more than \$1,000,000 in the previous tax year or • 5 – 99 employees in any calendar year must provide up to 40 hours of paid sick leave in each calendar year. • Employers with 100 or more employees in any calendar year must provide 56 hours of paid sick leave per calendar year. <p>Front loading permitted.</p>
Maximum annual usage:	Employer must allow maximum usage that is no less than maximum accrual based on employer size.
Minimum increments:	Employers may set a reasonable minimum increment usage of no more than four hours. However, for uses beyond 4 hours, additional time may be used in 30-minute increments.
Carryover requirement:	An employer is not required to carry over leave if the employer pays out the unused <i>accrued</i> time and frontloads the maximum allowed OR the employer uses the frontload method from calendar year to calendar year.
Covered family members:	Child; Stepchild, Foster Child, Parent; Stepparent; Spouse; In-law Parents; Domestic Partner; Grandparent; Grandchild; Sibling, any other individual related by blood to the employee, any other individual whose close association with the employee is the equivalent of a family relationship.
Link to City Resources:	https://www.nyc.gov/site/dca/businesses/paid-sick-leave-law-for-employers.page

New York – Westchester County

[HOME](#)

Name of Law:	Westchester County Earned Sick Leave Law
Covered Employers:	Any "employer" as defined in section 190(3) of New York State Labor Law, plus Westchester County for its employees that are not subject to a collective bargaining agreement.
Eligible Employees:	Employees employed by an employer in any employment in Westchester County for more than 80 hours in a calendar year who work full-time or part-time with limited exceptions related to work study programs.
Leave reasons:	<p>Employees may use accrued paid sick leave for the following reasons:</p> <ul style="list-style-type: none"> • The employee's own health condition including but not limited to illness, diagnosis, treatment, and preventative care. • Care for a family members health condition including but not limited to illness, diagnosis, treatment, and preventative care. • If the employers place of business has been closed by order of a public health emergency. • If the employee's family member requires care due to it being determined by a public health official or health care provider, they should isolate or quarantine. • Need to care for a child whose school or place of care has been closed due to public health emergency. • Other additional leave reasons as approved by the employer.
Available For Use:	An employer can delay the use for up to 90 days after employment.
Accrual rate:	1 hour of sick time for every 30 hours worked.
Maximum Accrual Cap/Front Load:	40 hours is the maximum amount of sick leave to be accrued in a year.
Maximum annual usage:	Employers with 5 or more employees: 40 hours of paid sick time in year. Employers with fewer than 5 employees: 40 hours unpaid sick time in year. Domestic workers: 40 hours paid sick time in year.
Minimum increments:	May not be more than 4 hours.
Carryover requirement:	4 hours and if more time is needed, then the smallest increment that the employer's payroll system uses.
Covered family members:	<p>Child; Stepchild, Foster Child, Parent; Stepparent; Spouse; In-law Parents; Domestic Partner; Grandparent; Grandchild; Sibling.</p> <p>The statutory definition of household member is broad and includes but is not limited to the following regardless of whether they live together: persons formerly married to or in domestic partnership with one another, persons who have a child together, and persons who are or have been in an intimate relationship regardless of whether they live together.</p>
Link to City Resources:	https://humanrights.westchestergov.com/resources/earned-sick-leave-law

Oregon

[HOME](#)

(changes effective 7/1/2024)

Name of Law:	Oregon Sick Leave Act
Covered Employers:	All employers. Employers with 10 or more employees must provide PAID leave. Employers with less than 10 employees must provide UNPAID leave.
Eligible Employees:	All employees are eligible.
Leave reasons:	<p>Employees may use accrued paid sick leave for the following reasons:</p> <ul style="list-style-type: none"> • The employee's own health condition including but not limited to illness, diagnosis, treatment, and preventative care. • Care for a family members health condition including but not limited to illness, diagnosis, treatment, and preventative care. • <i>To care for an infant or newly adopted child under 18 years of age, or for a newly placed foster child under 18 years of age, or for an adopted or foster child older than 18 years of age if the child is incapable of self-care.</i> • because of a mental or physical disability. • If the employee or the employee's family member have been the victim of domestic violence, or sex trafficking. • Death of a family member. • <i>For certain reasons related to the employee or the employee's minor child being the victim of domestic violence, sexual assault, harassment, or stalking.</i> • In certain situations, public health emergency.
Available For Use:	On the 91st calendar day of employment.
Accrual rate:	1 hour of sick time for every 30 hours worked or 1-1/3 hours for every 40 hours worked.
Maximum Accrual Cap/Front Load:	<p>Employers may limit the number of paid sick time hours an employee may accrue to 40 hours per year. If time is carried over, cap can be set at 80 hours.</p> <p>Front loading permitted.</p>
Maximum annual usage:	Employers may limit annual usage to 40 hours. Accrued leave above that amount may be used for OFLA-covered absences.
Minimum increments:	Employees must be permitted to use sick time in increments of at least one hour.
Carryover requirement:	Employers may limit carry over of unused time to up to 40 hours.
Covered family members:	Child, Stepchild, Foster Child, Parent, Stepparent, Spouse, In-law Parents, Domestic Partner; <i>Grandparent or the grandparent's spouse or domestic partner; Grandchild or the grandchild's spouse or domestic partner; Sibling or step sibling of the employee or the employee's spouse or domestic partner, individual who is related by affinity to the employee.</i>
Link to State Resources:	https://www.oregon.gov/boli/workers/pages/sick-time.aspx

Pennsylvania – Allegheny County

[HOME](#)

Name of Law:	Allegheny County Paid Sick Leave
Covered Employers:	Any person or entity who employs at least 26 or more employees in Allegheny County.
Eligible Employees:	All employees of employers with 26 or more employees.
Leave reasons:	<p>Employees may use accrued paid sick leave for the following reasons:</p> <ul style="list-style-type: none"> • The employee's own health condition including but not limited to illness, diagnosis, treatment, and preventative care. • Care for a family members health condition including but not limited to illness, diagnosis, treatment, and preventative care. • If the employers place of business has been closed by order of a public health emergency. • If the employee's family member requires care due to it being determined by a public health official or health care provider, they should isolate or quarantine. • Need to care for a family member whose school or place of care has been closed by order of a public health emergency.
Available For Use:	On the 90th day of employment.
Accrual rate:	1 hour for every 35 hours worked.
Maximum Accrual Cap/Front Load:	40 hours per year unless the employer designates a higher limit. Front loading permitted.
Maximum annual usage:	40 hours unless
Minimum increments:	Paid sick time may be used in the smallest increment that the Company's payroll system uses to account for absences or use of other time.
Carryover requirement:	Accrued paid sick time shall be carried over to the following calendar year unless the employer front loads 40 hours each year. Then the employee may carry over accrued paid sick time so long as the total paid sick time available does not exceed 40 hours, unless the employer designates a higher limit.
Covered family members:	Child; Stepchild, Foster Child, Parent; Stepparent; Spouse; In-law Parents; Domestic Partner; Grandparent; Grandchild; Sibling; any individual the employee has received permission from the employer to care for at the time of request.
Link to City Resources:	https://alleghenycounty.us/Services/Health-Department/Special-Initiatives/Paid-Sick-Leave-Act

Pennsylvania - Pittsburgh

[HOME](#)

Name of Law:	Pittsburgh Paid Sick Days Act
Covered Employers:	All employers with at least 1 employee.
Eligible Employees:	All employees who work at least 35 hours in a calendar year, within the City of Pittsburgh.
Leave reasons:	<p>Employees may use accrued paid sick leave for the following reasons:</p> <ul style="list-style-type: none"> • The employee's own health condition including but not limited to illness, diagnosis, treatment, and preventative care. • Care for a family members health condition including but not limited to illness, diagnosis, treatment, and preventative care. • If the employers place of business has been closed by order of a public health emergency. • If the employee's family member requires care due to it being determined by a public health official or health care provider, they should isolate or quarantine. • Need to care for a family member whose school or place of care has been closed by order of a public health emergency.
Available For Use:	On the 90th day of employment.
Accrual rate:	1 hour for every 35 hours worked.
Maximum Accrual Cap/Front Load:	<p>40 hours for employers with 15+ employees unless the employer designates a higher amount. 24 hours for employers with less than 15 employees unless the employer designates a higher amount.</p> <p>Front loading is permitted.</p>
Maximum annual usage:	<p>40 hours for employers with 15+ employees unless the employer designates a higher amount. 24 hours for employers with less than 15 employees unless the employer designates a higher amount.</p>
Minimum increments:	Paid sick time may be used in the smallest increment that the Company's payroll system uses to account for absences or use of other time.
Carryover requirement:	Carryover required unless the full amount of paid sick time is frontloaded.
Covered family members:	Child; Stepchild, Foster Child, Parent; Stepparent; Spouse; In-law Parents; Domestic Partner; Grandparent; Grandchild; Sibling; any individual the employee has received permission from the employer to care for at the time of request.
Link to City Resources:	https://pittsburghpa.gov/mayor/paidsickleave

Pennsylvania - Philadelphia

[HOME](#)

Name of Law:	Philadelphia Promoting Healthy Families and Workplaces law
Covered Employers:	Employers who employ 10 or more Employees who work within the City of Philadelphia for 40 or more hours per year must provide paid sick time. Employers who employ less than 10 employees must provide unpaid sick time.
Eligible Employees:	Employees who have worked at least 40 hours a year in Philadelphia.
Leave reasons:	<p>Employees may use accrued paid sick leave for the following reasons:</p> <ul style="list-style-type: none"> • The employee's own health condition including but not limited to illness, diagnosis, treatment, and preventative care. • Care for a family members health condition including but not limited to illness, diagnosis, treatment, and preventative care. • If the employee or the employee's family member have been the victim of domestic violence, or sex trafficking.
Available For Use:	Beginning on the 90th calendar day following commencement of employment.
Accrual rate:	1 hour for every 40 hours worked. Exempt Employees are presumed to work 40 hrs. per work week unless the Employee's normal workweek is less than 40 hours.
Maximum Accrual Cap/Front Load:	40 hours/year
Maximum annual usage:	40 hours
Minimum increments:	Paid sick time may be used in the smallest increment that the Company's payroll system uses to account for absences or use of other time.
Carryover requirement:	Carryover of up to 40 hours required, unless the full amount of leave is front-loaded, in which case no carryover is required.
Covered family members:	Child, Stepchild, Foster Child, Parent, Stepparent, Spouse; In-law Parents, Domestic Partner, Grandparent, Grandchild, Sibling, or Life Partner as defined in Section 9-1102 of the Philadelphia Code.
Link to City Resources:	https://www.phila.gov/documents/paid-sick-leave-information/

Puerto Rico

[HOME](#)

Name of Law:	Puerto Rico Act Minimum Wage, Vacation and Sick Leave Act.
Covered Employers:	Private employers
Eligible Employees:	All non-exempt employees who work at least 130 hours per month, except those employed by the federal government or the Government of Puerto Rico with exceptions, municipal governments, employed under a collective bargaining agreement or administrators, executives and professions as defined by the Regulation Number 13 of the Minimum Wage Board.
Leave reasons:	<ul style="list-style-type: none"> Vacation leave can be used for any reason. Sick leave can be used for reasons related to an employee's illness and the employee can use 5 days per year to care for a covered family member as long as the employee maintains a balance of at least five days of sick leave. The caregiver leave only applies to employers with more than 15 employees. <p>Employees may use an additional 5 days of paid leave to employees infected (or are suspected of being infected) by the illness or epidemic that triggers a state of emergency declared by either the Governor of Puerto Rico or the Secretary of the Puerto Rico Health Department.</p>
Available For Use:	<ul style="list-style-type: none"> Vacation benefits are not accrued during the first six months of employment; however, once an employee completes six months of employment, they will accrue vacation leave retroactively to the first day of employment. Employees may not use vacation time until it has been accrued an entire year. Sick leave begins accruing at the beginning of the employee's probationary period.
Accrual rate:	<p><u>For employees hired before January 26, 2017</u></p> <p><u>Vacation Leave.</u> Non-exempt employees who work at least 130 hours per month earn 1 ¼ day per month for a total of 15 days per year.</p> <p><u>Sick Leave</u> Nonexempt employees who work at least 130 hours per month earn sick leave at a rate of one day per month for up to 12 days per year.</p> <p><u>For employees hired on or after January 26, 2017</u></p> <p><u>Vacation Leave</u> Non-exempt employees who work at least 130 hours per month and</p> <ul style="list-style-type: none"> work for an employer with twelve or fewer employees accrue ½ day per month; or work for an employer with 13 or more employees accrue monthly based on tenure: <ul style="list-style-type: none"> Up to one year of service – ½ day More than one year and up to five years – ¾ day More than five years and up to 15 years – 1 day Fifteen or more – 1 ¼ day <p><u>Sick Leave</u> Nonexempt employees who work at least 130 hours per month earn sick leave at a rate of one day per month for up to 12 days per year, regardless of employer size.</p>
Maximum Accrual Cap/Front Load:	Sick time which is not taken by the employee during the year will remain accrued for successive years up to a maximum of fifteen (15) days Front loading not specified.
Maximum annual usage:	No cap. However, use of sick leave to care for a covered family member is limited to five days per year and the employee must maintain a balance of at least five days of sick leave. This provision only applies to employers with more than 15 employees.
Minimum increments:	Not Specified.
Carryover requirement:	Yes, carry over of 15 days and the employee continues to accrue time in subsequent years.
Covered family members:	Child; Parent; Spouse; and for the care and attention for reason of illness of minors, persons of advanced age (defined as a person at least 60 years old), or disabled persons of which the employee has custody or is the legal guardian.
Link to Territory Resources:	https://www.trabajo.pr.gov/

Rhode Island

[HOME](#)

Name of Law:	Healthy and Safe Families and Workplaces Act
Covered Employers:	Employers with at least 18 employees.
Eligible Employees:	Full -time and part-time Employees, Temporary, Seasonal Employees, CCAP family childcare providers.
Leave reasons:	<p>Under the Act, covered employers must allow employees to use paid sick time:</p> <ul style="list-style-type: none"> • For an employee's or family member's illness, injury, or health condition. • When the employee's workplace or a child's school is closed due to a public health emergency. • For reasons relating to domestic violence, sexual assault, or stalking.
Available For Use:	<ul style="list-style-type: none"> • Full-time and Part-time employees may use earned paid sick time on the 90th calendar day of employment. • Seasonal Employees may use earned paid sick time on the one hundred 150th calendar day following start of their employment. • Temporary Employees may use earned paid sick time on the 180th calendar day following start of employment.
Accrual rate:	40 hours per year
Maximum Accrual Cap/Front Load:	40 hours per year. Front loading permitted.
Maximum annual usage:	40 hours per year.
Minimum increments:	Employers can set minimum increments of usage at no more than 4 hours.
Carryover requirement:	Employees are entitled to carry over unused time unless the employer frontloads at the start of the year.
Covered family members:	Child, Stepchild, Foster Child, Parent, Stepparent, Spouse, Parent-in-Law, Domestic Partner, Grandparent, Grandchild, Sibling, Member of the employee's household, care recipient who is defined as a person for whom the employee is responsible for providing care or arranging health of safety care.
Link to State Resources:	https://dlt.ri.gov/regulation-and-safety/labor-standards/paid-sick-and-safe-leave

Texas

[HOME](#)

Employers should be aware that multiple cities in Texas have passed paid sick leave legislation. The laws passed at the municipal level were ruled to be unconstitutional by the Texas State Legislature because the Court ruled that the sick time laws violated the state's minimum wage laws. While the paid sick time laws are still on the books in these cities, employers are not required to implement them at this time.

Vermont

[HOME](#)

Name of Law:	Vermont Earned Sick Time Act
Covered Employers:	All Employers.
Eligible Employees:	Employees who are employed by an employer for an average of no less than 18 hours per week during a year
Leave reasons:	<p>Employees may use accrued paid sick leave for the following reasons:</p> <ul style="list-style-type: none"> • The employee's own health condition including but not limited to illness, diagnosis, treatment, and preventative care. • Care for a family members health condition including but not limited to illness, diagnosis, treatment, and preventative care. • If the employee or the employee's family member have been the victim of domestic violence, or sex trafficking. • Need to care for a family member whose school or place of care has been closed by order of a public health emergency.
Available For Use:	Employers may require a "waiting period" for newly hired employees and existing employees of up to one year
Accrual rate:	<p>1 hour for every 52 hours worked.</p> <p>Can be calculated as it accrues during each pay period or quarterly as long as employees can use it as they accrue it during each quarter</p>
Maximum Accrual Cap/Front Load:	<p>No cap on maximum overall accrual cap.</p> <p>Front loading permitted.</p>
Maximum annual usage:	40 hours per year.
Minimum increments:	The smallest time increments that the employer's payroll system uses to account for other absences or that the employer's paid time off policy permits, and employers are not required to permit use in increments shorter than one (1) hour.
Carryover requirement:	<p>Yes.</p> <p>No cap on carryover unless the employer frontloads at the start of the year, the carryover not required.</p>
Covered family members:	Parent, Grandparent, Spouse, Child, Sibling, Parent-in-law, Grandchild, or Foster Child.
Link to State Resources:	https://legislature.vermont.gov/statutes/chapter/21/005

Virginia

[HOME](#)

Name of Law:	Paid Sick Leave
Covered Employers:	Any persons or entity doing business or operating within the Commonwealth who acts either directly or indirectly in the interest of an employer in relation to an employee.
Eligible Employees:	Any home health worker who works on average at least 20 hours per week or 90 hours per month providing personal care, respite, or companion services to an individual who receives consumer-directed services under the state plan for medical assistance services.
Leave reasons:	<p>Employees may use accrued paid sick leave for the following reasons:</p> <ul style="list-style-type: none"> • The employee's own health condition including but not limited to illness, diagnosis, treatment, and preventative care. • Care for a family members health condition including but not limited to illness, diagnosis, treatment, and preventative care.
Available For Use:	Paid sick leave shall be provided at the employee's request.
Accrual rate:	1 hour for every 30 hours worked.
Maximum Accrual Cap/Front Load:	<p>An employee shall not accrue more than 40 hours of paid sick leave in a year unless the employer selects a higher limit.</p> <p>Front loading permitted.</p>
Maximum annual usage:	An employee shall not use more than 40 hours of paid sick leave in a year unless the employer selects a higher limit.
Minimum increments:	The law does not address this.
Carryover requirement:	Paid sick leave shall be carried over to the year following the year in which it was accrued.
Covered family members:	Child, Stepchild, Foster Child, Parent, Stepparent, Spouse, Parent-in-law, Domestic Partner, Grandparent, Grandchild, Sibling, Care recipient who is defined as a person for whom the employee is responsible for providing care or arranging health or safety care, any other individual related by blood or affinity whose close association with an employee is the equivalent of a family relationship.
Link to State Resources:	https://law.lis.virginia.gov/vacodefull/title40.1/chapter3/article2.1/

Washington

[HOME](#)

Name of Law:	Paid Sick Leave Law
Covered Employers:	All employers.
Eligible Employees:	Every non-exempt employee engaged in employment in WA. Employers, should seek guidance from counsel on whether Washington residents working remotely or physically elsewhere or non-Washington residents working in Washington should receive PSSSL under the state law.
Leave reasons:	<p>Employees may use accrued paid sick leave for the following reasons:</p> <ul style="list-style-type: none"> • The employee’s own health condition including but not limited to illness, diagnosis, treatment, and preventative care. • Care for a family members health condition including but not limited to illness, diagnosis, treatment, and preventative care. • If the employee or the employee’s family member have been the victim of domestic violence, or sex trafficking. • If the employers place of business has been closed by order of a public health emergency. • Need to care for a family member whose school or place of care has been closed by order of a public official for any “health-related reasons” as defined.
Available For Use:	After the 90th calendar day of employment. Effective 1/1/2024, residential building construction workers who have not met the 90-day eligibility requirement must be paid the balance of their accrued but unused paid sick leave at termination. Given this new payout requirement and unlike eligible employees of all other industries, residential building construction workers are not eligible for to have their previous paid sick leave balance reinstatement if rehired within 12 months.
Accrual rate:	1 hour for every 40 hours worked.
Maximum Accrual Cap/Front Load:	None. Front loading permitted.
Maximum annual usage:	None.
Minimum increments:	Employers must permit employees to use paid sick leave in the same increment of time used to track compensation, but employers cannot force employees to use paid sick leave in increments greater than one hour.
Carryover requirement:	Employees also must be allowed to carry over to the following year up to 40 hours of accrued, unused paid sick leave. Employers may cap carryover of accrued unused paid sick leave to the following year at 40 hours. Employers may allow for a more generous carryover of accrued, unused paid sick leave to the following year.
Covered family members:	Child, Stepchild, Foster Child, Parent, Stepparent, Spouse, Parent-in-Law, Domestic Partner, Grandparent, Grandchild, Sibling.
Link to State Resources:	https://www.lni.wa.gov/WorkplaceRights/LeaveBenefits/VacaySick/PaidSickLeave.asp

Washington - SeaTac

[HOME](#)

Name of Law:	SeaTac Paid Sick Leave Law
Covered Employers:	Hospitality and transportation employers.
Eligible Employees:	Hospitality and transportation workers as defined by the ordinance.
Leave reasons:	<p>Employees may use accrued paid sick leave for the following reasons:</p> <ul style="list-style-type: none"> • The employee's own health condition including but not limited to illness, diagnosis, treatment, and preventative care. • Care for a family members health condition including but not limited to illness, diagnosis, treatment, and preventative care. • If the employee or the employee's family member have been the victim of domestic violence, or sex trafficking; and needs assistance in establishing care, treatment, legal services. • If the employers place of business has been closed by order of a public health official. • Need to care for a family member whose school or place of care has been closed by order of a public health official for such a reason.
Available For Use:	Not specified.
Accrual rate:	1 hour for every 40 hours worked.
Maximum Accrual Cap/Front Load:	Not specified.
Maximum annual usage:	Not specified.
Minimum increments:	Not specified.
Carryover requirement:	Employers must pay employees for all unused accrued time at the end of each calendar year.
Covered family members:	Not specified.
Link to City Resources:	https://www.codepublishing.com/WA/SeaTac/html/SeaTac07/SeaTac0745.html

Washington - Seattle (1)

[HOME](#)

Name of Law:	Seattle Paid Sick and Safe Time Ordinance
Covered Employers:	Employers with employees in Seattle.
Eligible Employees:	Part-time, full time, temporary, or season employees who work in Seattle or perform 240 hours or more of work in Seattle in a calendar year. Note: Once employees who work in Seattle on an occasional basis satisfy this requirement in a given calendar year, they do not need to re-establish eligibility in subsequent years.
Leave reasons:	<p>Employees may use accrued paid sick leave for the following reasons:</p> <ul style="list-style-type: none"> • The employee’s own health condition including but not limited to illness, diagnosis, treatment, and preventative care, • Care for a family members health condition including but not limited to illness, diagnosis, treatment, and preventative care. • If the employee or the employee’s family member have been the victim of domestic violence, or sex trafficking; and needs assistance in establishing care, treatment, legal services. • If the employers place of business has been closed by order of a public health official. • Need to care for a family member whose school or place of care has been closed by order of a public health official for such a reason. • In addition, when “Tier 3” employers (with 250 or more full time equivalent employees worldwide) reduce operations or close a Seattle worksite for any health or safety reason, those employees are now able to use PSST for that reason
Available For Use:	The 90th calendar day after employment starts.
Accrual rate:	Employers with 249 or <i>fewer</i> FTE employees worldwide: 1 hour for each 40 hours worked. Employers with 250 or <i>more</i> FTE employees worldwide: 1 hour for each 30 hours worked.
Maximum Accrual Cap/Front Load:	No cap. Front loading permitted.
Maximum annual usage:	None.
Minimum increments:	Non-exempt employees: Hourly increments or, if an employer’s payroll system tracks compensation in increments of less than one hour, in the smallest increment in which compensation is tracked. Exempt employees: Employers may make deductions of PSST usage in accordance with state and federal laws. Per state law (WA Paid Sick Leave Law), leave bank deductions may not be made for less than one hour.
Carryover requirement:	<p>Yes:</p> <ul style="list-style-type: none"> • For Tier 1 employers, 40 hours of accrued, unused PSST must be carried over. • For Tier 2 employers, 56 hours of accrued, unused PSST must be carried over. • For Tier 3 employers, 72 hours of accrued, unused PSST must be carried over. <p>For Tier 3 employers that offer a combined or universal PTO bank that is intended to meet the requirements of this law, 108 hours of accrued PTO must be carried over.</p>
Covered family members:	<p>For paid sick time or paid safe time when the employee’s family member’s school or place of care has been closed:</p> <ul style="list-style-type: none"> • Child; Stepchild, Foster Child, Parent, Stepparent, Spouse, Domestic Partner, Grandparent, Grandchild, Sibling; <p>For paid safe time involving domestic violence, sexual assault, or stalking: All the above plus a person with whom the employee has a dating relationship or a household member as defined in RCW 49.76.020 and RCW 26.50.010.</p>
Link to City Resources:	https://www.seattle.gov/laborstandards/ordinances/paid-sick-and-safe-time

Washington – Seattle (2)

[HOME](#)

Name of Law:	Seattle App-Based Worker Paid Sick and Safe Time Ordinance (Effective May 1, 2023)
Covered Employers:	<p>Effective May 1, 2023, through January 12, 2024: This law applies to Food Delivery Network Companies that hire 250 or more Food delivery network company employees worldwide</p> <ul style="list-style-type: none"> • A food delivery network company is a company operating in Seattle that offers prearranged delivery services for compensation using a cellphone app or online platform to connect customers with workers, for delivery from one or more of the following types of locations: <ul style="list-style-type: none"> • eating and drinking establishments, • food processing establishments, • grocery stores, or • any facility supplying groceries or prepared food and beverages for an online order. <p>Effective January 13, 2024: Coverage is expanded to align with the App-Based Worker Minimum Payment Ordinance, SMC 8.37, to include all Network Companies that hire 250 or more app-based workers. Network Company is defined as organization that uses an online-enabled application or platform to connect customers with app-based workers and/or facilitate the provision of services for compensation by app-based workers. Excluded organizations include entities that: meet definition of transportation network company, a for-hire vehicle company or taxicab association, digital advertising or messaging platforms, appointment scheduling and/or payment processing services when the entity neither engages in remediation of relationships between parties to such transactions nor engages in any oversight of service provision.</p>
Eligible Employees:	<p>Until January 13, 2024: App-based workers who work for Food Delivery Network Companies</p> <p>Effective January 13, 2024: All app-based workers performing work in Seattle that is facilitated by Network Companies.</p>
Leave reasons:	<p>App-based workers may use accrued paid sick leave for the following reasons:</p> <ul style="list-style-type: none"> • Their own health condition including but not limited to illness, diagnosis, treatment, and preventative care. • Care for a family members health condition including but not limited to illness, diagnosis, treatment, and preventative care. • When the network company has suspended or otherwise discontinued operations by order of a public official, for any health-related reason, to limit exposure to an infectious agent, biological toxin, or hazardous material. • When the covered entity has reduced, suspended, or otherwise discontinued operations for any health- or safety-related reason. • For any of the ordinance's defined reasons related to domestic violence, sexual assault, or stalking may also allow app-based workers to use paid sick and safe time for reasons not covered by the law.
Available For Use:	App-based workers who work in Seattle at least once in the past 90 days may use PSST in 24-hour increments for covered reasons.
Maximum Accrual:	There is no limit on the amount of time a gig worker can accrue.
Accrual rate:	1 day for every 30 calendar days worked in whole or in part in Seattle.
Frontload:	Front loading Permitted. Frontloading must be described in the app-based paid sick and safe time policy.
Maximum annual usage:	None.
Minimum increments:	24-hour increments. However, if an app-based worker accepts a trip or delivery for compensation from a network company during the 24-hour period for which the worker requested a day of paid sick and safe time, the network company may (but does not have to) determine that the worker did not use paid sick and safe time for an authorized purpose.
Carryover requirement:	Each year, a covered entity must allow app-based workers to carry over at least nine days of accrued paid sick and safe time into the next year.
Covered family members:	<p>For paid sick time and paid time safe time when the employee's family member's school or place of care has been closed:</p> <ul style="list-style-type: none"> • Child, Stepchild, Foster Child, Parent, Stepparent, Spouse, Domestic Partner, Grandparent, Grandchild, Sibling. <p>For paid safe time involving domestic violence, sexual assault, or stalking: All the above plus a person with whom the employee has a dating relationship or a household member as defined in RCW 49.76.020 and RCW 26.50.010.</p>
Link to City Resources:	https://www.seattle.gov/laborstandards/ordinances/app-based-worker-ordinances/app-based-worker-paid-sick-and-safe-time-ordinance

Washington - Tacoma

[HOME](#)

Name of Law:	Tacoma Paid Sick Leave Ordinance
Covered Employers:	Any person who has one or more employees. This does not include the United States government or any single-person business.
Eligible Employees:	Employees who perform work in Tacoma, including traditional employees, temporary workers, part-time employees, and employees who work in Tacoma on an occasional basis (provided they work at least 80 hours in Tacoma in a benefit year).
Leave reasons:	<p>Employees may use accrued paid sick leave for the following reasons:</p> <ul style="list-style-type: none"> • The employee's own health condition including but not limited to illness, diagnosis, treatment, and preventative care. • Care for a family members health condition including but not limited to illness, diagnosis, treatment, and preventative care. • If the employee or the employee's family member have been the victim of domestic violence, or sex trafficking; and needs assistance in establishing care, treatment, legal services. • If the employers place of business has been closed by order of a public health official. • Need to care for a family member whose school or place of care has been closed by order of a public health official for such a reason. • Bereavement for the death of a family member.
Available For Use:	90 calendar days after employment starts.
Accrual rate:	1 hour for every 40 hours worked.
Maximum Accrual Cap/Front Load:	None.
Maximum annual usage:	None.
Minimum increments:	Employers shall not require non-exempt employees to use accrued paid sick leave time in increments greater than one hour unless necessary due to a reasonable business need. For exempt employees, the employer may make deductions of paid sick leave in accordance with the FLSA or in accordance with a pay system established by statute, ordinance, or regulation.
Carryover requirement:	The employer must carry over at least 40 hours of an employee's accrued, unused paid sick leave.
Covered family members:	<p>Child; Stepchild; Foster Child; Parent; Stepparent; Spouse; Domestic Partner; Grandparent; Grandchild; Sibling; Household member.</p> <p>"Household member" means, spouses; domestic partners; former spouses; former domestic partners; persons who have a child in common, regardless of whether they have been married or have lived together at any time; adult persons related by blood or marriage; adult persons who are presently residing together or who have resided together in the past; persons 16 years of age or older who are presently residing together or who have resided together in the past and who have or have had a dating relationship; persons 16 years of age or older with whom a person 16 years of age or older has or has had a dating relationship; and persons who have a biological or legal parent-child relationship, including stepparents and stepchildren and grandparents and grandchildren.</p>
Link to City Resources:	https://www.cityoftacoma.org/cms/One.aspx?portalId=169&pageId=75860