



the work and family legal center

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NEW YORK CITY PAID SICK TIME ACT
SUMMARY OF KEY PROVISIONS
(Changes Made From 2009 Bill to 2010 Bill in Bold)
(as introduced 3/25/2010)

- **Number of days required**
 - Paid sick time is earned or accrued based on hours worked.
 - Accrual is one hour paid sick time for each 30 hours worked.
 - Accrual begins at commencement of employment but sick time cannot be used until employee has worked for 90 days.
 - **The maximum time off required under the bill is 40 hours a year for those in businesses with fewer than 20 employees and 72 hours a year for workers in businesses with 20 employees or more. This amounts to approximately 5 and 9 days for a 40 hour work week, respectively.**
 - Employers never required to provide more than 5 or 9 days, as applicable, to be used within the year.
 - Employers can give more leave and are encouraged to do so.
 - Employers do not have to change their policies if they have a paid time off or a vacation policy with the same amounts of time and conditions of use.
- **Covered employees/employers**
 - All employees within boundaries of New York City are covered if they work 80 hours a year in NYC except Federal, State and City workers.
 - All employers within boundaries of New York City are covered except the Federal, State and City government.
- **Use**
 - For an employee's own mental or physical illness or diagnosis or preventive medical care.
 - **For an employee's need to care for the illness of a spouse, child, parent, grandparent, domestic partner.**
 - If school or business is closed due to a public health emergency.
- **Administration and Enforcement**
 - **Employers do not have to change their bookkeeping practices to comply with the bill.**
 - **Posting and notice to employees required.**
 - Reasonable notice of foreseeable leave may be required.
 - Bill contains protections against potential abuse; documentation may be required for leave of more than 3 days.
 - Discrimination and retaliation for taking sick leave prohibited.
 - Administrative procedure for complaints authorized (agency to be determined).
 - Administrative penalties against employers in violation (agency to be determined) authorized.
 - Judicial action authorized.