



PAID SICK LEAVE BY STATE AND LOCALITY





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State/Locality	Effective Date	Paid or Unpaid	Accrual	Use	Notice
Arizona	July 1, 2017	<p>Paid for any employee working for an Arizona employer, including local government workers.</p> <p>Excludes state and federal government workers. Excludes individuals employed by parent or sibling and in-home, casual babysitters.</p> <p>Excludes employees under a collective-bargaining agreement where the collective-bargaining agreement explicitly waives the requirements in clear and unambiguous terms.</p>	<p>Accrual begins on the first day of employment at a rate of one hour for every 30 hours worked.</p> <p>Accrual caps are as follows:</p> <ul style="list-style-type: none"> • Employers with fewer than 15 employees, accrual is capped at 24 hours per year. • Employers with 15 or more employees, accrual is capped at 40 hours per year. <p>Frontloading permitted.</p>	<p>Employers permitted to enforce waiting period and not allow use until 90th calendar day after employment begins before use of sick time.</p> <p>Earned paid sick time can be used for self or family, including domestic partner and any other individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship, and for closures or public health emergencies, and purposes related to domestic violence, sexual violence, abuse, or stalking of employee or family member.</p> <p>Unused, earned paid sick time carries over to the following year, subject to limitations on accrual.</p>	<p>Written notice at time of hire.</p> <p>Maintain conspicuous poster.</p> <p>Must have written, disseminated policy if notice required for unforeseeable leave.</p> <p>Notice of amount of sick leave available, taken, and pay received in regular paycheck.</p>
California Note: California state law does not pre-empt city ordinances offering greater benefit to employees.	July 1, 2015	<p>Paid for any employee working in California for the same employer for 30 or more days a year after commencement of employment.</p> <p>Excludes employees under a collective-bargaining agreement expressly providing paid sick days.</p> <p>Excludes airline flight deck/cabin crew workers with</p>	<p>Accrual begins on first day of employment at a rate of:</p> <ul style="list-style-type: none"> • One hour for every 30 worked; • Lump sum of 24 hours or three days; or • Accrual with at least 24 hours by the 120th day (within nine months) of employment. <p>Accrual cap of 48 hours or six days per year.</p>	<p>The first day paid sick leave can be used is the 90th day of employment for self or family, including domestic partner, and for purposes related to domestic violence, sexual assault, or stalking when employee is a victim.</p> <p>Usage cap of 24 hours per year.</p> <p>Unused paid sick leave carries over to the next year but is limited by employer's accrual</p>	<p>Individual notice at time of hire.</p> <p>Maintain conspicuous poster.</p> <p>Available amount on either pay stub or on a separate sheet with the payment of wages.</p>

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		<p>comparable paid time off.</p> <p>Workers who provide in-home supportive care are exempted until July 1, 2018; after which they will be able to accrue paid sick leave subject to specific usage and carryover provisions.</p>	Frontloading permitted.	cap.	
Berkeley, CA	October 1, 2016, with leave accrual provisions effective October 1, 2017	<p>Paid for any employee working at least two hours per week within the geographic boundaries of Berkeley and who qualifies as an employee entitled to minimum wage under California law. Employees covered by a collective-bargaining agreement may be exempted if language is clear and unambiguous.</p>	<p>Accrual begins on first day of employment at a rate of one hour for every 30 hours worked.</p> <p>Employees who have accrued state-required paid sick leave before October 1, 2016 continue to accrue and use such leave in a manner consistent with state law.</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> • Small employer (24 or less): up to 48 hours. • Large employer (25 or more employees): up to 72 hours. 	<p>The first day paid sick leave can be used is on the 90th calendar day of employment for self and family, including domestic partner, plus a designated person if no spouse or domestic partner.</p> <p>Small employers can limit usage to 48 hours per year, but larger employers cannot limit use (only the accrual or amount earned).</p> <p>Unused paid sick leave carries over from year-to-year but may not exceed caps unless employer establishes higher or no caps.</p>	<p>Maintain conspicuous poster.</p> <p>Notice must be posted in any language spoken by at least 5 percent of the workplace or jobsite.</p>
Emeryville, CA	July 1, 2015	<p>Paid for any employee working at least two hours per calendar week within the geographic boundaries of Emeryville and who qualifies as an employee entitled to minimum wage under California law.</p> <p>Includes learners as defined by California Industrial</p>	<p>Accrual begins on first day of employment at a rate of one hour for every 30 worked; or front load annual accrual cap; or any lump sum at the start of the year, with accrual at one hour for every 30 worked after lump sum has been earned.</p> <p>Accrual caps:</p>	<p>The first day paid sick leave can be used is on the 90th day of employment for self or family, including domestic partner plus a designated person if no spouse or domestic partner, or for care of a guide dog, signal dog, or service dog of the employee, family member, or designated partner, and if employee is a</p>	<p>California requirements, plus written notification and posting must be in any language spoken by 10 percent or more of the employees. English, Chinese, Farsi, Spanish language posters are available from the City of Emeryville.</p>

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		<p>Commission wage orders.</p> <p>Excludes employees covered by collective-bargaining agreement containing an explicit waiver of some or all the ordinance's benefits written in clear and unambiguous terms.</p>	<ul style="list-style-type: none"> • Small employer (55 or fewer employees): 48 hours annually. • Large employer (56 or more employees): 72 hours annually. 	<p>victim of domestic violence.</p> <p>No usage cap, but usage only permitted for hours worked or scheduled to be worked in Emeryville.</p> <p>Accrued, unused paid sick leave carries over to the next year but is limited to employer's accrual cap.</p>	
Los Angeles (City), CA	July 1, 2016	<p>Paid for all employees who work at least two hours in a particular week within the geographic boundaries of Los Angeles for the same employer for 30 days or more within a year, and who are entitled to minimum wage under California law.</p>	<p>Accrual begins on first day of employment at a rate of one hour per 30 hours worked; or front loaded, lump sum of 48 hours at the start of each year.</p> <p>Employers may cap accrual at 72 hours per year.</p>	<p>The first day paid sick leave can be used is on the 90th day of employment for self or family member, including domestic partner, and any individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship, and for purposes related to domestic violence or stalking when an employee is a victim.</p> <p>Usage cap of 48 hours per year.</p> <p>Accrued, unused paid sick leave (including unused, front-loaded) carries over year to year but is limited by employer's accrual cap.</p>	<p>Employers must post notice in a conspicuous place at any workplaces or job sites in English, Spanish, Chinese (Cantonese and Mandarin), Hindi, Vietnamese, Tagalog, Korean, Japanese, Thai, Armenian, Russian, Farsi, and any other language spoken by at least 5 percent of the employees at the workplace or job site.</p>
Oakland, CA	March 2, 2015	<p>Paid for all employees who work at least two hours per week within the geographical boundaries of Oakland and who are entitled to minimum</p>	<p>Accrual begins on the first day of employment at a rate of one hour per 30 hours worked.</p> <p>Accrual caps:</p>	<p>The first day paid sick leave can be used is on the 91st day of employment for self or family, including domestic partner, and if no spouse/domestic partner, a</p>	<p>California requirements, plus individual notification and poster must be in all languages spoken by more than 10 percent of employees.</p>

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		<p>wage under California law.</p> <p>Excludes employees covered by a collective-bargaining agreement containing an explicit waiver of some or all the ordinance's benefits written in clear and unambiguous terms.</p>	<ul style="list-style-type: none"> Small employers (1 – 9 employees): up to 40 hours per year. Note: California state law requires accrual of 48 hours. Large employers (10 or more employees): up to 72 hours per year. 	<p>designated person of the employee's choice.</p> <p>No usage cap.</p> <p>Unused paid sick leave carries over into the next year but is limited by employer's accrual cap.</p>	
San Diego, CA	July 11, 2016	<p>Paid for any employee who works at least two hours during at least one calendar week per year within San Diego and who are entitled to minimum wage under California law.</p> <p>Excludes independent contractors, employees paid a subminimum wage under a specific license, certain providers of in-home supportive services under state law, employees of a publicly subsidized summer or short-term youth employment program, any student employees, or counselors of an organized camp.</p>	<p>Accrual begins on first day of employment at a rate of either one hour for every 30 hours worked or a lump sum of 40 hours at the start of each year.</p> <p>Accrual cap of no less than 80 hours per year.</p> <p>Frontloading permitted.</p>	<p>The first day paid sick leave can be used is on 91st day of employment for self or family, including domestic partner, for closures or public health emergencies, and for purposes related to domestic violence, sexual assault, or stalking.</p> <p>Usage cap at 40 hours per year.</p> <p>Unused paid sick leave carries over year to year.</p>	Individual notice at time of hire, and conspicuous workplace posting, in English and the primary language spoken by at least 5 percent of employees at a particular worksite.
San Francisco, CA	2007 with amendments effective January 1, 2017	<p>Paid for any employee working within the geographic boundaries of San Francisco.</p> <p>Excludes employees covered by a collective-bargaining agreement containing an explicit waiver of some or all the ordinance's benefits</p>	<p>Accrual begins on first day of employment at a rate of one hour for every 30 worked.</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> Small employers (1 – 9 employees): up to 40 hours per year. Note: California state law 	<p>The first day paid sick leave can be used is on the 90th calendar day of employment for self or family, including domestic partner, or a designated person of employee's choice if no spouse/domestic partner, for purposes related to domestic</p>	California requirements, plus the conspicuous poster in English, Spanish, Chinese, and any other language spoken by at least 5 percent of the employees; and include the amount of available paid sick leave in employee's wage statement.

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		written in clear and unambiguous terms.	<p>requires accrual to 48 hours.</p> <ul style="list-style-type: none"> Large employers (10 or more employees): up to 72 hours per year. <p>Frontloading permitted.</p>	<p>violence, sexual assault, or stalking when an employee is the victim, and bone marrow or organ donation by self or family.</p> <p>No usage cap.</p> <p>Unused paid sick leave carries over into the next year but is limited by employer's accrual cap.</p>	
Santa Monica, CA	January 1, 2017	<p>Paid for all employees who, within a calendar week, work at least two hours within the geographical boundaries of Santa Monica, and who are entitled to minimum wage under California law.</p> <p>Excludes employees covered by a collective-bargaining agreement containing an explicit waiver of some or all the ordinance's benefits written in clear and unambiguous terms; and employees of a governmental agency, including a school district.</p>	<p>Accrual begins on the first day of employment at a rate of one hour for every 30 hours worked.</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> Small employers (25 or fewer employees): up to 40 hours per year. Note: California state law requires accrual to 48 hours. Large employers (26 or more employees): up to 72 hours per year. <p>Frontloading permitted.</p>	<p>The first day paid sick leave can be used on the 91st day of employment for self or family, including domestic partner, and for purposes related to domestic violence, sexual assault, or stalking when an employee is the victim.</p> <p>Usage caps follow California law.</p> <p>Unused paid sick leave carries over year to year but is limited to employer's accrual cap.</p>	<p>Provide written notice to employees at the time of hire.</p> <p>Maintain conspicuous poster in English and any other language spoken by at least 5 percent of the employees.</p>
Connecticut	2012, with amendments effective January 1, 2015	<p>Paid for service employees working for businesses with 50 or more employees.</p> <p>Excludes certain manufacturers, nonprofit organizations, and temporary and day laborers.</p>	<p>Accrual begins on the first day of employment at a rate of one hour per 40 hours worked.</p> <p>Accrual cap of up to 40 hours per year.</p>	<p>The first day paid sick leave can be used is after 680th hour of employment for self or family, and for purposes related to domestic violence, sexual assault, or stalking when employee is a victim.</p>	<p>Maintain conspicuous poster.</p>

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				Usage capped at 40 hours per year. Up to 40 hours of accrued, unused paid sick leave carries over to next year, subject to usage cap.	
District of Columbia (Washington, DC)	2008, revised February 22, 2014	<p>Paid for employees working for an employer within the District of Columbia, including tipped restaurant and bar employees.</p> <p>Excludes independent contractors; students; healthcare workers in a premium pay program; unpaid volunteers engaged in the activities of an educational, charitable, religious, or nonprofit organization; casual babysitters; and employees in the building and construction industry if covered by a valid collective-bargaining agreement.</p>	<p>Accrual begins on the first day of employment at the following rates:</p> <ul style="list-style-type: none"> • Small employer (24 or fewer employees): one hour for every 87 hours worked. • Mid-sized employer (25 – 99 employees): one hour for every 43 hours worked. • Large employer (100 or more employees): one hour for every 37 hours worked. • Tipped employees (regardless of employer size): one hour for every 43 hours worked. <p>Accrual caps:</p> <ul style="list-style-type: none"> • Small employer: up to 24 hours per year. • Mid-sized employer: up to 40 hours per year. • Large employer: up to 56 hours per year. <p>The number of employees is determined by the average monthly number of full-time equivalents in the prior year.</p>	<p>The first day paid sick leave can be used is on the 91st day of employment for self or family, including domestic partner and one with whom a committed relationship and residence has been shared for 12 months, and for purposes related to domestic violence, sexual assault, or stalking.</p> <p>No usage cap.</p> <p>Unused paid sick leave carries over from year to year, subject to accrual caps.</p>	Maintain conspicuous poster.
Chicago, IL	July 1, 2017	Paid for any employee	Accrual begins on the first day	The first day paid sick leave	Employers must post notice in a

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		<p>working at least two hours within the geographic boundaries of Chicago in any particular two-week period, and who works at least 80 hours for a covered employer in any 120-day period.</p> <p>Excludes minors; certain public and city agency employees; participants of certain subsidized temporary youth and/or transitional employment programs; certain short-term, temporary, or irregularly employed individuals who are not subject to the city's minimum wage law; workers who, in any two-week period, work less than two hours while physically present within Chicago; and construction industry employees covered by a collective-bargaining agreement.</p>	<p>of employment at a rate of one hour per 40 hours worked.</p> <p>Accrual is capped at 40 hours per year.</p> <p>Frontloading is permitted.</p>	<p>can be used is after the 180th calendar day of employment for self or family including domestic partner, parties to a civil union, and any individual related by blood or whose close association with the employee is the equivalent of a family relationship, and for closures or public health emergencies, and for purposes related to domestic violence, sexual assault, or stalking.</p> <p>Usage capped at 40 hours per year.</p> <p>Up to 20 hours of unused paid sick leave carries over to the next 12-month period; along with additional carryover and usage for employers covered by the federal Family and Medical Leave Act (FMLA) used exclusively for FMLA-eligible purposes.</p>	<p>conspicuous place at each facility in Chicago where a covered employee works and must provide notice of the employee's right to paid sick leave with his or her first paycheck.</p>
Cook County, IL	July 1, 2017	<p>Paid for any employee working at least two hours within the geographic boundaries of Cook County in any two-week period (which triggers accrual); however, the right to use sick leave requires that the employee has also worked for his or her employer at least 80 hours during any 120-day period.</p> <p>Excludes government entities</p>	<p>Accrual begins on the later of the first day of employment or the first day the employee works sufficient time in Cook County to be a covered employee at a rate of one hour for every 40 hours worked within the county.</p> <p>Accrual capped at 40 hours per year.</p> <p>Frontloading permitted.</p>	<p>The first day paid sick leave can be used is on the later of having worked 80 hours in any location in any 120-day period or the 180th day of employment for self or family, including domestic partner and any other individual related by blood or whose close association is the equivalent of a family relationship, and for closures</p>	<p>Maintain conspicuous poster.</p> <p>Provide written notice to each employee with the first paycheck.</p>

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		(federal and state), railroad workers, Indian tribes, and any covered employee in the construction industry covered by a bona fide collective-bargaining agreement.		<p>or public health emergencies, and for purposes related to domestic violence, sexual assault, or stalking.</p> <p>Usage capped at 40 hours per year.</p> <p>Up to 20 hours of unused paid sick leave carries over to the next 12-month period; along with additional carryover and usage for employers covered by the FMLA for time used exclusively for FMLA-eligible purposes.</p>	
Maryland	February 11, 2018	<p>Paid for employees working for employers with 15 or more employees during the preceding year, including full-time, part-time, temporary, and/or seasonal workers.</p> <p>Unpaid for employees working for employers with 14 or fewer employees.</p> <p>Excludes construction industry employees covered by a collective-bargaining agreement, employees who work fewer than 12 hours per week, employees under age 18, independent contractors, as-needed employees in the health or human services industry, or agricultural sector employees on an agricultural operation.</p>	<p>Accrual begins on the earlier of February 11, 2018 or the first day of employment at a rate of one hour for every 30 hours worked.</p> <p>Accrual is capped at up to 40 hours per year.</p> <p>Frontloading permitted.</p>	<p>The first day leave can be used is after the 106th calendar day of employment for self or family, including maternity and paternity leave, and for purposes related to sexual assault, domestic violence, or stalking.</p> <p>Usage capped at 64 hours.</p> <p>Up to 40 hours of unused, accrued leave carries over to the next calendar year.</p>	<p>Maintain conspicuous poster.</p> <p>Written statement of the available amount of leave each pay period.</p>

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Montgomery County, MD	October 1, 2016 with amendments effective November 9, 2016	<p>Paid for employees in Montgomery County who regularly work more than eight hours each week, including domestic workers.</p> <p>Excludes independent contractors, federal and state workers or other local government workers (except for Montgomery County), and workers where all the following apply: the workers or contractors do not have a regular work schedule with the employer; they contact the employer for work assignments and are scheduled to work those assignments within 48 hours; they have no obligation to work for the employer if they do not contact the employer for assignments; and they are not employed by a temporary placement agency.</p>	<p>Accrual begins on the first day of employment at a rate of one hour per 30 hours worked in the county.</p> <p>Accrual is capped at 56 hours per year, as follows:</p> <ul style="list-style-type: none"> • Employers with 1 – 4 employees: 32 hours of paid sick leave and 24 hours of unpaid sick leave. • Employers with five or more employees: 56 hours per year paid sick leave. <p>Frontloading permitted.</p>	<p>The first day paid sick leave can be used is the 90th day of employment for self or family, for birth or placement of a child, to care for a newborn or newly placed child within one year, for closures or public health emergencies, and for purposes related to domestic violence, sexual assault, or stalking.</p> <p>Usage capped at up to 80 hours per calendar year.</p> <p>Up to 56 hours of accrued, unused sick time carries over to the next year.</p>	<p>Either individual notice at time of hire, notice in employee handbook, or maintain conspicuous poster.</p> <p>Written statement of the available amount with each paycheck; an online system is permitted.</p>
Massachusetts	July 1, 2015	<p>Paid for employees working for an employer with 11 or more employees.</p> <p>Unpaid for employees working for an employer with 1 –10 employees.</p> <p>Exempts U.S. government employees, certain students, and adult educational or vocational training participants.</p>	<p>Accrual begins on the first day of employment at a rate of one hour per 30 hours worked (for paid and unpaid leave).</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> • Employers 1 – 10 employees: 40 hours of unpaid sick leave per year. • Employers with 11 or more employees: 40 hours of paid sick leave per year. 	<p>The first day sick leave can be used is on the 90th day of employment for self or family, to attend routine medical appointments, and for purposes related to domestic violence, sexual assault, or stalking of employee or dependent child.</p> <p>Usage capped at 40 hours per year.</p>	Maintain conspicuous poster.

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			<p>Employers may delay accrual of additional leave until the employee withdraws from his or her leave below the 40 hours.</p> <p>Frontloading permitted.</p>	<p>Up to 40 hours of accrued, unused sick time may be carried into next year.</p> <p>Employers may choose to pay out employees up to 40 hours of unused sick time at the end of the year. If an employer pays out a worker for 16 hours or more of unused sick time, they must provide 16 hours of unpaid sick time up front in the new year; if they pay out less than 16 hours, they must provide an equivalent amount of unpaid sick time up front in the new year. In either case, this unpaid sick time is replaced by paid sick time as the worker earns it.</p>	
Duluth, MN	January 1, 2020	<p>Paid for any employee who performs work within the geographic boundaries of the city, for an employer with five or more employees regardless of where the employees work, for more than 50 percent of his or her working time in a 12-month period. Leave is also paid for an employee who is based in the city and spends a substantial part of time working in the city (not more than 50 percent during 12-month period in any other place).</p> <p>Excludes independent contractors, student interns,</p>	<p>Accrual begins on January 1, 2020 or the first day of employment — whichever is earlier — at a rate of one hour for every 50 hours worked.</p> <p>Accrual is capped at up to 64 hours per year.</p> <p>Frontloading permitted.</p>	<p>The first day earned sick and safe leave can be used is after the 90th calendar day of employment for self or family, including domestic partner and any other individual related by blood or whose close association with the employee is the equivalent of a family relationship, and for purposes related to domestic or sexual violence.</p> <p>Usage is capped at 40 hours per benefit year.</p> <p>Up to 40 hours of unused earned sick and safe leave carries over to the following</p>	<p>Notice must contain entitlement to leave, amount of leave, guaranteed terms of use, prohibition against retaliation, and right to file written complaint for violations.</p> <p>Notice method and format not clarified by ordinance.</p>

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		seasonal employees, public employees, and any person covered by the federal Railroad Unemployment Insurance Act.		year. If leave is front loaded, then no carry over.	
Minneapolis, MN	July 1, 2017	<p>Paid for employees who work for an employer with six or more employees, and unpaid for employees working for an employer with 1 – 5 employees, within Minneapolis for at least 80 hours per calendar year</p> <p>Excludes independent contractors, state and federal government, and local government other than the City of Minneapolis.</p>	<p>Accrual begins on the first day of employment or July 1, 2017, whichever is later, at a rate of one hour for every 30 hours (for both paid and unpaid leave).</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> • Employers with 1 – 5 employees: 48 hours of unpaid sick leave per year. • Employers with six or more employees: 48 hours paid sick leave per year. • Employees may accrue up to a total of 80 hours of sick time at any one time. <p>Until July 1, 2022, new employers, other than certain chain businesses, only must provide unpaid sick time in the first 12 months of operations.</p>	<p>The first day sick leave can be used is the 91st calendar day of employment for self or family member, including domestic partner, for public health emergencies, inclement weather, loss of power/heating/water/other unexpected closure, and for purposes related to domestic violence, sexual assault, or stalking.</p> <p>No usage cap.</p> <p>Up to 80 hours or accrued, unused leave carries over to the following year.</p>	<p>Maintain conspicuous poster in English and any other language spoken by at least 5 percent of the employees.</p> <p>Handbooks must include a notice of employee rights and remedies under law.</p>
Saint Paul, MN	July 1, 2017 for employers with 24 or more employees; January 1, 2018 for all employers	<p>Paid for any employee working within the geographic boundaries of Saint Paul for at least 80 hours per year.</p> <p>Excludes independent contractors, federal and state government, and county or local government (other than City of St. Paul).</p>	<p>Accrual begins at commencement of employment, or on the effective date of the ordinance if already employed, at rate of one hour for every 30 hours worked and only in hour-unit increments (no fractional accrual).</p> <p>Accrual capped at 48 hours per</p>	<p>The first day paid sick leave can be used is after the 90th calendar day of employment for self or family, including domestic partner, and any individual with whom the employee received verbal permission from the employer to care for at the time of his or her request to use sick time,</p>	<p>Maintain conspicuous poster in English.</p> <p>Handbooks must include a notice of employee rights and remedies under law.</p>

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			<p>year.</p> <p>All new businesses that began operating after July 1, 2017 must provide at least unpaid leave to their employees for a period of six months, after which they must provide paid leave and comply with all provisions of the ordinance.</p>	<p>for purposes related to domestic violence, sexual assault, or stalking; and unexpected closure due to inclement weather, loss of power/heating/water/other unexpected closure.</p> <p>No usage cap.</p> <p>Up to 80 hours of earned, unused sick and safe time may be carried over from year to year. However, carry over is not required if the employer provides at least 48 hours of paid sick time following the initial 90 days of employment during the first year and at least 80 hours beginning each subsequent year.</p>	
<p>New Jersey</p> <p>Important: Effective October 29, 2018, New Jersey cities, towns, and counties may not enact or enforce paid sick leave requirements for private employers.</p>	October 29, 2018	<p>Paid for any employee working for a New Jersey employer, including temporary help service firms.</p> <p>Excludes construction employees working under a collective-bargaining agreement, per diem health care employees, or public employees who are provided with fully paid sick leave under other state law, rule, or regulation.</p>	<p>Accrual begins on October 29, 2018 or the first day of employment, whichever is earlier, at a rate of one hour for every 30 hours worked.</p> <p>Accrual is capped at up to 40 hours per benefit year.</p> <p>Frontloading permitted.</p>	<p>The first day earned sick and safe leave can be used is after the 120th calendar day of employment (unless the employer agrees to an earlier dates) for self or family, including domestic partner and any other individual related by blood or whose close association with the employee is the equivalent of a family relationship, for closures or public health emergencies, for a child's school-related meetings or events, and for purposes related to domestic or sexual</p>	<p>Maintain conspicuous poster.</p> <p>Written notification at time of hire and upon employee's first request.</p>

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				<p>violence.</p> <p>Usage capped at 40 hours per benefit year.</p> <p>Up to 40 hours of earned sick leave carries over to the next year. If leave is front loaded, then no carry over.</p>	
Bloomfield, NJ	June 30, 2015	<p>Paid for employees working in Bloomfield for at least 80 hours per year.</p> <p>Excludes members of a construction union covered by a collective-bargaining agreement; workers covered by a collective-bargaining agreement to the extent that the agreement expressly waives the requirements in clear and unambiguous terms; and workers employed by any government or a New Jersey school district or board of education.</p>	<p>Accrual begins on the first day of employment at a rate of one hour for every 30 hours worked.</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> • Employers with 1 – 9 employees: 24 hours paid sick leave per year. • Employers with 10 or more employees: 40 hours paid sick leave per year. • All home health workers and food service workers: 40 hours per year. 	<p>The first day paid sick leave can be used is the 90th day of employment for self or family, including domestic partner, and closures or public health emergencies.</p> <p>Usage capped at no more than 40 hours paid sick leave per year.</p> <p>Up to 40 hours accrued, unused paid sick leave carried over to next year. However, carry over is not required if a worker is paid for any unused sick time at the end of the year in which it is earned.</p>	<p>Individual notice at time of hire in English and any language that is the first language of at least 10 percent of the workforce.</p> <p>Maintain conspicuous poster in English and any language that is the first language of at least 10 percent of the workforce.</p>
East Orange, NJ	January 7, 2015	<p>Paid for employees working in East Orange for at least 80 hours per year.</p> <p>Excludes members of a construction union covered by a collective-bargaining agreement; workers covered by a collective-bargaining agreement to the extent that the agreement expressly waives the requirements in</p>	<p>Accrual begins on the first day of employment at a rate of one hour for every 30 hours worked.</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> • Employers with 1 – 9 employees: 24 hours paid sick leave per year. • Employers with 10 or more employees: 40 hours paid sick leave per year. 	<p>The first day paid sick leave can be used is the 90th day of employment for self or family, including domestic partner, and for public health emergencies or closure.</p> <p>Usage capped at no more than 40 hours paid sick leave per year.</p> <p>Up to 40 hours accrued,</p>	<p>Individual notice at time of hire in English and any language that is the first language of at least 10 percent of the workforce.</p> <p>Maintain conspicuous poster in English any language that is the first language of at least 10 percent of the workforce.</p>

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		clear and unambiguous terms; and workers employed by any government or a New Jersey school district or board of education.	<ul style="list-style-type: none"> All home health workers and food service workers: 40 hours per year. 	unused paid sick leave carried over to next year. However, carry over is not required if a worker is paid for any unused sick time at the end of the year in which it is earned.	
Elizabeth, NJ	March 2, 2016	<p>Paid for employees working in Elizabeth for at least 80 hours per year.</p> <p>Excludes members of a construction union covered by a collective-bargaining agreement; workers covered by a collective-bargaining agreement to the extent that the agreement expressly waives the requirements in clear and unambiguous terms; and workers employed by any government or a New Jersey school district or board of education.</p>	<p>Accrual begins on the first day of employment at a rate of one hour for every 30 hours worked.</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> Employers with 1 – 9 employees: 24 hours paid sick leave per year. Employers with 10 or more employees: 40 hours paid sick leave per year. All home health workers and food service workers: 40 hours per year. 	<p>The first day paid sick leave can be used is the 90th day of employment for self or family, including domestic partner, for public health emergencies, and for closure.</p> <p>Usage capped at no more than 40 hours paid sick leave per year.</p> <p>Up to 40 hours accrued, unused paid sick leave carried over to next year. However, carry over is not required if a worker is paid for any unused sick time at the end of the year in which it is earned.</p>	<p>Individual notice at time of hire in English and any language that is the first language of at least 10 percent of the workforce.</p> <p>Maintain conspicuous poster in English and any language that is the first language of at least 10 percent of the workforce.</p>
Irvington, NJ	January 28, 2015	<p>Paid for employees working in Irvington for at least 80 hours per year.</p> <p>Excludes members of a construction union covered by a collective-bargaining agreement; workers covered by a collective-bargaining agreement to the extent that the agreement expressly waives the requirements in clear and unambiguous terms; and</p>	<p>Accrual begins on the first day of employment at a rate of one hour for every 30 hours worked.</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> Employers with 1 – 9 employees: 24 hours paid sick leave per year. Employers with 10 or more employees: 40 hours paid sick leave per year. 	<p>The first day paid sick leave can be used is the 90th day of employment for self or family, including domestic partner, and for public health emergencies or closure.</p> <p>Usage capped at no more than 40 hours paid sick leave per year.</p> <p>Up to 40 hours accrued, unused paid sick leave carried over to next year. However, carry over is not</p>	<p>Individual notice at time of hire in English and any language that is the first language of at least 10 percent of the workforce.</p> <p>Maintain conspicuous poster in English and any language that is the first language of at least 10 percent of the workforce.</p>

State/Locality	Effective Date	Paid or Unpaid	Accrual	Use	Notice
		workers employed by any government or a New Jersey school district or board of education.	<ul style="list-style-type: none"> All home health workers and food service workers: 40 hours per year. 	required if a worker is paid for any unused sick time at the end of the year in which it is earned.	
Jersey City, NJ	January 24, 2014 with amendments effective December 28, 2015	<p>Paid for employees working in Jersey City for at least 80 hours per year.</p> <p>Excludes members of a construction union covered by a collective-bargaining agreement; workers covered by a collective-bargaining agreement to the extent that the agreement expressly waives the requirements in clear and unambiguous terms; workers employed by any government or a New Jersey school district or board of education; and workers employed by Rutgers University and its subdivisions.</p>	<p>Accrual begins on the first day of employment at a rate of one hour for every 30 hours worked.</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> Employers with 1 – 9 employees: 24 hours paid and 16 hours unpaid sick leave per year. Employers with 10 or more employees: 40 hours paid sick leave per year. All home health workers and food service workers: 40 hours paid per year. 	<p>The first day paid sick leave can be used is the 90th day of employment for self or family, including domestic partner, and for public health emergencies or closure.</p> <p>Usage capped at no more than 40 hours paid sick leave per year.</p> <p>Up to 40 hours accrued, unused paid sick leave carried over to next year. However, carryover is not required if a worker is paid for any unused sick time at the end of the year in which it is earned.</p>	<p>Individual notice at time of hire in English and any language that is the first language of at least 10 percent of the workforce.</p> <p>Maintain conspicuous poster in English any language that is the first language of at least 10 percent of the workforce.</p>
Montclair, NJ	May 4, 2015	<p>Paid for employees working in Montclair for at least 80 hours per year.</p> <p>Excludes members of a construction union covered by a collective-bargaining agreement; workers covered by a collective-bargaining agreement to the extent that the agreement expressly waives the requirements in clear and unambiguous terms; and workers employed by any government or a New Jersey</p>	<p>Accrual begins on the first day of employment at a rate of one hour for every 30 hours worked.</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> Employers with 1 – 9 employees: 24 hours paid sick leave per year. Employers with 10 or more employees: 40 hours paid sick leave per year. 	<p>The first day paid sick leave can be used is the 90th day of employment for self or family, including domestic partner, for public health emergencies or closure.</p> <p>Usage capped at no more than 40 hours paid sick leave per year.</p> <p>Up to 40 hours accrued, unused paid sick leave carried over to next year. However, carry over is not required if a</p>	<p>Individual notice at time of hire in English and any language that is the first language of at least 10 percent of the workforce.</p> <p>Maintain conspicuous poster in English and any language that is the first language of at least 10 percent of the workforce.</p>

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		school district or board of education.	<ul style="list-style-type: none"> All home health workers and food service workers: 40 hours per year. 	worker is paid for any unused sick time at the end of the year in which it is earned.	
Morristown, NJ	January 11, 2017 (per executive order)	<p>Paid for employees working in Morristown for at least 80 hours per year.</p> <p>Excludes members of a construction union covered by a collective-bargaining agreement; workers covered by a collective-bargaining agreement to the extent that the agreement expressly waives the requirements in clear and unambiguous terms; and workers employed by any government or a New Jersey school district or board of education.</p>	<p>Accrual begins on the first day of employment at a rate of one hour for every 30 hours worked. Accrual caps:</p> <ul style="list-style-type: none"> All home health workers and food service workers: 40 hours per year. Employers with 10 or more employees: 40 hours paid sick leave per year. Employers with nine or fewer employees: 24 hours paid sick leave per year. 	<p>The first day paid sick leave can be used is on the 90th day of employment for self or family, including domestic partner, and for public health emergencies or closure.</p> <p>Usage capped at no more than 40 hours paid sick leave per year.</p> <p>Up to 40 hours accrued, unused paid sick leave may be carried over to next year. However, carry over is not required if a worker is paid for any unused sick time at the end of the year in which it is earned.</p>	<p>Individual notice at time of hire in English and any language that is the first language of at least 10 percent of the workforce.</p> <p>Maintain conspicuous poster in any language that is the first language of at least 10 percent of the workforce.</p>
New Brunswick, NJ	January 6, 2016	<p>Paid for employees working for an employer that maintains a business location within the city of New Brunswick with five or more full-time equivalent (FTE) employees (each 35 hours worked by part-time and full-time employees equals one FTE).</p> <p>Excludes employers with fewer than five FTE's; employees working less than an average of 20 hours per week; government and board of education workers;</p>	<p>Accrual begins on the first day of employment at a rate of one hour for every 35 hours worked, with the following accrual caps:</p> <ul style="list-style-type: none"> Employers with 5 – 9 employees: up to 24 hours of paid sick or safe time per calendar year. Employers with 10 or more employees: part-time employees (working 21 – 34 hours per week) up to 24 hours of paid sick or safe time per calendar year, and full-time employees 	<p>The first day paid sick leave may be used is on the 120th day of employment, for self or family, for public health emergencies and closure, and for purposes related to domestic violence, sexual assault, or stalking.</p> <p>Usage capped at no more than 40 hours per year.</p> <p>Up to 40 hours accrued, unused paid sick leave may be carried over to next year. However, carry over is not required if a worker is paid for</p>	<p>Individual notice at time of hire in English and any language that is the first language of at least 10 percent of the workforce.</p> <p>Maintain conspicuous poster in any language that is the first language of at least 10 percent of the workforce.</p>

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		independent contractors; individuals who work from home; and certain per diem hospital employees who work on a flexible, as needed basis to cover for other absent hospital employees.	(working at least 35 hours per week) earn up to 40 hours of paid sick or safe time per calendar year.	any unused sick time at the end of the year in which it is earned.	
Newark, NJ	June 21, 2014	<p>Paid for employees working in Newark for at least 80 hours per year.</p> <p>Excludes members of a construction union covered by a collective-bargaining agreement; workers covered by a collective-bargaining agreement to the extent that the agreement expressly waives the requirements in clear and unambiguous terms; workers employed by any government or a New Jersey school district or board of education; and workers employed by Rutgers University and its subdivisions.</p>	<p>Accrual begins on the first day of employment at a rate of one hour for every 30 hours worked.</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> • Employers with 1 – 9 employees: 24 hours paid sick leave per year. • Employers with 10 or more employees: 40 hours paid sick leave per year. • All home health workers and food service workers: 40 hours per year. 	<p>The first day paid sick leave can be used is the 90th day of employment for self or family, including domestic partner, and for public health emergencies or closure.</p> <p>Usage capped at no more than 40 hours paid sick leave per year.</p> <p>Up to 40 hours accrued, unused paid sick leave carried over to next year. However, carry over is not required if a worker is paid for any unused sick time at the end of the year in which it is earned.</p>	<p>Individual notice at time of hire in English and any language that is the first language of at least 10 percent of the workforce.</p> <p>Maintain conspicuous poster in English and any language that is the first language of at least 10 percent of the workforce.</p>
Passaic, NJ	January 3, 2015	<p>Paid for employees working in Passaic for at least 80 hours per year.</p> <p>Excludes members of a construction union covered by a collective-bargaining agreement; workers covered by a collective-bargaining agreement to the extent that the agreement expressly waives the requirements in</p>	<p>Accrual begins on the first day of employment at a rate of one hour for every 30 hours worked.</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> • Employers with 1 – 9 employees: 24 hours paid sick leave per year. • Employers with 10 or more employees: 40 hours paid sick leave per year. 	<p>The first day paid sick leave can be used is the 90th day of employment for self or family, including domestic partner, and for public health emergencies or closure.</p> <p>Usage capped at no more than 40 hours paid sick leave per year.</p> <p>Up to 40 hours accrued, unused paid sick leave carried</p>	<p>Individual notice at time of hire in English any language that is the first language of at least 10 percent of the workforce.</p> <p>Maintain conspicuous poster in English and any language that is the first language of at least 10 percent of the workforce.</p>

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		clear and unambiguous terms; and workers employed by any government or a New Jersey school district or board of education.	<ul style="list-style-type: none"> All home health workers and food service workers: 40 hours per year. 	over to next year. However, carry over is not required if a worker is paid for any unused sick time at the end of the year in which it is earned.	
Paterson, NJ	January 10, 2015	<p>Paid for employees working in Paterson for at least 80 hours per year.</p> <p>Excludes members of a construction union covered by a collective-bargaining agreement; workers covered by a collective-bargaining agreement to the extent that the agreement expressly waives the requirements in clear and unambiguous terms; and workers employed by any government or a New Jersey school district or board of education.</p>	<p>Accrual begins on the first day of employment at a rate of one hour for every 30 hours worked.</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> Employers with 1 – 9 employees: 24 hours paid sick leave per year. Employers with 10 or more employees: 40 hours paid sick leave per year. All home health workers and food service workers: 40 hours per year. 	<p>The first day paid sick leave can be used is the 90th day of employment for self or family, including domestic partner, and for public health emergencies or closure.</p> <p>Usage capped at no more than 40 hours paid sick leave per year.</p> <p>Up to 40 hours accrued, unused paid sick leave carried over to next year. However, carry over is not required if a worker is paid for any unused sick time at the end of the year in which it is earned.</p>	<p>Individual notice at time of hire in English and any language that is the first language of at least 10 percent of the workforce.</p> <p>Maintain conspicuous poster in English and any language that is the first language of at least 10 percent of the workforce.</p>
Plainfield, NJ	July 12, 2016	<p>Paid for employees working in Plainfield for at least 80 hours per year.</p> <p>Excludes members of a construction union covered by a collective-bargaining agreement; workers covered by a collective-bargaining agreement to the extent that the agreement expressly</p>	<p>Accrual begins on the first day of employment at a rate of one hour for every 30 hours worked.</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> Employers with 1 – 9 employees: 24 hours paid sick leave per year. Employers with 10 or more employees: 40 hours paid sick leave per year. 	<p>The first day paid sick leave can be used is the 100th day of employment for self or family, including domestic partner, and for public health emergencies or closure.</p> <p>Usage capped at no more than 40 hours paid sick leave per year.</p> <p>Up to 40 hours accrued,</p>	<p>Individual notice at time of hire in English and any language that is the first language of at least 10 percent of the workforce.</p> <p>Maintain conspicuous poster in English and any language that is the first language of at least 10 percent of the workforce.</p>

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		waives the requirements in clear and unambiguous terms; and workers employed by any government or a New Jersey school district or board of education.	<ul style="list-style-type: none"> All home health workers and food service workers: 40 hours per year. 	unused paid sick leave carried over to next year. However, carry over is not required if a worker is paid for any unused sick time at the end of the year in which it is earned.	
Trenton, NJ	March 4, 2015	<p>Paid for employees working in Trenton for at least 80 hours per year.</p> <p>Excludes members of a construction union covered by a collective-bargaining agreement; workers covered by a collective-bargaining agreement to the extent that the agreement expressly waives the requirements in clear and unambiguous terms; and workers employed by any government or a New Jersey school district or board of education.</p>	<p>Accrual begins on the first day of employment at a rate of one hour for every 30 hours worked.</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> Employers with 1 – 9 employees: 24 hours paid sick leave per year. Employers with 10 or more employees: 40 hours paid sick leave per year. All home health workers and food service workers: 40 hours per year. 	<p>The first day paid sick leave can be used is the 90th day of employment for self or family, including domestic partner, and for public health emergencies or closure.</p> <p>Usage capped at no more than 40 hours paid sick leave per year.</p> <p>Up to 40 hours accrued, unused paid sick leave carried over to next year. However, carry over is not required if a worker is paid for any unused sick time at the end of the year in which it is earned.</p>	<p>Individual notice at time of hire in English and any language that is the first language of at least 10 percent of the workforce.</p> <p>Maintain conspicuous poster in English and any language that is the first language of at least 10 percent of the workforce.</p>
New York City, NY	April 1, 2014, with amendments	<p>Paid for employees who work at least 80 hours per year for an employer within New York City when working for an employer with five or more employees; unpaid sick leave when working for an employer with four or fewer employees.</p> <p>Excluded: work-study students; certain hourly speech/physical/occupational therapists; independent contractors; government employees; and</p>	<p>Accrual begins on the first day of employment at a rate of one hour per 30 hours worked (for both paid and unpaid sick time).</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> For employers with 1 – 4 employees: 40 hours of unpaid sick leave per year. For employers with five or more employees: 40 hours of paid sick leave per year. <p>All employees in certain chain</p>	<p>The first day sick leave can be used is after the 120th day of employment for self, family, or equivalent of family relationship, including domestic partner, for public health emergencies or closure, and for purposes related to a family offense matter, sexual offense, stalking, or human trafficking.</p> <p>Usage capped at 40 hours per year.</p>	<p>Individual notice at time of hire in English and employee's primary language.</p> <p>Employers must post or distribute written policies that state the method of calculating sick time, the employer's policies about the sick time use, and the policy on carryover of unused sick time.</p>

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		workers in the construction or grocery industry covered by a collective-bargaining agreement if the law's provisions are expressly waived in the agreement, and other workers covered by a collective-bargaining agreement if the provisions are expressly waived in the agreement and the agreement provides a comparable benefit.	businesses or franchises will be counted together to determine size. After one year of service, domestic workers receive two days of paid sick leave per year. Frontloading permitted.	Up to 40 hours of unused paid sick leave carries over to the next year.	
Oregon	January 1, 2016, with amendments	Employees who work in Oregon receive paid sick leave when working for an employer with 10 or more employees, or unpaid sick leave when working for an employer with nine or fewer employees. Excluded are independent contractors; certain work study students; certain railroad workers; individuals employed by their parent, spouse, or child; and workers whose terms and conditions of employment are covered by a collective-bargaining agreement if their employment-related benefits are provided by a joint multi-employer/employee trust or benefit plan and they are employed through a hiring hall or similar referral system operated by the labor	Accrual begins on the first day of employment at a rate of one hour per 30 hours worked or one and one-third hours for every 40 hours worked (for both paid and unpaid sick time). Accrual caps: <ul style="list-style-type: none"> • Employers with 1 – 9 employees: 40 hours of unpaid sick leave per year. • Employers with 10 or more employees: 40 hours of paid sick leave per year. • Employers can limit accrual to no more than 80 total hours of sick time per year (if not limited to 40 hours use). Certain home care workers who are hired directly by the client but whose compensation is funded in whole or part by payments from the state,	The first day sick leave can be used is the 91 st day of employment, or January 1, 2016, whichever is later, for self or family, including domestic partner, for public health emergencies (or other required exclusion of employee from the workplace for health reasons) or closure, and for purposes related to domestic violence, sexual assault, or stalking of employee or dependent. Paid sick time can also be used to bond with a newborn, newly adopted, or newly placed foster child under age 18; and to deal with the death of a family member (including attending the funeral, making arrangements, and grieving). Employers can limit use of sick time to no more than 40 hours	Individual notice at time of hire. Maintain conspicuous poster. At least quarterly notification of available amount on either pay stub or on a separate sheet.

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		organization or third party.	<p>county, or a public agency must receive up to 40 hours of paid time off a year.</p> <p>Employers located in Portland: If a business is located in Portland (including maintaining any office, store, restaurant, or establishment in the city) and has at least six workers anywhere in Oregon, workers have the right to earn up to 40 hours of paid sick time a year.</p>	<p>per year (if not limited to 80 hours total).</p> <p>Up to 40 hours of accrued unused sick time may be carried over to the next year. However, carry over is not required if the worker and the employer agree not to carry forward the time; the employer credits the worker with an amount of sick time that meets the law's requirements up front at the start of the subsequent year; and if the employer has 10 or more workers in Oregon, the employer pays the worker for all unused paid sick time at the end of the year in which it is earned.</p>	
Philadelphia, PA	May 13, 2015	<p>Paid sick leave for employees who work at least 40 hours per calendar year in Philadelphia when working for an employer with 10 or more employees.</p> <p>Unpaid sick leave when working at least 40 hours per calendar year in Philadelphia for an employer with 1 – 9 employees.</p> <p>Large chains with employees who work within Philadelphia must provide paid sick leave.</p> <p>Excludes independent contractors; seasonal workers</p>	<p>Accrual begins on the first day of employment at a rate of one hour per 40 hours worked (for paid and unpaid sick leave).</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> • Employers with 1 – 9 employees: 40 hours of unpaid sick leave per year. • Employers with 10 or more employees: 40 hours paid sick leave per year. 	<p>The first day sick leave can be used is the 91st day of employment for self or family, including life partner; and purposes related to domestic violence, sexual assault, or stalking.</p> <p>Usage is capped at 40 hours of sick leave per year.</p> <p>Accrued, unused sick leave carries over to the next year. However, carry over is not required if the employer provides at least 40 hours of sick leave at the beginning of each calendar year.</p>	<p>Individual notice at time of hire in English and any language spoken by 5 percent of the employees or by maintaining a conspicuous poster.</p> <p>Handbooks must include a notice of employee rights.</p>

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		<p>(hired for a temporary period of not more than 16 weeks a year); adjunct professors; interns (students working for the institution where enrolled); workers hired for a term of less than six months; health care professionals who only work when indicating they are available and have no obligation to work when they do not indicate availability; and employees covered by a valid collective-bargaining agreement.</p>			
<p>Rhode Island</p>	<p>July 1, 2018</p>	<p>Paid for employees working for employers with 18 or more employees and Child Care Assistance Program (CCAP) family care providers.</p> <p>Excludes workers who are not considered employees under R.I. Gen. Laws § 28-12-2, independent contractors, subcontractors, work study participants, apprentices, and interns as defined under the FLSA.</p> <p>Excludes the federal government; municipalities, or the state of Rhode Island; and employers with less than 18 employees if employees are not solely terminated because of use of up to three unpaid sick days in any year.</p>	<p>Accrual begins on the first day of employment or July 1, 2018, whichever is later, at a rate of:</p> <ul style="list-style-type: none"> • One hour for every 35 hours worked; • Frontloading of annual leave at beginning of each year; or • Lump sum rather than hourly accrual tracking. <p>Accrual caps are as follows:</p> <ul style="list-style-type: none"> • 24 hours in 2018. • 32 hours in 2019. • 40 hours in 2020 and thereafter. <p>Employers with a PTO policy or a paid sick and safe leave policy that meets the act's hourly requirements, or any employer who offered unlimited PTO or paid sick and safe leave, are in compliance with accrual</p>	<p>Paid sick leave can be used for absences due to mental or physical illness, injury, or medical care for self and family, including domestic partners and members of employee's household; for purposes related to domestic violence, sexual assault, or stalking; for self when workplace or child's school or place of care closed for public health or safety concerns; for care of self or family member when health risk due to communicable disease.</p> <p>Employers may impose a 90-day waiting period for most new employees; however, leave accrues during waiting period.</p> <p>Temporary and casual employees can use leave on the 180th day after</p>	<p>Maintain conspicuous poster.</p>

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			<p>requirements and need not provide additional accrual.</p> <p>Employers that provide 40 or more hours of PTO or vacation leave that may also be used as paid sick and safe leave are not required to provide additional sick leave if an employee uses all their time for other purposes and need paid sick and safe leave later in the year; however, employers' leave policies must clearly state that additional time will not be provided.</p>	<p>employment begins and seasonal employees can use leave on the 150th day.</p> <p>Annual usage can be capped at applicable accrual limits.</p> <p>Employers may allow carryover to the next annual period but are not required to do so.</p>	
<p>Austin, TX</p> <p>Note: On August 17, 2018, an Austin-based appeals court temporarily blocked the city's paid sick leave ordinance from going into effect while portions of the law are litigated.</p>	<p>October 1, 2018, for employers with more than five employees; October 1, 2020, for employers with no more than five employees at any time in the preceding 12 months.</p>	<p>Paid for employees who work for at least 80 hours per calendar year in Austin.</p> <p>Excludes independent contractors, unpaid interns, and state or federal employees.</p>	<p>Accrual begins on either the first day of employment or the ordinance's effective date, whichever is later, at the rate of one hour per every 30 hours worked, with the following annual accrual caps:</p> <ul style="list-style-type: none"> • Employers with up to 15 employees: 48 hours. • Employers with more than 15 employees: 64 hours. <p>Frontloading permitted.</p>	<p>Paid sick leave can be used as soon as it is accrued for self, family, or any other person related by blood or whose close association with the employee is equivalent of a family relationship, and for purposes related to domestic violence, sexual assault, or stalking.</p> <p>Employers may limit an employee's use during the first 60 days of employment if they can establish that the employee's term of employment is at least one year.</p> <p>Usage capped at up to eight calendar days per year.</p> <p>All available, unused leave carries over to the following year, subject to accrual caps.</p>	<p>Maintain conspicuous poster in English and Spanish.</p> <p>Employer handbooks must provide employees with notice of their leave rights and remedies under the ordinance.</p> <p>Employers must provide employees, at least monthly, with either an electronically delivered or written statement, showing the amount of leave available.</p>

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San Antonio, TX	<p>August 1, 2019 for employers with more than five employees.</p> <p>August 1, 2021 for employers with no more than one to five at any time in the preceding 12 months.</p>	<p>Paid for employees who work for at least 80 hours per calendar year in San Antonio.</p> <p>Excludes independent contractors, unpaid interns, and state or federal employees.</p>	<p>Accrual begins on either the first day of employment or the ordinance's effective date, whichever is later, at the rate of one hour per every 30 hours worked, with the following annual accrual caps:</p> <ul style="list-style-type: none"> • Employers with up to 15 employees: 48 hours. • Employers with more than 15 employees: 64 hours. 	<p>Paid sick leave can be used as soon as it is accrued for self, family, or any other person related by blood or whose close association with the employee is equivalent of a family relationship, and for purposes related to domestic violence, sexual assault, or stalking.</p> <p>Employers may limit an employee's use during the first 60 days of employment if they can establish that the employee's term of employment is at least one year.</p> <p>Usage capped at up to eight calendar days per year.</p>	<p>Maintain conspicuous poster if provided by the Director of the San Antonio Metropolitan Health District.</p> <p>Employer handbooks must provide employees with notice of their leave rights and remedies under the ordinance.</p> <p>Employers must provide employees with a statement, electronically or in writing, showing the amount of leave available on at least a monthly basis.</p>
Vermont	<p>January 1, 2017 for employers with more than five employees;</p> <p>January 1, 2018 for all employers.</p>	<p>Paid for employees working for a Vermont employer for no less than 18 hours a week during a year.</p> <p>Excludes federal employees; employees under age 18; certain state employees; short-term employees working for 20 or less weeks; certain employees working on a per diem or intermittent workers who only work when indicating availability, have no obligation to accept work, and have no expectation of continued employment; and certain sole</p>	<p>Accrual begins on the first day of employment at a rate of one hour for every 52 hours worked.</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> • From January 1, 2017 to December 31, 2018: up to 24 hours per year. • After December 31, 2018: up to 40 hours per year. <p>New businesses are not subject to the paid sick time law for a period of one year after hiring their first worker.</p>	<p>Workers can be required to wait up to one year before using paid sick leave for self or family member; for purposes related to domestic violence, sexual assault, or stalking; and for self when workplace (or for family member when school/place of care) is closed due to inclement weather, loss of power/heating/water, or other unexpected closure.</p> <p>Usage caps:</p> <ul style="list-style-type: none"> • From January 1, 2017 to December 31, 2018: usage is capped at up to 24 hours per year. 	<p>Individual notice to new hires and maintain conspicuous poster.</p>

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		proprietors/partner owners of an unincorporated business.		<ul style="list-style-type: none"> After December 31, 2018: usage is capped at up to 40 hours per year. <p>Accrued, unused paid sick leave carries over to the next year. However, employers are not required to carry over if they choose to pay a worker for unused paid sick time at the end of the year. If an employer offers a paid time off (PTO) policy or is party to a collective-bargaining agreement that provides at least the full amount of PTO required by the paid sick time law at the beginning of each year, and it can be used for the law's purposes at any time during the year, it will not carry forward.</p>	
Washington	January 1, 2018 Statewide law does not pre-empt existing or future municipal paid sick leave ordinances within the state from providing greater benefits to employees.	<p>Paid for all employees working for a Washington employer.</p> <p>Excluded are certain hand harvest laborers, casual laborers in a private home, exempt employees, state or local government employees who provide voluntary services, employees of an educational, charitable, religious, state, or local government body or agency, and others as specified by statute.</p>	<p>Accrual begins on January 1, 2018 at a rate of one hour for every 40 hours worked.</p> <p>No cap on accrual.</p> <p>Frontloading permitted.</p>	<p>The first day paid sick leave can be used is the 90th day of employment for self or family member, including domestic partner, for public health emergencies and closure, and for purposes related to domestic violence, sexual assault, or stalking.</p> <p>No cap on use.</p> <p>Accrued, unused paid sick leave of up to 40 hours carries over to the following year.</p>	Regular notification must be provided to employees about the amount of paid sick leave available.
Seattle, WA	September 1, 2012,	Paid for all employees	Accrual begins on the first day	The first day paid sick and	Maintain conspicuous poster.

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	as amended to comply with statewide law effective January 1, 2018.	<p>working within the geographic boundaries of Seattle, including workers who typically are based out of the city and work in the city on an occasional basis for at least 240 hours per calendar year, not including travel through the city without conducting business there (and once covered, their prior work for the employer outside the city counts toward accrual).</p> <p>Public employees are excluded.</p>	<p>of employment and is based on employer size, regardless of where the employees work, including joint employers and employers part of an integrated enterprise, as follows:</p> <ul style="list-style-type: none"> • Tier One (up to 49 FTEs): one hour of paid time for every 40 hours worked. • Tier Two (50 – 249 FTEs): one hour of paid time for every 40 hours worked. • Tier Three (250 or more FTEs): one hour of paid time for every 30 hours worked. <p>No accrual cap in a year (fixed, 12-month period).</p>	<p>safe leave can be used is the 90th day of employment for self or family member, including domestic partner; for purposes related to domestic violence, sexual assault, or stalking; and for self when workplace is closed due to inclement weather (or for family member when school/place of care), loss of power/heating/water, or other unexpected closure.</p> <p>Employers may allow use before the 90th day.</p> <p>No usage cap in a year (fixed, 12-month period); only carryover cap as follows:</p> <ul style="list-style-type: none"> • Tier One: carryover is capped at up to 40 hours per year. • Tier Two: carryover is capped at 56 hours per year. • Tier Three: carryover is capped at 72 hours per year or up to 108 hours for employers with a paid time off policy. 	Notification of leave balance must be provided to employees with each wage payment, in physical or electronic form.
Tacoma, WA	February 1, 2016 with amendments effective January 1, 2018.	Paid for employees working more than 80 hours within calendar year in Tacoma, including pickups and deliveries, and employees who telecommute from	<p>Accrual begins on the first day of employment at a rate of one hour per 40 hours worked.</p> <p>No accrual cap.</p>	The first day paid sick leave can be used is the 90 th day of employment for self or family member, including domestic partner, for purposes related to domestic violence, sexual	Maintain conspicuous poster in English, Spanish, and employee's primary language, or include in handbook; may be transmitted electronically.

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		<p>home in Tacoma (but not including training class or conference attendance), regardless of where the employer is located.</p> <p>Excludes work-study students, independent contractors, single-person businesses, and government workers.</p>	Frontloading permitted.	<p>assault, or stalking, for self when workplace (or for family member when school/place of care) is closed due to inclement weather, loss of power/heating/water/other unexpected closure, and for bereavement.</p> <p>No usage cap.</p> <p>Up to 40 hours of unused paid sick leave carries over to the following year.</p>	Employers also must provide, not less than once per month, either electronically or in writing, information stating the updated amount of paid sick leave available to each employee.

Limited Application

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Georgia (Kin Care Law)	July 1, 2017, repealed July 1, 2020 unless extended by the General Assembly.	<p>Covered Employers: Any employer with 25 or more employees, including the State of Georgia and any of its subdivisions.</p> <p>Eligible Employees: Employees working for salary, wages, or other compensation for a covered employer at least 30 hours per week.</p> <p>Why Limited Application: Nothing in the law requires employers that do not already provide paid sick leave to do so. Employer only needs to allow limited use of leave it already provides for the care of an</p>	Employees can use up to five days of sick leave to care for an immediate family member.	Employees can use paid sick leave (not including paid short or long-term disability) to care for an immediate family member (including dependents on employee's most recent tax return).	Must comply with employer's sick leave policy.

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		immediate family member.			
Illinois (Employee Sick Leave Act)	January 1, 2017 with amendments effective January 13, 2017.	<p>Covered Employers: All Illinois employers that provide paid personal sick leave benefits to their employees, except:</p> <ul style="list-style-type: none"> • Employers subject to Title II of the Railway Labor Act; • Employers defined in the Railroad Unemployment Insurance Act, Federal Employers' Liability Act, or other comparable federal law. <p>Eligible Employees: Employees working for covered employers that provide their employees with paid sick leave benefits (defined as any paid or unpaid time available to an employee as provided through an employment benefit plan or paid time off policy to be used for personal illness, injury, or medical appointment, but not including long- or short-term disability plans, an insurance policy, or other comparable benefit plan or policy).</p> <p>Why Limited Application: Nothing in the act requires employers that do not already provide paid sick leave to do so, unless otherwise required by local law, collective-bargaining agreement, or otherwise.</p> <p>Employers providing personal</p>	Employees can use personal sick leave benefits for reasonable periods of time for family sick leave purposes. Employees are not entitled to accrue any specific amount of leave.	<p>Employees can use personal sick leave benefits already provided for absences due to the illness, injury, or medical appointment of the employees' family member on the same terms as employees can use personal sick leave under the employer's policies.</p> <p>Employers may limit employees' use for family sick leave purposes to an amount not less than the personal sick leave that would accrue during six months of the employee's then-current rate of entitlement. Employers that base personal sick leave benefits on years of service (not a monthly or annual accrual) can limit the amount of sick leave to half the employee's maximum annual grant.</p>	Must comply with employer policy.

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		<p>sick leave benefits or PTO policies with leave benefits for the care of family members (that meets the same requirements of the act) are not required to modify existing policies.</p> <p>The act does not affect collective-bargaining agreements or any party's power to collectively bargain a collective-bargaining agreement.</p>			
New Orleans, LA	November 15, 2015	<p>Covered Employers: City contractors with city contracts worth at least \$25,000 annually; beneficiaries that receive city financial assistance of at least \$100,000; subcontractors of a covered city contractor or beneficiary; and subtenants of a beneficiary that uses or occupies property that receives city financial assistance.</p> <p>Eligible Employees: Employees of covered employers for all hours they perform work relating to a city contract or at a location that is the subject of city financial assistance.</p> <p>Why Limited Application: See covered employers. Ordinance does not discuss impact of existing policies.</p>	<p>Employees accrue one day of paid sick leave per month of full-time-equivalent employment up to the required minimum of seven paid sick days per year.</p> <p>Accrual from year to year and payout at end of year is not mandated by the ordinance.</p> <p>Employees who work at least 40 hours a week receive pay for at least eight hours for each leave day. Employees who work less receive pay on a pro rata basis.</p>	Employees can use leave when an employee or immediate family member is sick or for routine medical or dental visits.	Notice must be posted in every workplace where covered employees are working.

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