



# PAID SICK LEAVE BY STATE AND LOCALITY





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### State

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### Limited Application

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State/Locality	Effective Date	Paid or Unpaid	Accrual	Use	Notice
<b>Arizona</b>	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"> <li>• Employers with fewer than 15 employees, accrual is capped at 24 hours per year.</li> <li>• Employers with 15 or more employees, accrual is capped at 40 hours per year.</li> </ul> <p>Frontloading permitted.</p>	<p>Employers permitted to enforce waiting period and not allow use until 90<sup>th</sup> 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>
<p><b>California</b></p> <p><b>Note:</b> California state law does not pre-empt city ordinances offering greater benefit to employees.</p>	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"> <li>• One hour for every 30 worked;</li> <li>• Lump sum of 24 hours or three days; or</li> <li>• Accrual with at least 24 hours by the 120<sup>th</sup> day (within nine months) of employment.</li> </ul> <p>Accrual cap of 48 hours or six days per year.</p>	<p>The first day paid sick leave can be used is the 90<sup>th</sup> 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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		comparable paid time off.  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.	Frontloading permitted.	cap.	
<b>Berkeley, CA</b>	October 1, 2016, with leave accrual provisions effective October 1, 2017	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.	Accrual begins on first day of employment at a rate of one hour for every 30 hours worked.  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.  Accrual caps: <ul style="list-style-type: none"> <li>• Small employer (24 or less): up to 48 hours.</li> <li>• Large employer (25 or more employees): up to 72 hours.</li> </ul>	The first day paid sick leave can be used is on the 90 <sup>th</sup> calendar day of employment for self and family, including domestic partner, plus a designated person if no spouse or domestic partner.  Small employers can limit usage to 48 hours per year, but larger employers cannot limit use (only the accrual or amount earned).  Unused paid sick leave carries over from year-to-year but may not exceed caps unless employer establishes higher or no caps.	Maintain conspicuous poster.  Notice must be posted in any language spoken by at least 5 percent of the workplace or jobsite.
<b>Emeryville, CA</b>	July 1, 2015	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.  Includes learners as defined by California Industrial	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.	The first day paid sick leave can be used is on the 90 <sup>th</sup> 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	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.

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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>	<p>Accrual caps:</p> <ul style="list-style-type: none"> <li>• Small employer (55 or fewer employees): 48 hours annually.</li> <li>• Large employer (56 or more employees): 72 hours annually.</li> </ul>	<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>	
<b>Los Angeles (City), CA</b>	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>
<b>Oakland, CA</b>	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 91<sup>st</sup> 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</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"> <li>• Small employers (1 – 9 employees): up to 40 hours per year. <b>Note: California state law requires accrual of 48 hours.</b></li> <li>• Large employers (10 or more employees): up to 72 hours per year.</li> </ul>	<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>	<p>percent of employees.</p>
<b>San Diego, CA</b>	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 91<sup>st</sup> 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>	<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.</p>
<b>San Francisco, CA</b>	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</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"> <li>• Small employers (1 – 9 employees): up to 40 hours per year. <b>Note:</b></li> </ul>	<p>The first day paid sick leave can be used is on the 90<sup>th</sup> 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</p>	<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</p>

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		the ordinance's benefits written in clear and unambiguous terms.	<p><b>California state law requires accrual to 48 hours.</b></p> <ul style="list-style-type: none"> <li>Large employers (10 or more employees): up to 72 hours per year.</li> </ul> <p>Frontloading permitted.</p>	<p>purposes related to domestic 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>	the amount of available paid sick leave in employee's wage statement.
<b>Santa Monica, CA</b>	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"> <li>Small employers (25 or fewer employees): up to 40 hours per year. <b>Note: California state law requires accrual to 48 hours.</b></li> <li>Large employers (26 or more employees): up to 72 hours per year.</li> </ul> <p>Frontloading permitted.</p>	<p>The first day paid sick leave can be used on the 91<sup>st</sup> 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>No usage cap.</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>
<b>Connecticut</b>	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 680<sup>th</sup> hour of employment for self or family, and for purposes related to domestic violence, sexual assault, or stalking when employee is a victim.</p>	Maintain conspicuous poster.

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				<p>Usage capped at 40 hours per year.</p> <p>Up to 40 hours of accrued, unused paid sick leave carries over to next year, subject to usage cap.</p>	
<p><b>District of Columbia (Washington, DC)</b></p>	<p>2008, revised February 22, 2014</p>	<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"> <li>• Small employer (24 or fewer employees): one hour for every 87 hours worked.</li> <li>• Mid-sized employer (25 – 99 employees): one hour for every 43 hours worked.</li> <li>• Large employer (100 or more employees): one hour for every 37 hours worked.</li> <li>• Tipped employees (regardless of employer size): one hour for every 43 hours worked.</li> </ul> <p>Accrual caps:</p> <ul style="list-style-type: none"> <li>• Small employer: up to 24 hours per year.</li> <li>• Mid-sized employer: up to 40 hours per year.</li> <li>• Large employer: up to 56 hours per year.</li> </ul> <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 91<sup>st</sup> 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>	<p>Maintain conspicuous poster.</p>



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Chicago, IL	July 1, 2017	<p>Paid for any employee 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>Accrual begins on the first day 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>The first day paid sick leave can be used is after the 180<sup>th</sup> 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>Employers must post notice in a 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 <b>accrual</b>); however, the right to <b>use</b> sick leave requires that the employee has also worked for his or her employer at least 80 hours</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</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 180<sup>th</sup> day of employment for self or family, including domestic partner and any other individual related by blood or whose close association is the</p>	<p>Maintain conspicuous poster.</p> <p>Provide written notice to each employee with the first paycheck.</p>

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		<p>during any 120-day period.</p> <p>Excludes government entities (federal and state), railroad workers, Indian tribes, and any covered employee in the construction industry covered by a bona fide collective-bargaining agreement.</p>	<p>per year.</p> <p>Frontloading permitted.</p>	<p>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 FMLA for time used exclusively for FMLA-eligible purposes.</p>	
<b>Maryland</b>	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</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 earned sick and safe leave can be used is after the 106<sup>th</sup> 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 earned sick and safe leave carries over to the next year. If leave is front-loaded, then no carry over.</p>	<p>Maintain conspicuous poster.</p> <p>Written statement of the available amount of leave each pay period.</p>

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		agricultural operation.			
<b>Montgomery County, MD</b>  <b>Note:</b> The state’s paid sick leave law does not pre-empt the county law, except where the state law provides for sick and safe leave benefits that are <a href="#">more generous</a> than the local law.	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"> <li>• Employers with 1 – 4 employees: 32 hours of paid sick leave and 24 hours of unpaid sick leave.</li> <li>• Employers with five or more employees: 56 hours per year paid sick leave.</li> </ul> <p>Frontloading permitted.</p>	<p>The first day paid sick leave can be used is the 90<sup>th</sup> day of employment for self or family, for maternity or paternity leave, 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>
<b>Massachusetts</b>	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</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"> <li>• Employers 1 – 10 employees: 40 hours of unpaid sick leave per year.</li> </ul>	<p>The first day sick leave can be used is on the 90<sup>th</sup> 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</p>	Maintain conspicuous poster.

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		<p>participants.</p>	<ul style="list-style-type: none"> <li>Employers with 11 or more employees: 40 hours of paid sick leave per year.</li> </ul> <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>year.</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>	
<b>Michigan</b>	March 29, 2019	<p>Paid for employers with 50 or more employees.</p> <p>Excludes:</p> <ul style="list-style-type: none"> <li>Executive, administrative, and professional overtime exempt employees (overtime exempt under the federal FLSA).</li> <li>Employees covered by an effective private collective-bargaining agreement.</li> </ul>	<p>Accrual begins on the later of March 29, 2019 or the first day of employment, at a rate of one hour for every 35 hours worked.</p> <p>Employers are not required to provide more than one hour of paid medical leave per calendar week.</p> <p>Accruals is capped at 40 hours per benefit year.</p> <p>Frontloading permitted.</p>	<p>Employees may use accrued paid medical leave as it is accrued, or employers may require they wait until the 90<sup>th</sup> calendar day of employment, for self or family member for illness, public health closures, and purposes related to sexual assault or domestic violence.</p> <p>Usage capped at 40 hours per benefit year.</p> <p>Up to 40 hours of earned paid medical leave carries over to the next benefit year.</p>	Maintain conspicuous poster.

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		<ul style="list-style-type: none"> <li>• Employees of the U.S. government, another state, or a political subdivision of another state.</li> <li>• Individuals whose primary work location is not in Michigan.</li> <li>• Individuals ages 16 through 19 paid the youth training wage per the Michigan Improved Workforce Opportunity Wage Act.</li> <li>• Temporary employees as described in the Michigan Employment Security Act.</li> <li>• Variable hour employees per 26 C.F.R. § 54.4980H-1.</li> <li>• Employees covered by the federal Railway Labor Act and Railroad Unemployment Insurance Act (includes air carrier flight crew or cabin crew members).</li> <li>• Individuals employed by an employer for 25 weeks or fewer in a calendar year for a</li> </ul>			

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		<p>job scheduled for 25 weeks or fewer.</p> <ul style="list-style-type: none"> <li>Individuals who on average worked fewer than 25 hours per week during the immediately preceding calendar year.</li> </ul>			
<b>Duluth, MN</b>	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, seasonal employees, public employees, and any person covered by the federal Railroad Unemployment Insurance Act.</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 90<sup>th</sup> 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 year. If leave is front loaded, then no carry over.</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>
<b>Minneapolis, MN</b>	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</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</p>	<p>The first day sick leave can be used is the 91<sup>st</sup> calendar day of employment for self or family member, including domestic partner, for public health</p>	<p>Maintain conspicuous poster in English and any other language spoken by at least 5 percent of</p>

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		<p>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>unpaid leave).</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> <li>• Employers with 1 – 5 employees: 48 hours of unpaid sick leave per year.</li> <li>• Employers with six or more employees: 48 hours paid sick leave per year.</li> <li>• Employees may accrue up to a total of 80 hours of sick time at any one time.</li> </ul> <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>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>the employees.</p> <p>Handbooks must include a notice of employee rights and remedies under law.</p>
<b>Saint Paul, MN</b>	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 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</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, 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>Maintain conspicuous poster in English.</p> <p>Handbooks must include a notice of employee rights and remedies under law.</p>

State/Locality	Effective Date	Paid or Unpaid	Accrual	Use	Notice
			leave and comply with all provisions of the ordinance.	Up to 80 hours of earned, unused sick and safe time may be carried over from year to year. However, carryover 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.	
<b>New Jersey</b>  <b>Important:</b> The new law prohibits New Jersey cities, towns, and counties from enacting or enforcing their own paid sick and safe leave requirements. The state law supersedes the previous individual sick leave laws in the following New Jersey localities: Bloomington, East Orange, Elizabeth, Irvington, Jersey City, Montclair, Morristown, New Brunswick, Newark, Passaic, Paterson, Plainfield, and Trenton.	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 120<sup>th</sup> calendar day of employment (unless the employer agrees to an earlier date) 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 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>	<p>Maintain conspicuous poster.</p> <p>Written notification at time of hire and upon employee's first request.</p>
<b>New Mexico</b>	June 14, 2019	Depends on employer policy.	Depends on employer policy.	Depends on employer policy.	Depends on employer



State/Locality	Effective Date	Paid or Unpaid	Accrual	Use	Notice
<b>(Caregiver Leave Act)</b>		<p>Family caregiving leave must be provided in accordance with the same terms and procedures that the employer imposes for any other use of sick leave by employees.</p> <p>Paid sick leave not required; however, if an employer provides paid sick leave, then caregiver leave must also be paid.</p>	<p>Family caregiving leave must be provided in accordance with the same terms and procedures that the employer imposes for any other use of sick leave by employees.</p>	<p>Family caregiving leave must be provided in accordance with the same terms and procedures that the employer imposes for any other use of sick leave by employees.</p> <p>Caregiver leave for family member's illness, injury, or to receive health care.</p>	<p>policy.</p> <p>Family caregiving leave must be provided in accordance with the same terms and procedures that the employer imposes for any other use of sick leave by employees.</p>
<b>New York City, NY</b>	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 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</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"> <li>• For employers with 1 – 4 employees: 40 hours of unpaid sick leave per year.</li> <li>• For employers with five or more employees: 40 hours of paid sick leave per year.</li> </ul> <p>All employees in certain chain businesses or franchises will be counted together to determine size.</p> <p>After one year of service, domestic workers receive two days of paid sick leave per year.</p> <p>Frontloading permitted.</p>	<p>The first day sick leave can be used is after the 120<sup>th</sup> 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>Up to 40 hours of unused paid sick leave carries over to the next 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>

State/Locality	Effective Date	Paid or Unpaid	Accrual	Use	Notice
		agreement provides a comparable benefit.			
<b>Westchester County, NY</b>	April 11, 2019	<p>Paid for any employee who works for compensation in Westchester County for more than 80 hours in a calendar year, and for an employer with five or more employees, including work performed in subsidized private sector and nonprofit employment programs; otherwise the leave is unpaid.</p> <p>Paid for domestic workers in the county who work more than 80 hours in a calendar year.</p> <p>Excludes work performed as a participant in a work experience program established by a social services district; under a federal work study program; or by employees who are compensated by or through federally qualified scholarships.</p>	<p>Accrual begins when employment commences or 90 days after the law takes effect, whichever is later, 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>Domestic workers accrue one hour of sick time for every seven days worked.</p>	<p>Employers may impose that the first day earned sick leave can be used is after the 90<sup>th</sup> calendar day of employment for self or family, including domestic partner and household member, and for public health emergencies and workplace or employee's child's school/daycare closures.</p> <p>Usage capped at 40 hours per year.</p> <p>Up to 40 hours of unused earned sick leave carries over to the following year (including for domestic workers).</p>	<p>Notice must contain a copy of the earned sick leave law, and written notice of how it applies to that employee, at the commencement of employment or within 90 days of the law taking effect.</p> <p>Employers that require employees provide notice of their need to use earned sick time must provide a written policy that contains the procedures for the employee to provide such notice.</p>
<b>Oregon</b>	January 1, 2016, with amendments	<p>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.</p> <p>Excluded are independent</p>	<p>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).</p> <p>Accrual caps:</p>	<p>The first day sick leave can be used is the 91<sup>st</sup> 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</p>	<p>Individual notice at time of hire.</p> <p>Maintain conspicuous poster.</p> <p>At least quarterly notification of available amount on either pay stub or on a separate</p>

State/Locality	Effective Date	Paid or Unpaid	Accrual	Use	Notice
		<p>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 organization or third party.</p>	<ul style="list-style-type: none"> <li>• Employers with 1 – 9 employees: 40 hours of unpaid sick leave per year.</li> <li>• Employers with 10 or more employees: 40 hours of paid sick leave per year.</li> <li>• Employers can limit accrual to no more than 80 total hours of sick time per year (if not limited to 40 hours use).</li> </ul> <p>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, county, or a public agency must receive up to 40 hours of paid time off a year.</p> <p><b>Employers located in Portland:</b> 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>for health reasons) or closure, and for purposes related to domestic violence, sexual assault, or stalking of employee or dependent.</p> <p>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).</p> <p>Employers can limit use of sick time to no more than 40 hours 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>	<p>sheet.</p>

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Philadelphia, PA	May 13, 2015	<p><b>Paid</b> 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><b>Unpaid</b> 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 (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>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"> <li>• Employers with 1 – 9 employees: 40 hours of unpaid sick leave per year.</li> <li>• Employers with 10 or more employees: 40 hours paid sick leave per year.</li> </ul>	<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 no 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>
Pittsburgh, PA	May 13, 2015 TBD per Pennsylvania Supreme Court decision in <i>Pennsylvania</i>	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>One hour for every 35 hours worked, subject to the following caps:</p> <ul style="list-style-type: none"> <li>• Employers with 1 – 14 employees: up to 24 unpaid hours per year for ordinance's first effective</li> </ul>	Beginning on the 90th day of employment for self or family, including domestic partner.	Written notice to employees requires use of two notices released by the Pittsburgh Controller's Office and providing multilingual informational materials.

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	<i>Restaurant and Lodging Association et al. v. City of Pittsburgh</i> , decided July 17, 2019	Paid for all employees working for employers within Pittsburg city limits. Excludes state and federal employees, independent contractors, any member of a construction union covered by a collective-bargaining agreement, and seasonal employees.	year; thereafter the 24 hours are paid. <ul style="list-style-type: none"> <li>Employers with 15 or more employees: up to 40 paid hours per year.</li> </ul>		
<b>Rhode Island</b>	July 1, 2018	<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"> <li>One hour for every 35 hours worked;</li> <li>Frontloading of annual leave at beginning of each year; or</li> <li>Lump sum rather than hourly accrual tracking.</li> </ul> <p>Accrual caps are as follows:</p> <ul style="list-style-type: none"> <li>24 hours in 2018.</li> <li>32 hours in 2019.</li> <li>40 hours in 2020 and thereafter.</li> </ul> <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 requirements and need not provide additional 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 180<sup>th</sup> day after employment begins and seasonal employees can use leave on the 150<sup>th</sup> day.</p>	Maintain conspicuous poster.

State/Locality	Effective Date	Paid or Unpaid	Accrual	Use	Notice
			<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>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><b>Austin, TX</b></p> <p><b>Note:</b> On November 16, 2018, the Court of Appeals, Third District, at Austin, held that Austin's paid sick leave violates the Texas Constitution because it is pre-empted by the Texas Minimum Wage Act. Enactment of the paid sick leave provisions remains on hold.</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"> <li>• Employers with up to 15 employees: 48 hours.</li> <li>• Employers with more than 15 employees: 64 hours.</li> </ul> <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>

State/Locality	Effective Date	Paid or Unpaid	Accrual	Use	Notice
<b>Dallas, TX</b>	<p>August 1, 2019 for employers with more than five employees.</p> <p>August 1, 2021 for employers with five or less employees at any time in the preceding 12 months.</p>	<p>Paid for any individual who performs at least 80 hours of work for pay in Dallas in a year for an employer, including work performed through a temporary or employment agency.</p>	<p>One hour of earned paid sick time for every 30 hours worked for the employer in Dallas.</p> <p>Accrual cap of 64 hours of paid sick time per employee for medium and large employers (more than 15 employees at any time in the preceding 12 months) and 48 hours per employee for small employers (15 or less employees at any time in the preceding 12 months). Employers may restrict an employee from using earned paid sick time during the employee's first 60 days of employment if the employer establishes that the employee's term of employment is at least one year.</p> <p>Frontloading permitted.</p>	<p>For the employee's own, or for the employee to care for a family member's (including an individual whose close association is equivalent to a family relationship), physical or mental illness, physical injury, preventative medical or health care or health condition; and for purposes related to domestic abuse, sexual assault, or stalking.</p> <p>All available earned paid sick time, up to the yearly cap, must be allowed to carry over into the following year.</p>	<p>Employers must provide monthly statement with available earned paid sick time either electronically or in writing.</p> <p>Handbooks must include a notice of employee's rights and remedies under the law.</p> <p>Employers must conspicuously post notice of law.</p>
<b>San Antonio, TX</b>	December 1, 2019	<p>Paid for workers in the city, including work through a temporary or employment agency; and for employees who work outside the geographical boundaries of the city of San Antonio for more than 50 percent of work hours in a year and who work in the city on an occasional basis if they perform more than 240 hours of work in the</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 for an employer in the city of San Antonio, with an annual cap (baseline amount) of 56 hours per year for full-time employees.</p>	<p>Employers may impose an eligibility period of no longer than 90 days from the start of employment before use of leave for self, family, or a household member, and for purposes related to domestic violence, sexual assault, or stalking.</p>	<p>Maintain a 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</p>

State/Locality	Effective Date	Paid or Unpaid	Accrual	Use	Notice
		<p>city within a year.</p> <p>The leave is a fringe benefit and is not a wage or a component of salary.</p> <p>Excludes independent contractors and paid or unpaid interns.</p>			statement, electronically or in writing, showing the amount of leave available, or the paid time off balance that can be used for the same purposes, on no less than a monthly basis.
<b>Vermont</b>	January 1, 2017 for employers with more than five employees; January 1, 2018 for all employers.	<p>Paid for employees (where Vermont is their primary place of work) who work no less than 18 hours a week during a year.</p> <p>New businesses are not subject to the law for one year after hiring their first worker.</p> <p>Excludes federal employees; employees under age 18; employees working an average of less than 18 hours per week; certain state employees; short-term employees working for 20 or less weeks; per diem health care workers; sole proprietors/partner owners of an unincorporated business; substitute teachers (except for long-term substitutes); and independent contractors.</p>	<p>Accrual begins on the first day of employment at a rate of one hour for every 52 hours worked.</p> <p>Accrual capped at 40 hours per annual period.</p> <p>Frontloading permitted.</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 capped at 40 hours per annual period.</p> <p>Up to 40 hours of accrued, unused earned sick time carries over to the next year. No carry over if employer offers year-end payout or frontloads.</p>	Provide individual notice to new hires and maintain conspicuous poster.
<b>Washington</b>	January 1, 2018  Statewide law does not pre-empt existing or future	<p>Paid for all employees working for a Washington employer.</p> <p>Excluded are certain hand</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>	The first day paid sick leave can be used is the 90 <sup>th</sup> day of employment for self or family member, including domestic partner, for public health	Regular notification must be provided to employees about the amount of paid sick



State/Locality	Effective Date	Paid or Unpaid	Accrual	Use	Notice
	municipal paid sick leave ordinances within the state from providing greater benefits to employees.	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.	Frontloading permitted.	emergencies and closure, and for purposes related to domestic violence, sexual assault, or stalking.  No cap on use.  Accrued, unused paid sick leave of up to 40 hours carries over to the following year.	leave available.
<b>Seattle, WA</b>	September 1, 2012, as amended to comply with statewide law effective January 1, 2018.	Paid for all employees 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).  Public employees are excluded.	Accrual begins on the first day 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:  <ul style="list-style-type: none"> <li>• Tier One (up to 49 FTEs): one hour of paid time for every 40 hours worked.</li> <li>• Tier Two (50 – 249 FTEs): one hour of paid time for every 40 hours worked.</li> <li>• Tier Three (250 or more FTEs): one hour of paid time for every 30 hours worked.</li> </ul> No accrual cap in a year (fixed, 12-month period).	The first day paid sick and safe leave can be used is the 90 <sup>th</sup> 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.  Employers may allow use before the 90 <sup>th</sup> day.  No usage cap in a year (fixed, 12-month period); only carryover cap as follows:  <ul style="list-style-type: none"> <li>• Tier One: carryover is capped at up to 40 hours per year.</li> <li>• Tier Two: carryover is capped at 56 hours per year.</li> </ul>	Maintain conspicuous poster.  Notification of leave balance must be provided to employees with each wage payment, in physical or electronic form.

State/Locality	Effective Date	Paid or Unpaid	Accrual	Use	Notice
				<ul style="list-style-type: none"> <li>Tier Three: carryover is capped at 72 hours per year or up to 108 hours for employers with a paid time off policy.</li> </ul>	
<b>Tacoma, WA</b>	February 1, 2016 with amendments effective January 1, 2018.	<p>Paid for employees working more than 80 hours within calendar year in Tacoma, including pickups and deliveries, and employees who telecommute from 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>	<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> <p>Frontloading permitted.</p>	<p>The first day paid sick leave can be used is the 90<sup>th</sup> day of employment for self or family member, including domestic partner, for purposes related to domestic violence, sexual 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>	<p>Maintain conspicuous poster in English, Spanish, and employee's primary language, or include in handbook; may be transmitted electronically.</p> <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.</p>

## Limited Application

State/Locality	Effective Date	Application and Why It Is Limited	Accrual	Use	Notice
<b>Georgia (Kin Care Law)</b>	July 1, 2017, repealed July 1, 2020 unless extended by the General Assembly.	<p><b>Covered Employers:</b> Any employer with 25 or more employees, including the State of Georgia and any of its subdivisions.</p> <p><b>Eligible Employees:</b> Employees working for salary, wages, or other compensation for a covered employer at least 30 hours per week.</p> <p><b>Why Limited Application:</b> 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 immediate family member.</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.
<b>Illinois (Employee Sick Leave Act)</b>	January 1, 2017 with amendments effective January 13, 2017.	<p><b>Covered Employers:</b> All Illinois employers that provide paid personal sick leave benefits to their employees, except:</p> <ul style="list-style-type: none"> <li>• Employers subject to Title II of the Railway Labor Act;</li> <li>• Employers defined in the Railroad Unemployment Insurance Act, Federal Employers' Liability Act, or other comparable federal law.</li> </ul> <p><b>Eligible Employees:</b> Employees working for covered employers that provide their employees with paid sick leave benefits</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</p>	Must comply with employer policy.

State/Locality	Effective Date	Application and Why It Is Limited	Accrual	Use	Notice
		<p>(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><b>Why Limited Application:</b> 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 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>		<p>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>	
<p><b>New Orleans, LA</b></p>	<p>November 15, 2015</p>	<p><b>Covered Employers:</b> 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</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>Employees can use leave when an employee or immediate family member is sick or for routine medical or dental visits.</p>	<p>Notice must be posted in every workplace where covered employees are working.</p>

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		<p>covered city contractor or beneficiary; and subtenants of a beneficiary that uses or occupies property that receives city financial assistance.</p> <p><b>Eligible Employees:</b> 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><b>Why Limited Application:</b> See covered employers. Ordinance does not discuss impact of existing policies.</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>		

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