


Overview of Paid Sick Time Laws in the United States

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Please note that these paid sick time materials do not represent an exhaustive overview of the state, county, and city paid sick time laws described, and it does not constitute legal advice. It is possible that additional provisions not described in these materials may apply to a worker's specific circumstances or category of employment.


 <small>For more information visit A Better Balance (abetterbalance.org)</small>	Arizona	California	Berkeley
Who is covered?	Workers employed by an employer in Arizona are covered. State government workers, but not local government workers, are exempted. Individuals employed by a parent or a sibling and individuals performing babysitting services in the employer's home on a casual basis are also exempted.	Workers employed in California for 30 or more days a year after commencement of employment are covered. Flight deck/cabin crews subject to Railway Labor Act with comparable paid time off are exempted. Workers who provide in-home supportive care are exempted until July 1, 2018, at which point they will be able to accrue paid sick time (subject to specific usage and carryover provisions). ²	Workers who, in a particular week, perform at least 2 hours of work within the geographic boundaries of Berkeley and who are either entitled to minimum wage under California law.
Can sick time be used to care for loved ones?	Yes: children; parents; parents of a spouse or registered domestic partner; spouses; registered domestic partners; grandparents, grandchildren, or siblings (of the employee or the employee's spouse/registered domestic partner); and any other individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship	Yes: children; parents; grandchildren; grandparents; spouses; registered domestic partners; parents of a spouse or domestic partner; and siblings	Yes: children; parents; grandchildren; grand-parents; spouses; registered domestic partners; siblings; and, if a worker has no spouse/domestic partner, a designated person of worker's choice
How is "child" defined?	Biological, adopted or foster children, stepchildren or legal wards, a child of a domestic partner, a child to whom the employee stands in loco parentis, or an individual to whom the employee stood in loco parentis when the individual was a minor	Biological, adopted, or foster child, stepchild, legal ward, or the child of a worker standing in loco parentis to the child	Legal guardians or wards; children from biological, adoptive, foster care, and step-relationships; children of a domestic partner; or the child of a worker standing in loco parentis to the child
Can sick time be used for specific "safe time" purposes (related to domestic violence, sexual assault, or stalking)?	Yes, when the worker or the worker's family member is the victim	Yes, but only when the worker is the victim	No, not beyond what is provided under the State's paid sick time law.
Can sick time be used under the law to bond with a new child and/or deal with a family member's death? Note: It is possible that other laws, such as the Family and Medical Leave Act or a state equivalent, could provide eligible workers with unpaid leave for these purposes.	No	No	No
Can sick time be used when a worker's place of work or child's school/place of care is closed by public health officials for a public health emergency?	Yes.	No.	No.
Rate at which workers earn paid sick time?	1 hour for every 30 hours worked	1 hour for every 30 hours worked	1 hour for every 30 hours worked
Do workers have different sick time-related rights based on the size of their employer? If so, based on what employer-size threshold(s)?	Yes, workers' rights differ based on whether or not an employer has 15 or more workers, as described below.	No	Yes, workers' rights differ based on whether or not an employer has 25 or more workers, as described below.
Amount of paid sick time that can be earned under the law per year? (Note: All of these paid sick time laws make it clear that these laws establish a minimum requirement, and employers can provide greater or more generous paid sick time benefits to their workers.)	Workers in businesses with 15 or more workers: 40 hours. Workers in businesses with fewer than 15 workers: 24 hours.	Employers may cap the amount of paid sick time a worker earns at 48 hours or 6 days. Employers may also cap the amount of paid sick time a worker can use each year at 24 hours or 3 days.	Workers in businesses with 25 or more workers: up to 72 hours. Workers in businesses with fewer than 25 workers: up to 48 hours
When do workers begin to earn paid sick time?	At the commencement of employment or July 1, 2017, whichever is later. Earned paid sick time can be used as it is accrued, except that an employer may require a worker hired after July 1, 2017, to wait until the 90th calendar day after commencing employment before using accrued earned paid sick time.	At the commencement of employment, but workers aren't entitled to use paid sick time until the 90th day of employment. As noted earlier, the law covers a worker when the worker, on or after July 1, 2015, works in California for more than 30 days within a year from the commencement of employment.	On the first day of employment or October 1, 2017, whichever is later, but workers aren't entitled to use paid sick time until 90 calendar days after commencement of employment.




For more information visit A Better Balance (abetterbalance.org)

	Arizona	California	Berkeley
Does unused sick time carry forward to the subsequent year?	Workers are entitled to carry forward unused paid sick time, but employers aren't required to allow annual accrual or use of more than: 40 hours of paid sick time a year (for businesses with 15 or more workers); or 24 hours of paid sick time a year (for businesses with fewer than 15 workers). In lieu of carryover of unused earned paid sick time from one year to the next, an employer may pay a worker for unused paid sick time at the end of a year and provide the worker with an amount of paid sick time that meets or exceeds the law's requirements that is available for the worker's immediate use at the beginning of the subsequent year.	Workers are entitled to carry forward unused paid sick time, but employers aren't required to allow use of more than 24 hours (or three days) of paid sick time per year. Carry forward is not required if the full amount of paid sick time (24 hours, or three days) is provided at the beginning of each year.	Workers are entitled to carry forward unused paid sick time. However, employers with fewer than 25 workers may limit use of paid sick time to 48 hours per year; larger employers may not limit the use of paid sick time (only the accrual, or amount earned, as described earlier).
Private Right of Action to go to Court?	Yes	The State Labor Commissioner or Attorney General may bring a civil action in Court against an employer or person violating the article. The law does not explicitly address whether a worker may bring a civil action in Court.	Yes
Are there waivers/ exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?	All or any part of the law doesn't apply to workers covered by a CBA to the extent that the CBA explicitly waives the requirements in clear and unambiguous terms.	Construction industry workers covered by a CBA providing certain wage/hour/working conditions and expressly waiving the law's provisions in clear and unambiguous terms are exempted. Otherwise, workers covered by a CBA providing for comparable paid time off and certain wage/hour/working conditions are exempted.	Workers covered by a CBA may waive all or part of the law to the extent that the CBA sets forth the waiver in clear and unambiguous terms.
What Agency or Official Enforces the Law?	Industrial Commission of Arizona	The California Labor Commissioner's Office, also known as the California Division of Labor Standards Enforcement (DLSE)	No particular agency specified in the law (although the separate minimum wage law passed at the same time will be enforced by the Berkeley Department of Finance or other city department/agency as designated by the City by resolution).
For the statewide paid sick time laws: can cities in the state pass paid sick time laws that are broader than the state law?	Yes (under litigation)	Yes. The CA law does not preempt or limit other laws/policies that provide greater earning or use of paid sick time. Therefore, the more expansive San Francisco, Oakland, San Diego, Emeryville, Santa Monica, Los Angeles, and Berkeley paid sick time laws will still apply to workers covered by those laws, and other cities in CA may continue to pass broader paid sick time laws.	N/A
Statutory Citation(s)	Ariz. Rev. Stat. § 23-364 and 23-371 et seq.	Cal. Lab. Code § 245 et seq.	Berkeley Code § 13.100.010 et seq.
Additional Notes		California's statewide paid sick time law took effect in July 2015. On April 4, 2016, the Governor signed into law minimum wage legislation that also expanded the existing paid sick time law to cover providers of in-home supportive care, beginning July 1, 2018. For these newly covered domestic workers, paid sick time usage and carry forward will differ from what is described in this chart, and the law directs a workgroup to issue guidance in 2017; officials are also likely to issue related regulations prior to July 1, 2018. The California statewide law explicitly states that it establishes minimum requirements on sick time and does not preempt or limit other laws or policies that provide for more favorable paid sick time rights to workers. Therefore, the more expansive San Francisco, Oakland, Emeryville, Santa Monica, Los Angeles, San Diego, and Berkeley paid sick time laws will still apply to workers covered by those laws, and other cities or counties in California may continue to pass broader paid sick time laws. For more information, see http://www.dir.ca.gov/DLSE/ab1522.html . In November 2012, the voters of Long Beach, California approved a measure to guarantee a living wage and paid sick time to certain hotel workers in the city. Under the law, hotels with 100 or more rooms are required to pay workers a minimum of \$13 an hour (adjusted for increases in the federal minimum wage or cost of living) and allow workers to earn a minimum of 5 paid sick days a year.	On August 31, 2016, the Berkeley City Council unanimously passed a paid sick time ordinance, which was signed by the Mayor the following day. As described in greater detail in the chart, workers will begin earning paid sick time under the Berkeley law beginning on October 1, 2017.


 For more information visit A Better Balance (abetterbalance.org)	Emeryville	Los Angeles	Oakland
Who is covered?	Workers who, in a calendar week, perform at least 2 hours of work within the geographic boundaries of Emeryville and who are entitled to minimum wage under California law are covered.	Workers who, in a particular week, perform at least 2 hours of work within the geographic boundaries of Los Angeles and who are entitled to minimum wage under California law are covered. To be entitled to paid sick time, workers must also work in Los Angeles—on or after July 1, 2016—for the same employer for 30 days or more within a year from the commencement of employment.	Workers who, in a particular week, perform at least 2 hours of work within the geographic boundaries of Oakland and who are entitled to minimum wage under California law are covered.
Can sick time be used to care for loved ones?	Yes: children; parents; grandchildren; grandparents; spouses; registered domestic partners; parents of a spouse or domestic partner; siblings; and, if a worker has no spouse/domestic partner, a designated person of the worker's choice. Paid sick time can also be used to care for a guide dog, signal dog, or service dog of the worker or worker's family member or designated partner.	Yes: children; parents; grandchildren; grandparents; spouses; registered domestic partners; parents of a spouse or domestic partner; siblings; and any individual related by blood or affinity whose close association with the worker is the equivalent of a family relationship	Yes: children; parents; grandchildren; grand-parents; spouses; registered domestic partners; siblings; and, if a worker has no spouse/domestic partner, a designated person of worker's choice
How is "child" defined?	Biological, adopted, or foster child, stepchild, legal ward, or the child of a worker standing in loco parentis to the child	Biological, adopted, or foster child, stepchild, legal ward, or the child of a worker standing in loco parentis to the child	Legal guardians or wards; children from biological, adoptive, foster care, and step-relationships; children of a domestic partner; or the child of a worker standing in loco parentis to the child
Can sick time be used for specific "safe time" purposes (related to domestic violence, sexual assault, or stalking)?	No, not beyond what is provided under the State's paid sick time law.	Yes, but only when the worker is the victim.	No, not beyond what is provided under the State's paid sick time law.
Can sick time be used under the law to bond with a new child and/or deal with a family member's death? Note: It is possible that other laws, such as the Family and Medical Leave Act or a state equivalent, could provide eligible workers with unpaid leave for these purposes.	No	No	No
Can sick time be used when a worker's place of work or child's school/place of care is closed by public health officials for a public health emergency?	No.	No.	No.
Rate at which workers earn paid sick time?	1 hour for every 30 hours worked	1 hour for every 30 hours worked	1 hour for every 30 hours worked
Do workers have different sick time-related rights based on the size of their employer? If so, based on what employer-size threshold(s)?	Yes, workers' rights differ based on whether or not an employer has more than 55 workers, as described below.	No	Yes, workers' rights differ based on whether or not an employer has 10 or more workers, as described below.
Amount of paid sick time that can be earned under the law per year? (Note: All of these paid sick time laws make it clear that these laws establish a minimum requirement, and employers can provide greater or more generous paid sick time benefits to their workers.)	Workers in businesses with more than 55 workers: up to 72 hours. Workers in businesses with 55 or fewer workers: up to 48 hours*	Up to 48 hours a year	Workers in businesses with 10 or more workers: up to 72 hours. Workers in businesses with fewer than 10 workers: up to 40 hours*
When do workers begin to earn paid sick time?	Although not explicitly stated in the law and future regulations may address it, paid sick time will likely be earned in the same manner as the State's paid sick time law: workers begin to earn paid sick time at the commencement of employment, but aren't entitled to use paid sick time until the 90th day of employment.	On the first day of employment or July 1, 2016, whichever is later. A worker is entitled to use paid sick time beginning on the 90th day of employment or July 1, 2016, whichever is later. As noted earlier, the law covers a worker when the worker, on or after July 1, 2016, works in Los Angeles for the same employer for 30 days or more within a year from the commencement of employment.	On the first day of employment, but workers aren't entitled to use paid sick time until after 90 calendar days of employment.
Does unused sick time carry forward to the subsequent year?	Workers are entitled to carry forward 72 hours of unused paid sick time (in businesses with more than 55 workers) or 48 hours of unused paid sick time (in businesses with 55 or fewer workers), but employers are not required to allow workers to earn more than these 72-hour or 48-hour caps.	Workers are entitled to carry forward unused paid sick time to the following year, but employers may cap it at 72 hours.	Workers are entitled to carry forward 72 hours of unused paid sick time (in businesses with 10 or more workers) or 40 hours of unused paid sick time (in businesses with fewer than 10 workers), but employers are not required to allow workers to earn more than these 72-hour or 40-hour caps.
Private Right of Action to go to Court?	Yes	Yes	Yes
Are there waivers/ exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?	All or any portion of the law doesn't apply to workers covered by a CBA to the extent that the CBA explicitly waives the requirements in clear and unambiguous terms showing that the parties intend the waiver.	No specific language regarding waivers or exemptions for workers covered by a CBA.	Workers covered by a CBA may waive all or part of the law to the extent that the CBA sets forth the waiver in clear and unambiguous terms.
What Agency or Official Enforces the Law?	No specific agency authorized. The City itself has authority under the law to issue rules and regulations, as well as to enforce the law through administrative citations and/or remedies.	Los Angeles Office of Wage Standards (within the Department of Public Works' Bureau of Contract Administration)	No particular agency specified in the law. The Contracts and Compliance Division of the City Administrator's Office has been authorized to take complaints.

 <p>For more information visit A Better Balance (abetterbalance.org)</p>	Emeryville	Los Angeles	Oakland
For the statewide paid sick time laws: can cities in the state pass paid sick time laws that are broader than the state law?	N/A	N/A	N/A
Statutory Citation(s)	Emeryville Code § 5-37.01 et seq.	Los Angeles Code § 187.00 et. seq. and § 188.00 et. seq.	Oakland Code § 5.92.010 et seq.
Additional Notes	For more information, see http://www.ci.emeryville.ca.us/1024/Minimum-Wage-Ordinance .	For more information, see http://wagesla.lacity.org/ .	For more information, see http://www2.oaklandnet.com/government/o/CityAdministration/d/MinimumWage/index.htm .


 For more information visit A Better Balance (abetterbalance.org)	San Diego	San Francisco	Santa Monica
Who is covered?	Workers who, in at least one calendar week of the year, perform at least 2 hours of work within San Diego are covered. Independent contractors, certain workers authorized under State law to be paid less than the minimum wage, certain providers of in-home supportive services under State law, workers employed under a publicly subsidized summer or short-term youth employment program, or any student employee, camp or program counselor of an organized camp under State law are exempted.	Workers employed within the geographic boundaries of San Francisco are covered.	Workers who, in a calendar week, perform at least 2 hours of work within the geographic boundaries of Santa Monica and who are entitled to minimum wage under California law are covered. Government and school district employees are exempted.
Can sick time be used to care for loved ones?	Yes; children; parents; grandchildren; grandparents; spouses; domestic partners (registered under state/local law or with the internal registry of at least one partner's employer); parents of a spouse/domestic partner; and siblings	Yes; children; parents; grandchildren; grandparents; spouses; registered domestic partners; siblings; and if a worker has no spouse/domestic partner, a designated person of the worker's choice. As of January 1, 2017, the parents of a spouse/domestic partner will also be covered.	Yes; children; parents; grand-children; grand-parents; spouses; registered domestic partners; parents of a spouse or domestic partner; and siblings
How is "child" defined?	Biological, adopted, or foster child; stepchild; child of a domestic partner; legal ward; or the child of a worker standing in loco parentis to the child	Legal guardians or wards; children from biological, adoptive, foster care, and step-relationships; children of a domestic partner; or the child of a worker standing in loco parentis to the child	Biological, adopted, or foster child, stepchild, legal ward, or the child of a worker standing in loco parentis to the child
Can sick time be used for specific "safe time" purposes (related to domestic violence, sexual assault, or stalking)?	Yes, when the worker or the worker's family member is the victim.	Yes, but only as of January 1, 2017, and only when the worker is the victim.	Yes, but only when the worker is the victim.
Can sick time be used under the law to bond with a new child and/or deal with a family member's death? Note: It is possible that other laws, such as the Family and Medical Leave Act or a state equivalent, could provide eligible workers with unpaid leave for these purposes.	No	No	No
Can sick time be used when a worker's place of work or child's school/place of care is closed by public health officials for a public health emergency?	Yes.	No.	No.
Rate at which workers earn paid sick time?	1 hour for every 30 hours worked	1 hour for every 30 hours worked	1 hour for every 30 hours worked
Do workers have different sick time-related rights based on the size of their employer? If so, based on what employer-size threshold(s)?	No	Yes, workers' rights differ based on whether or not an employer has 10 or more workers, as described below.	Yes, workers' rights differ based on whether or not an employer has 26 or more workers, as described below.
Amount of paid sick time that can be earned under the law per year? (Note: All of these paid sick time laws make it clear that these laws establish a minimum requirement, and employers can provide greater or more generous paid sick time benefits to their workers.)	Employers may cap the amount of paid sick time a worker earns at 80 hours. Employers may also cap the amount of paid sick time a worker can use each year at 40 hours.	Workers in businesses with 10 or more workers: up to 72 hours. Workers in businesses with fewer than 10 workers: up to 40 hours*	Workers in businesses with 26 or more workers: up to 40 hours (from 1/1/2017 to 12/31/2017) or 72 hours (after 12/31/2017) a year. Workers in businesses with 25 or fewer workers: up to 32 hours (from 1/1/2017 to 12/31/2017) or 40 hours (after 12/31/2017) a year.
When do workers begin to earn paid sick time?	At the commencement of employment or July 11, 2016, whichever is later, but workers aren't entitled to use paid sick time until 90 calendar days following the commencement of employment or on July 11, 2016, whichever is later.	90 calendar days after the commencement of employment. For workers hired on or after January 1, 2017, paid sick time begins to accrue at the commencement of employment, but workers aren't entitled to use paid sick time until the 90th day of employment.	At the commencement of a worker's employment with the employer, but workers aren't entitled to use paid sick time until after the first 90 days of employment (or sooner if provided for in the employer's policies).
Does unused sick time carry forward to the subsequent year?	Workers are entitled to carry forward unused paid sick time. An employer may satisfy the law's carry-over provisions if the employer provides a worker with at least 40 hours of paid sick time at the beginning of each benefit year, regardless of whether the employee is full-time, part-time, or temporary.	Workers are entitled to carry forward 72 hours of unused paid sick time (in businesses with 10 or more workers) or 40 hours of unused paid sick time (in businesses with fewer than 10 workers), but employers are not required to allow workers to earn more than these 72-hour or 40-hour caps.	Workers are entitled to carry forward unused paid sick time to the following year, until their paid sick time reaches the annual caps described in the chart on the prior page (depending on business size and year). Carry forward is not required if the full amount of paid sick time required by the law is received by the worker at the beginning of each year (calendar year, fiscal year, or year of employment).
Private Right of Action to go to Court?	Yes	Yes	Yes
Are there waivers/ exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?	No specific language regarding waivers or exemptions for workers covered by a CBA.	Workers covered by a CBA may waive all or part of the law to the extent that the CBA sets forth the waiver in clear and unambiguous terms.	All or any part of the law doesn't apply to workers covered by a CBA to the extent that the CBA explicitly waives the requirements in clear and unambiguous terms.
What Agency or Official Enforces the Law?	San Diego's Office of the City Treasurer (although the Mayor may designate another office/department under the Mayor's authority)	San Francisco Office of Labor Standards Enforcement	The Santa Monica Finance Director is authorized to adopt administrative regulations consistent with the law.

 <small>For more information visit A Better Balance (abetterbalance.org)</small>	San Diego	San Francisco	Santa Monica
For the statewide paid sick time laws: can cities in the state pass paid sick time laws that are broader than the state law?	N/A	N/A	N/A
Statutory Citation(s)	San Diego Code § 39.0101 et seq.	San Francisco Code Chapter 12W	Santa Monica Code § 4.62 et seq.
Additional Notes	<p>In July 2014, the San Diego City Council passed a paid sick time and minimum wage ordinance and then voted to override the mayor's veto of the ordinance on August 18, 2014. However, opponents collected signatures to put the paid sick time and minimum wage ordinance to a vote in a June 2016 referendum, and the law was delayed from going into effect. On June 7, 2016, voters in San Diego approved the paid sick time and minimum wage ordinance. The law went into effect on July 11, 2016. An implementing ordinance that made some amendments was passed by the Council and later approved by the Mayor on August 3, 2016. The implementing ordinance took effect on September 2, 2016. For more information about San Diego's sick time law, see https://www.sandiego.gov/treasurer/minimum-wage-program.</p>	For more information, see http://sfgov.org/olse/paid-sick-leave-ordinance-pslo .	For more information, see https://beta.smgov.net/strategic-goals/inclusive-diverse-community/minimum-wage-ordinance .


 <p>For more information visit A Better Balance (abetterbalance.org)</p>	Connecticut	District of Columbia	Cook County and Chicago, IL
Who is covered?	Hourly workers in certain “service” occupations in Connecticut are covered, if they work for a business with 50 or more workers. For the full list of which professions are covered “service” occupations, go to www.ctdol.state.ct.us/wgwkstnd/SickLeaveLaw.htm and look at the definition of “service worker” (Sec. 31-57r(7)). Certain manufacturers and non-profit organizations are exempted, as are temporary and day laborers.	Workers employed by an employer within Washington, D.C are covered. The following individuals are exempted: independent contractors; students; health care workers choosing to participate in a premium pay program; unpaid volunteers engaged in the activities of an educational, charitable, religious, or nonprofit organization; and casual babysitters.	Cook County: Workers in Cook County who work at least 80 hours for an employer within any 120-day period are covered. Workers employed by a unit of local government are exempted. ⁵ Chicago: Workers in Chicago who work at least 80 hours for an employer within any 120-day period are covered. Minors, certain public/city agency employees, and participants of certain subsidized temporary youth and/or transitional employment programs are exempted. ¹⁴
Can sick time be used to care for loved ones?	Yes: children and spouses	Yes: children; grandchildren; spouses of children; siblings; spouses of siblings; parents; parents of a spouse/domestic partner; spouses; registered domestic partners; and a person with whom the worker has a committed (mutual, familial) relationship and has shared a mutual residence for at least the preceding 12 months	Yes: children; legal guardians or wards; spouses; domestic partners (including parties to a civil union); parents; parents of a spouse or domestic partner; grandparents; grandchildren; siblings; or any other individual related by blood or whose close association with the worker is the equivalent of a family relationship
How is “child” defined?	Biological, foster, or adopted children, stepchildren, legal wards, or the child of a worker standing in loco parentis to the child. The child must be under 18 or incapable of self-care because of a mental/physical disability.	Biological children, foster children, grandchildren, or a child who lives with the worker and for whom the worker permanently assumes and discharges parental responsibility	Biological, foster, or adopted children, stepchildren, legal guardians or wards, or a child to whom the worker stands in loco parentis
Can sick time be used for specific “safe time” purposes (related to domestic violence, sexual assault, or stalking)?	Yes, but only when the worker is the victim	Yes, when the worker or the worker’s family member is the victim	Yes, when the worker or the worker’s family member is the victim
Can sick time be used under the law to bond with a new child and/or deal with a family member’s death? Note: It is possible that other laws, such as the Family and Medical Leave Act or a state equivalent, could provide eligible workers with unpaid leave for these purposes.	No	No	If a worker is subject to the federal Family and Medical Leave Act (FMLA), s/he may carry forward up to 40 hours of unused paid sick time to be used for leave covered by the FMLA, which includes bonding with a new child (as well as certain military family needs). Paid sick time can’t be used to deal with a family member’s death.
Can sick time be used when a worker’s place of work or child’s school/place of care is closed by public health officials for a public health emergency?	No.	No.	Yes.
Rate at which workers earn paid sick time?	1 hour for every 40 hours worked	In businesses with 24 or fewer workers: 1 hour for every 87 hours worked. In businesses with 25-99 workers (and workers in a restaurant or bar with 1-99 workers who regularly receive tips to supplement a base wage below the minimum wage): 1 hour for every 43 hours worked. In businesses with 100 or more workers: 1 hour for every 37 hours worked	1 hour for every 40 hours worked
Do workers have different sick time-related rights based on the size of their employer? If so, based on what employer-size threshold(s)?	Yes, workers who work for employers with fewer than 50 employees are exempt.	Yes, workers’ rights differ based on whether an employer has: 24 or fewer workers; 25-99 workers (or 1-99 workers for certain bar and restaurant workers); or 100 or more workers, as described below.	No
Amount of paid sick time that can be earned under the law per year? (Note: All of these paid sick time laws make it clear that these laws establish a minimum requirement, and employers can provide greater or more generous paid sick time benefits to their workers.)	Up to 40 hours of paid sick time a year	Workers in businesses with 24 or fewer workers: up to 24 hours a year. Workers in businesses with 25-99 workers (and workers in a restaurant or bar with 1-99 workers who regularly receive tips to supplement a base wage below the minimum wage): up to 40 hours a year. Workers in businesses with 100 or more workers: up to 56 hours a year. The number of workers is determined by the average monthly number of full-time equivalents in the prior year.	Up to 40 hours a year
When do workers begin to earn paid sick time?	At the commencement of employment, but workers aren’t entitled to use paid sick time until the 680th hour of employment.	At the commencement of employment, but workers aren’t entitled to use paid sick time until after 90 days of service with his or her employer.	On the first calendar day after the worker commences employment or July 1, 2017, whichever is later, but workers can be required to wait to use accrued paid sick time for up to 180 calendar days after commencement of employment.
Does unused sick time carry forward to the subsequent year?	Workers are entitled to carry forward up to 40 hours of unused paid sick time, but employers are not required to allow use of more than 40 hours of paid sick time a year.	Per regulations, workers can carry forward unused paid sick time, but employers aren’t required to allow use of more than: 56 hours of paid sick time a year (for businesses with 100 or more workers); 40 hours of paid sick time a year (for businesses with at least 25 and fewer than 100 workers—this presumably will also be the rule for tipped workers in a restaurant or bar with 1-99 workers); or 24 hours of paid sick time a year (for business with fewer than 25 workers).	Workers are entitled to carry forward half of their unused paid sick time, up to a maximum of 20 hours, but employers aren’t required to allow use of more than 40 hours of paid sick time a year. However, as described earlier in this chart, workers subject to the FMLA may carry forward up to 40 hours of unused paid sick time for FMLA purposes.
Private Right of Action to go to Court?	No	Yes	Yes


 <p>For more information visit A Better Balance (abetterbalance.org)</p>	Connecticut	District of Columbia	Cook County and Chicago, IL
Are there waivers/ exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?	No specific language regarding waivers or exemptions for workers covered by a CBA	The law's paid sick time requirements won't apply to workers in the building/construction industry covered by a CBA that expressly waives the requirements in clear and unambiguous terms. Otherwise, the law's paid sick time requirements can't be waived in the written terms of a CBA for less than 3 paid leave days.	Workers in the construction industry covered by a CBA are exempt. After July 1, 2017, the law's effective date, the law's requirements may be waived in a CBA if the waiver is set forth in clear and unambiguous terms.
What Agency or Official Enforces the Law?	The Connecticut Department of Labor	Washington D.C. Department of Employment Services	Cook County: Cook County Commission on Human Rights Chicago: Chicago Department of Business Affairs and Consumer Protection
For the statewide paid sick time laws: can cities in the state pass paid sick time laws that are broader than the state law?	Not explicitly addressed in the paid sick time law	N/A	N/A
Statutory Citation(s)	Conn. Gen. Stat. § 31-57r et seq.	D.C. Code § 32-131.01 et seq.	Cook County Code § 42-1 et seq.; Chicago Code § 1-24-010 et seq.
Additional Notes	For more information, see http://www.ctdol.state.ct.us/wgwkstnd/SickLeave.htm .	For more information, see https://does.dc.gov/service/office-wage-hour-compliance .	The Chicago City Council unanimously adopted a paid sick time law, with the Mayor's support, on June 22, 2016. In addition to the description of covered workers in the chart, note that the Chicago law exempts certain categories of short-term, temporary, or irregularly employed individuals who are not subject to the city's minimum wage law—and who likely would not be employed for long enough to earn and then use sick time under the law (for example, certain day/temporary laborers, certain seasonal camp counselors, and certain learners as designated by the State Department of Labor). Also, workers who, in any 2-week period, perform fewer than 2 hours of work while physically present within Chicago are exempted. Following the passage of Chicago's law, the Cook County Board of Commissioners approved a paid sick time law on October 5, 2016. In addition to the information in the chart, please note as well that the following workers are not covered by the Cook County Law: workers who, in any 2-week period, perform fewer than 2 hours of work while physically present within Cook County; and workers who are employed in municipalities within Cook County that have opted out of the law.

 <p>For more information visit A Better Balance (abetterbalance.org)</p>	Massachusetts	Maryland	Montgomery County, MD
Who is covered?	Workers employed in Massachusetts are covered. Workers employed by cities and towns are only covered if the law is accepted by vote or appropriation as provided in the State Constitution.	Workers employed in Maryland who regularly work at least 12 hours per week are covered. The following workers are exempted: independent contractors; agricultural workers; certain realtors who work solely on a commission basis; workers under the age of 18 before the beginning of the year; certain workers employed by a temporary services agency to provide temporary staffing to another person if the agency doesn't have day-to-day control over the work assignments and supervision of the worker; workers directly employed by an employment agency to provide part-time or temporary services to another person; workers that are on-call in a health or human services industry that can reject or accept a shift, not guaranteed to be called on to work, and not employed by a temporary staffing agency.	Workers employed in Montgomery County are covered, but they must regularly work more than 8 hours each week. Independent contractors are exempted. Workers are also exempted if all of the following apply: 1) they don't have a regular work schedule with the employer; 2) they contact the employer for work assignments and are scheduled to work those assignments within 48 hours later; 3) they have no obligation to work for the employer if they don't contact the employer for assignments; and 4) they're not employed by a temporary placement agency.
Can sick time be used to care for loved ones?	Yes: children; spouses; parents; or parents of a spouse	Yes: children, parents, parents-in-law, legal guardians, spouses, grandparents, grandchildren, siblings, and individuals who acted as a parent or stood in loco parentis to the employee (or the employee's spouse) when the employee (or the employee's spouse) was a minor	Yes: children; parents and legal guardians of the worker; spouses; grandparents; the spouse of a grandparent; grandchildren; siblings; and the spouse of a sibling
How is "child" defined?	Biological, adopted, or foster child, stepchild, a legal ward, or a child of a person who has assumed the responsibilities of parenthood	Biological, adopted, or foster children; stepchildren; a child for whom the employee has legal or physical custody or guardianship; a child for whom the employee stands in loco parentis regardless of the child's age	Biological, adopted, or foster child; stepchild; child for whom the worker has legal or physical custody or guardianship; child for whom the worker is the primary caregiver
Can sick time be used for specific "safe time" purposes (related to domestic violence, sexual assault, or stalking)?	Yes, but only when the worker or the worker's dependent child is the victim	Yes, when the worker or the worker's family member is a victim	Yes, when the worker or the worker's family member is the victim
Can sick time be used under the law to bond with a new child and/or deal with a family member's death? Note: It is possible that other laws, such as the Family and Medical Leave Act or a state equivalent, could provide eligible workers with unpaid leave for these purposes.	No	Sick time can be used for maternity or paternity leave.	No
Can sick time be used when a worker's place of work or child's school/place of care is closed by public health officials for a public health emergency?	No.	No	Yes.
Rate at which workers earn paid sick time?	1 hour for every 30 hours worked (for both paid and unpaid sick time, as described below)	1 hour for every 30 hours worked	1 hour for every 30 hours worked (for both paid and unpaid sick time, as described below)
Do workers have different sick time-related rights based on the size of their employer? If so, based on what employer-size threshold(s)?	Yes, workers' rights differ based on whether or not an employer has 11 or more workers, as described below.	Yes, workers' rights differ based on whether or not an employer has 15 or more workers, as described below.	Yes, workers' rights differ based on whether or not an employer has 5 or more workers, as described below.
Amount of paid sick time that can be earned under the law per year? (Note: All of these paid sick time laws make it clear that these laws establish a minimum requirement, and employers can provide greater or more generous paid sick time benefits to their workers.)	Workers in businesses with 11 or more workers: up to 40 hours of paid sick time a year. Workers in businesses with fewer than 11 workers: up to 40 hours of unpaid sick time a year	Employers with 15 or more employees may cap the amount of sick time a worker earns at 40 hours of paid sick time per year. Employers with 14 or fewer employees shall at least provide an employee with 40 hours of unpaid, job-protected sick time per year. Employers may cap the amount of sick time a worker can use at 64 hours per year.	Workers in businesses with 5 or more workers: up to 56 hours a year. Workers in businesses with fewer than 5 workers: up to 32 hours of paid sick time and 24 hours of unpaid sick time.
When do workers begin to earn paid sick time?	At the date of hire, but workers aren't entitled to use sick time until the 90th calendar day following commencement of employment.	At the commencement of employment or February 11, 2018, whichever is later. However, workers aren't entitled to use earned sick time during the first 106 calendar days of employment.	At the commencement of employment, or October 1, 2016, whichever is later, but workers can be required to wait 90 days before using their sick time.
Does unused sick time carry forward to the subsequent year?	Workers are entitled to carry forward up to 40 hours of unused sick time, but employers aren't required to allow use of more than 40 hours of sick time a year. Per regulations, employers may choose to pay out workers 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 shall 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.	Workers are entitled to carry forward up to 40 hours of unused sick time to the following year, but employers are allowed to cap the total amount of earned sick time accrued at any time at 64 hours. Carry forward is not required if the employer provides the full amount of earned sick time at the beginning of each year or if an employee is employed by a nonprofit entity or governmental unit in accordance with a grant, the duration of which is limited to 1 year and not subject to renewal.	Workers are entitled to carry forward up to 56 hours of unused sick time and may use up to 80 hours of sick time a year when they have sick time that is carried forward. However, employers are not required to allow carry forward if, at the beginning of the new year, they award the full amount of sick time that the worker would earn over that year.
Private Right of Action to go to Court?	Yes, after filing with the Attorney General	No	No
Are there waivers/ exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?	No specific language regarding waivers or exemptions for workers covered by a CBA	The law's provision's won't apply to certain workers in the construction industry covered by a CBA waiving sick and safe leave in clear and unambiguous terms (but this CBA waiver provision does not apply to those employed as a janitor; building cleaner, security officer, or superintendent; concierge; doorman; or handyperson).	No specific language regarding waivers or exemptions for workers covered by a CBA

 <p>For more information visit A Better Balance (abetterbalance.org)</p>	Massachusetts	Maryland	Montgomery County, MD
What Agency or Official Enforces the Law?	The Massachusetts Attorney General	Maryland Department of Labor, Licensing & Regulation	County Office of Human Rights. The County Executive may also delegate enforcement to a legally authorized State agency.
For the statewide paid sick time laws: can cities in the state pass paid sick time laws that are broader than the state law?	Not explicitly addressed in the paid sick time law	No, except that Montgomery County's paid sick time law (which pre-dated the statewide law) remains valid and in effect. Local governments can still pass sick time laws covering their own workforces.	N/A
Statutory Citation(s)	Massachusetts General Laws Chapter 149, §§ 148C, 148D	Md. Code Ann. Lab. & Empl. § 3-1301 et seq.	Montgomery County Code Chapter 27, Article XIII
Additional Notes	For more information, see http://www.mass.gov/ago/doing-business-in-massachusetts/labor-laws-and-public-construction/earned-sick-time/ .	On January 12, 2018, the Maryland Legislature voted to override Governor Hogan's veto of a paid sick time bill passed by the Legislature in 2017. The law took effect on February 11, 2018. For more information, see https://www.dlr.state.md.us/paidleave/paidleaveposter.shtml .	

 For more information visit A Better Balance (abetterbalance.org)	Michigan	Duluth, MN	Minneapolis, MN
Who is covered?	All individuals in the state of Michigan engaged in service to an employer in the business of the employer.	Workers are covered if they are employed within the City of Duluth for more than 50% of their working time in a 12-month period, or if they are based in the City of Duluth and spend a substantial part of their time working in the city and do not spend more than 50% of their work-time in a 12-month period in any other particular place. Independent contractors, student interns, seasonal employees, certain railroad workers, and government workers other than workers employed by the City of Duluth are exempted. Workers who work for a business with fewer than 5 employees (counting employees outside Duluth) are also exempted.	Workers who perform work for an employer within Minneapolis for at least 80 hours in a year for that employer are covered. Independent contractors are exempted.
Can sick time be used to care for loved ones?	Yes: children; spouses; parents; parents of a spouse or domestic partner; grandparents; grandchildren; siblings, and any other individuals related by blood or affinity whose close association with the employee is the equivalent of a family relationship.	Yes: children; spouses; domestic partners; siblings; parents; parents-in-law; stepparents; grandchildren; grandparents; and any other individual related by blood or whose close association with the employee is the equivalent of a family relationship.	Yes: children; parents; parents-in-law; spouses; registered domestic partners; grandchildren; grandparents; siblings; and members of the worker's household
How is "child" defined?	Biological, adopted or foster child, stepchild or legal ward, a child of a domestic partner, or a child to whom the employee stands in loco parentis.	Biological, adopted, or foster child, stepchild, legal ward, or a child for whom the employee is legal guardian regardless of age.	Biological, adopted, or foster child, stepchild, guardian, or ward
Can sick time be used for specific "safe time" purposes (related to domestic violence, sexual assault, or stalking)?	Yes, when the worker or the worker's family member is a victim.	Yes, when the worker or the worker's family member is the victim	Yes, when the worker or the worker's family member is the victim
Can sick time be used under the law to bond with a new child and/or deal with a family member's death? Note: It is possible that other laws, such as the Family and Medical Leave Act or a state equivalent, could provide eligible workers with unpaid leave for these purposes.	No	No	No
Can sick time be used when a worker's place of work or child's school/place of care is closed by public health officials for a public health emergency?	Yes	No	Yes. Also includes need to care for family member whose school/place of care is closed due to inclement weather, loss of power/heating/water, or other unexpected closure.
Rate at which workers earn paid sick time?	1 hour for every 30 hours worked	1 hour for every 50 hours worked	1 hour for every 30 hours worked (for both paid and unpaid sick time, as described below)
Do workers have different sick time-related rights based on the size of their employer? If so, based on what employer-size threshold(s)?	Yes, workers' rights differ based on whether an employer has 10 or fewer workers working in a given week.	Yes, workers who work for employers with fewer than 5 employees are exempt.	Yes, workers' rights differ based on whether or not an employer has 6 or more workers, as described below.
Amount of paid sick time that can be earned under the law per year? (Note: All of these paid sick time laws make it clear that these laws establish a minimum requirement, and employers can provide greater or more generous paid sick time benefits to their workers.)	Workers who work for employers with 10 or fewer employees can earn up to 40 hours of paid sick time per year and an additional 32 hours of unpaid sick time per year. Workers who work for employers with more than 10 employees can earn up to 72 hours of paid sick time per year.	Workers are entitled to earn up to 64 hours of paid sick time per year. However, employers may cap use of earned paid sick time at 40 hours per year.	Workers in businesses with 6 or more workers: up to 48 hours a year. Workers in businesses with 5 or fewer workers: up to 48 hours of unpaid sick time a year. New employers, other than certain chain businesses, only have to provide unpaid sick time in their first 12 months after hiring their first worker (this "new business" provision only applies for 5 years after the law's effective date).
When do workers begin to earn paid sick time?	Earned sick time begins to accrue as soon as the law goes into effect or on the commencement of employment, whichever is later. Employees hired after April 1, 2019 can be made to wait until the 90th calendar day after commencing employment to use accrued sick time.	At the commencement of employment, or January 1, 2020, whichever is later, but workers aren't entitled to use paid sick time until after 90 calendar days of employment.	At the commencement of employment or the law's effective date, whichever is later, but workers aren't entitled to use sick time until the 90th calendar day after commencement of employment.
Does unused sick time carry forward to the subsequent year?	Workers can carry over to the following year unused earned sick time but small employers (10 or fewer employees) are not required to allow employees to use more than 40 hours paid and 32 hours unpaid sick time per year and larger employers are not required to allow employees to use more than 72 hours paid sick time per year.	Workers are entitled to carry forward up to 40 hours of unused paid sick time to the following year.	Workers are entitled to carry forward unused sick time and shall continue to accrue sick time up to a total of 80 hours at any time. There is otherwise no limit on how much earned sick time can be used in a year.
Private Right of Action to go to Court?	Yes	Yes, provided the worker exhausts administrative remedies	No
Are there waivers/ exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?	No specific language regarding waivers or exemptions for workers covered by a CBA.	An employer may opt to satisfy the law for construction employees by paying at least the State prevailing wage or the rate required in an applicable registered apprenticeship agreement (regardless of whether working on private or public projects).	An employer may opt to satisfy the law for construction employees by paying at least the State prevailing wage or the rate required in an applicable registered apprenticeship agreement (regardless of whether working on private or public projects).


 <p>For more information visit A Better Balance (abetterbalance.org)</p>	Michigan	Duluth, MN	Minneapolis, MN
What Agency or Official Enforces the Law?	The Michigan Department of Licensing and Regulatory Affairs	Office of the City Clerk of Duluth, MN	Minneapolis Department of Civil Rights
For the statewide paid sick time laws: can cities in the state pass paid sick time laws that are broader than the state law?	Although the Michigan Earned Sick Time Act doesn't explicitly address local authority to pass a paid sick time law, the law states that it does not preempt or limit any other law providing more generous protections.	N/A	N/A
Statutory Citation(s)	The "Earned Sick Time Act" was a duly executed ballot initiative and is awaiting codification, so no citation is available yet.	Duluth Ordinance 18-009-O (to be codified in Duluth City Code Chapter 29E)	Minneapolis Code § 40.10 et seq.
Additional Notes	On September 6, 2018, the Michigan Legislature passed a paid sick leave law, giving nearly 2 million workers in the state the right to paid sick time.	On May 29, 2018, the Duluth City Council passed a paid sick time law by a 7-1 vote, making Duluth the third city in Minnesota to guarantee workers the right to earned paid sick time. The law will take effect on January 1, 2020. For more information, see http://www.duluthmn.gov/city-clerk/earned-sick-and-safe-time/ .	For more information, see http://sicktimeinfo.minneapolismn.gov/ .


 For more information visit A Better Balance (abetterbalance.org)	Saint Paul, MN	New Jersey	New York City, NY
Who is covered?	Workers who perform work for an employer within Saint Paul for at least 80 hours in a year for that employer are covered. Independent contractors are exempted.	Workers employed in New Jersey are covered. Public employees who are provided with sick leave with full pay pursuant to any other law, rule, or regulation of the State, are exempted. Per diem health care employees are also exempted. Per diem health care employees may include any (1) health care professional licensed in NJ employed by a health care facility licensed by the state; (2) any individual that is in the process of applying to the state for a license to provide health care services who is employed by a state licensed health care facility; or (3) any first aid, rescue or ambulance squad member employed by a hospital system. These individuals are considered "per diem health care employees"—and therefore exempt from the law—if they: (1) work on an as-needed basis to supplement, replace, or substitute for a health care employee; (2) work only when they indicate that they are available to work; and (3) either: (a) have the opportunity for full time or part time employment under that healthcare provider (in their scope of practice) which offers paid time off benefits greater in length than provided under this law; or (b) have waived earned sick leave benefits as provided under this law. Any individual who is certified as a homemaker-home health aide is not exempted from the law as a "per diem health care employee."	Workers who have worked within NYC for more than 80 hours in a calendar year are covered. Domestic workers will receive some paid sick time. Work-study students, certain hourly speech/physical/occupational therapists, independent contractors, and government employees are exempted.
Can sick time be used to care for loved ones?	Yes: children; parents; parents-in-law; spouses; registered domestic partners; grandchildren; grandparents; siblings; and any individual related by blood or affinity whose close association with the worker is the equivalent of a family relationship	Yes: children, grandchildren, siblings, spouses, registered domestic partners, civil union partners, parents (including parents of an employee's spouse, registered domestic partner, or civil union partner), grandparents; spouses, registered domestic partners, or civil union partners of a parent or grandparent; siblings of a spouse, registered domestic partner, or civil union partner; or any other individual related by blood to the employee or whose close association with the employee is the equivalent of a family relationship.	Yes: children; spouses; registered domestic partners; parents; grandchildren; grandparents; siblings; and the children or parents of a spouse or domestic partner. Beginning on May 5, 2018, sick time can also be used to care for any other individual whose close association with the worker is the equivalent of a family relationship.
How is "child" defined?	Biological, adopted, or foster child, or a stepchild.	Biological, adopted, or foster child, stepchild, legal ward, child of a registered domestic partner or civil union partner of the employee	Biological, adopted, or foster children, legal wards, or the child of a worker standing in loco parentis to the child
Can sick time be used for specific "safe time" purposes (related to domestic violence, sexual assault, or stalking)?	Yes, when the worker or the worker's family member is the victim	Yes, when the worker or the worker's family member is the victim	Yes, beginning on May 5, 2018, when the worker or the worker's family member is the victim
Can sick time be used under the law to bond with a new child and/or deal with a family member's death? Note: It is possible that other laws, such as the Family and Medical Leave Act or a state equivalent, could provide eligible workers with unpaid leave for these purposes.	No	No	No
Can sick time be used when a worker's place of work or child's school/place of care is closed by public health officials for a public health emergency?	Yes. Also includes need to care for family member whose school/place of care is closed due to inclement weather, loss of power/heating/ water, or other unexpected closure.	Yes. In addition, sick time can be used in connection with a child of the employee to attend a school-related conference, meeting, function, or other event requested or required by a school administrator, teacher, or other professional staff member responsible for the child's education, or to attend a meeting regarding care provided to the child in connection with the child's health conditions or disability.	Yes
Rate at which workers earn paid sick time?	1 hour for every 30 hours worked	1 hour for every 30 hours worked	1 hour for every 30 hours worked (for both paid and unpaid sick time, as described below)
Do workers have different sick time-related rights based on the size of their employer? If so, based on what employer-size threshold(s)?	No	No	Yes, workers' rights differ based on whether or not an employer has 5 or more workers, as described below.
Amount of paid sick time that can be earned under the law per year? (Note: All of these paid sick time laws make it clear that these laws establish a minimum requirement, and employers can provide greater or more generous paid sick time benefits to their workers.)	Up to 48 hours a year. New employers only have to provide unpaid sick time in their first 6 months after hiring their first worker (this "new business" provision only applies until January 1, 2023).	Up to 40 hours a year	Workers in businesses with 5 or more workers: up to 40 hours a year. Workers in businesses with fewer than 5 workers up to 40 hours of unpaid sick time a year. All workers in certain chain businesses or franchises will be counted together to determine size.
When do workers begin to earn paid sick time?	At the commencement of employment or the law's effective date, whichever is later, but workers aren't entitled to use sick time until the 90th calendar day after commencement of employment.	Unless the worker has accrued earned sick leave prior to October 29, 2018, workers begin to earn sick time at the commencement of employment or on October 29, 2018, whichever is later. However, workers aren't entitled to use earned sick time until the 120th calendar day after employment commenced.	At the commencement of employment, but workers aren't entitled to use sick time until the 120th calendar day following commencement of employment.
Does unused sick time carry forward to the subsequent year?	Workers are entitled to carry forward unused paid sick time and shall continue to accrue paid sick time up to a total of 80 hours at any time. There is otherwise no explicit limit on how much paid sick time can be used in a year. Carry forward 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.	Workers are entitled to carry forward up to 40 hours of unused paid sick time, but employers are not required to allow use of more than 40 hours of paid sick time a year.	Workers are entitled to carry forward up to 40 hours of unused sick time, but employers aren't required to allow use of more than 40 hours of sick time a year. Carry forward is not required if a worker is paid for unused sick time at the end of the year and the employer provides the worker with an amount of paid sick time that meets or exceeds the law's requirement on the first day of the subsequent year.
Private Right of Action to go to Court?	Yes	Yes	No




For more information visit A Better Balance (abetterbalance.org)

	Saint Paul, MN	New Jersey	New York City, NY
Are there waivers/ exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?	An employer may opt to satisfy the law for construction employees by paying at least the State prevailing wage or the rate required in an applicable registered apprenticeship agreement (regardless of whether working on private or public projects).	Employees performing service in the construction industry that are under contract pursuant to a CBA are exempted. Employees or employee representatives may waive coverage during the negotiation of a CBA.	The law's provisions won't apply to workers in the construction or grocery industry covered by CBA if the law's provisions are expressly waived in the CBA. The law's provisions won't apply to other workers covered by a CBA if the provisions are expressly waived in the CBA and the CBA provides a comparable benefit.
What Agency or Official Enforces the Law?	Saint Paul Department of Human Rights and Equal Economic Opportunity	Department of Labor and Workforce Development	New York City Department of Consumer Affairs
For the statewide paid sick time laws: can cities in the state pass paid sick time laws that are broader than the state law?	N/A	No. New Jersey's law preempts—or prohibits—cities from passing their own sick time laws, and nullifies all previously enacted local sick time laws in New Jersey.	N/A
Statutory Citation(s)	Saint Paul Code § 233.01 et seq.	N.J. A1827 ACS 1R (2018) (to be codified)	NYC Code § 20-911 et seq.
Additional Notes	On September 7, 2016, the Saint Paul City Council unanimously passed a paid sick time ordinance. For employers with 24 or more workers, the law became effective July 1, 2017. For employers with 23 or fewer workers, the law became effective January 1, 2018. For more information about Saint Paul's sick time law, see https://www.stpaul.gov/departments/human-rights-equal-economic-opportunity/contract-compliance-business-development/earned .	Once New Jersey's statewide sick time law takes effect on October 29, 2018, previously enacted local sick time laws will no longer be effect in the following New Jersey cities: Newark, Passaic, East Orange, Paterson, Irvington, Trenton, Montclair, Bloomfield, Jersey City, Elizabeth, Plainfield, Morristown, and New Brunswick.	On October 17, 2017, the New York City Council passed an ordinance amending its sick time law to 1) allow workers to use earned sick time for "safe time" purposes (see endnote 16, below), when the worker or the worker's family member has been the victim of a family offense matter, sexual offense, stalking, or human trafficking; and 2) allow workers to use earned sick time (and safe time) to care for any individual whose close association with the worker is the equivalent of a family relationship. The Mayor signed the ordinance into law on November 6, 2017. It will take effect on May 5, 2018. For more information about New York City's sick time law, see http://www.nyc.gov/PaidSickLeave and A Better Balance's web site https://www.abetterbalance.org/resources/paid-sick-time-for-workers-in-nyc/ .

 <p>For more information visit A Better Balance (abetterbalance.org)</p>	Westchester County, NY	Oregon	Philadelphia, PA
Who is covered?	Any person employed for hire by an employer in any employment within Westchester County for more than 80 hours in a calendar year. Domestic workers will receive some paid sick time. The following workers are excluded: government workers, except employees of Westchester County government not subject to a collective bargaining agreement; work study students.	Workers employed in Oregon are covered. Independent contractors, certain work study students, certain railroad workers, and individuals employed by their parent, spouse, or child are exempted.	Workers employed in Philadelphia for at least 40 hours in a calendar year are covered. The following workers are exempted: 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 6 months; and health care professionals who only work when indicating they are available and have no obligation to work when they do not indicate availability.
Can sick time be used to care for loved ones?	Yes: child; spouse; domestic partner; parents; sibling; grandchild or grandparent; and the child or parent of an employee's spouse, domestic partner or certain household members.	Yes: children; spouses; same-sex domestic partners; parents; parents of a spouse or same-sex domestic partner; grandparents; and grandchildren	Yes: children; parents; parents-in-law; spouses; grandparents; the spouse of a grandparent; grandchildren; siblings; the spouse of a sibling; and a life partner (a long-term committed relationship between two unmarried individuals of the same sex or gender identity who meet certain, specified requirements)
How is "child" defined?	A biological, adopted, foster child, legal ward or person to whom the employee stood in loco parentis or to whom the employee stood in loco parentis when that person was a minor.	Biological, adopted, or foster child, or a child of a worker standing in loco parentis to the child. According to current regulations in Oregon, this definition of child also includes a stepchild or the child of a same-sex domestic partner.	Biological, adopted or foster children, stepchildren, legal wards, or the child of a worker standing in loco parentis to the child
Can sick time be used for specific "safe time" purposes (related to domestic violence, sexual assault, or stalking)?	No	Yes, but only when the worker or the worker's minor child or dependent is the victim	Yes, when the worker or the worker's family member is the victim
Can sick time be used under the law to bond with a new child and/or deal with a family member's death? Note: It is possible that other laws, such as the Family and Medical Leave Act or a state equivalent, could provide eligible workers with unpaid leave for these purposes.	No	Yes: 1) to bond with a newborn, newly adopted, or newly placed foster child under age 18; or 2) to deal with the death of a family member (including to attend the funeral, grieve, make arrangements).	No
Can sick time be used when a worker's place of work or child's school/place of care is closed by public health officials for a public health emergency?	Yes	Yes.	No
Rate at which workers earn paid sick time?	1 hour for every 30 hours worked	1 hour for every 30 hours worked or 1 and 1/3 hours for every 40 hours worked (for both paid and unpaid sick time, as described below)	1 hour for every 40 hours worked (for both paid and unpaid sick time, as described below)
Do workers have different sick time-related rights based on the size of their employer? If so, based on what employer-size threshold(s)?	Yes, workers' rights differ based on whether an employer has: fewer than 5 workers; 5 or more workers, or whether an employee is a domestic worker.	Yes, workers' rights differ based on whether or not an employer has 10 or more workers (or 6 or more workers for employers located in Portland), as described below.	Yes, workers' rights differ based on whether or not an employer has 10 or more workers, as described below.
Amount of paid sick time that can be earned under the law per year? (Note: All of these paid sick time laws make it clear that these laws establish a minimum requirement, and employers can provide greater or more generous paid sick time benefits to their workers.)	Workers who work for employers with 5 or more employees can earn up to 40 hours of paid sick time per year. Workers who work for employers with fewer than 5 employees can earn up to 40 hours of unpaid sick time per year.	Larger businesses: Workers in businesses with at least 10 or more workers: up to 40 hours of paid sick time a year 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 6 workers anywhere in Oregon, workers have the right to earn up to 40 hours of paid sick time a year. Smaller businesses: Workers in businesses with fewer than 10 workers (or fewer than 6 workers if the business is located in Portland): up to 40 hours of unpaid sick time a year. Special rule for some home care workers: 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 (including but not limited to sick time).	Workers in businesses with 10 or more workers: up to 40 hours a year. Workers in businesses with fewer than 10 workers: up to 40 hours of unpaid sick time a year. Certain chain establishments must provide paid sick time regardless of the number of workers in an establishment.
When do workers begin to earn paid sick time?	At the commencement of employment or 90 days after the law goes into effect, whichever is later. New employees can be required to wait 90 days before using sick time.	At the commencement of employment or January 1, 2016, whichever is later. For a worker employed on the law's effective date of January 1, 2016, earned sick time may be used as it is earned. For workers who begin employment after the effective date of January 1, 2016, workers aren't entitled to use earned sick time until the 91st calendar day of employment with the employer.	At the commencement of employment, but workers aren't entitled to use sick time until after 90 calendar days of employment.

 <p>For more information visit A Better Balance (abetterbalance.org)</p>	Westchester County, NY	Oregon	Philadelphia, PA
Does unused sick time carry forward to the subsequent year?	Workers can carry over to the following year unused earned sick time but workers can only use up to 40 hours in a year.	Workers are entitled to carry forward up to 40 hours of unused sick time. An employer may adopt a policy: limiting the amount of sick time that can be earned to no more than 80 hours; or limiting use of sick time to no more than 40 hours a year. Carry forward is not required if the following elements are met: 1) the worker and the employer mutually agree not to carry forward the time; 2) 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 3) if the employer has 10 or more workers in OR, the employer pays the worker for all unused paid sick time at the end of the year in which it is earned.	Workers are entitled to carry forward unused sick time, but employers are not required to allow use of more than 40 hours of sick time per year. Carry forward isn't required if the employer chooses to provide at least 40 hours of sick time at the beginning of each calendar year.
Private Right of Action to go to Court?	Yes	Yes	Yes. Can go directly to court in the first 120 days after May 13, 2015, the law's effective date. After that, workers may go to Court only after receiving a final decision from the agency or 180 days after filing a complaint, whichever is earlier.
Are there waivers/ exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?	Any provisions of the law may be waived in a CBA as long as the waiver is explicitly stated in the CBA and as long as a comparable benefit is provided in the form of leave, additional compensation or a combination. The effective date of the law for those covered by a CBA is not until the stated expiration date of the CBA.	The law exempts workers whose terms and conditions of employment are covered by a CBA 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.	The law's provisions do not apply to workers covered by a bona fide CBA.
What Agency or Official Enforces the Law?	Westchester County Department of Weights and Measures—Consumer Protection	The Oregon Bureau of Labor and Industries	The Philadelphia Managing Director's Office
For the statewide paid sick time laws: can cities in the state pass paid sick time laws that are broader than the state law?	N/A	No. The Oregon law preempts—or prohibits—cities from passing their own paid sick time laws. However, in response to Portland's more generous paid sick time law (in effect when the state bill was passed), the statewide paid sick time law requires that employers located in Portland with at least 6 workers (anywhere in Oregon) must provide paid sick time to their workers.	N/A
Statutory Citation(s)	Chapter 585 Earned Sick Leave Law (to be codified under the Laws of Westchester County Article III, Chapter 700)	Or. Rev. Stat. §§ 653.256 et seq., 659A.885	Philadelphia Code § 9-4101 et seq.
Additional Notes	On October 1, 2018, the Westchester Board of Legislators passed a paid sick time law, making Westchester County the second jurisdiction in New York State to do so.	Oregon's Legislature passed a statewide paid sick time law on June 12, 2015, and the law went into effect on January 1, 2016. The law preempts—or prohibits—local governments from passing paid sick time laws. As a result, Eugene's paid sick time law—passed in July 2014 and originally scheduled to go into effect on July 1, 2015—did not take effect. On the other hand, Portland passed a paid sick time law in March 2013, and it went into effect on January 1, 2014, prior to passage of the statewide law. Although Oregon's paid sick time law blocked localities from passing paid sick time laws and preempted Portland's law, the Portland law influenced a key provision of the statewide law. As described in this chart, the employer size threshold for providing paid sick time is lower for employers who are located in Portland (including maintenance of any office, store, restaurant, or establishment in the city). As described in the chart, an employer located in Portland that employs at least six workers anywhere in Oregon must provide its workers with paid sick time, and smaller employers located in Portland must provide unpaid sick time. For employers who are not located in Portland, the size threshold for providing paid sick time is 10 or more workers (with smaller employers providing unpaid sick time). Eugene and Portland have been removed from this comparison chart. For more information about Oregon's sick time law, see http://www.oregon.gov/BOLI/TA/pages/index.aspx .	For more information, see http://www.phila.gov/MDO/Pages/PaidSickLeave.aspx .


 <p>For more information visit A Better Balance (abetterbalance.org)</p>	Pittsburgh, PA	Rhode Island	Austin, TX
Who is covered?	Workers employed in Pittsburgh are covered. Independent contractors and seasonal workers (those hired for a temporary period of not more than 16 weeks and given written notification at time of hire that employment is limited to beginning/end of seasonal dates as determined by employer) are exempted.	Workers employed in Rhode Island are covered. Independent contractors, subcontractors, work study participants, apprenticeships and interns; certain employees licensed to practice nursing, and state and municipal workers are exempted. Workers exempt from the state minimum wage law are also exempt from the paid sick time law. See http://webserver.rilin.state.ri.us/Statutes/TITLE28/28-12/28-12-2.HTM for a detailed list of exemptions.	Private sector workers who have worked within the City of Austin for at least 80 hours in a calendar year are covered. Workers employed by the City of Austin are also effectively covered, per a separate resolution passed by the City Council. Independent contractors and unpaid interns are exempted.
Can sick time be used to care for loved ones?	Yes: children; parents; parents of a spouse or domestic partner; spouses; domestic partners; grandchildren; grandparents; the spouse or domestic partner of a grandparent; siblings; and any individual for whom the worker received oral permission from the employer to care for at the time of the worker's request to make use of sick time	Yes: children; parents; spouses; parents-in-law; grandparents; grandchildren; domestic partners (broadly defined); siblings; care recipients; and members of the worker's household. A "care recipient" is any person for whom the worker is responsible for providing or arranging health or safety related care.	Yes: children, spouses, parents, and any other individuals related by blood or whose close association with the employee is the equivalent of a family relationship.
How is "child" defined?	Biological, adopted, or foster child, stepchild, legal ward, child of a domestic partner, or child of a worker standing in loco parentis to the child	Biological, adopted, or foster child, stepchild, legal ward, a child of a domestic partner, or a child of a worker standing in loco parentis to the child	Undefined
Can sick time be used for specific "safe time" purposes (related to domestic violence, sexual assault, or stalking)?	No	Yes, when the worker or the worker's family member is the victim.	Yes, when the worker or the worker's family member is a victim
Can sick time be used under the law to bond with a new child and/or deal with a family member's death? Note: It is possible that other laws, such as the Family and Medical Leave Act or a state equivalent, could provide eligible workers with unpaid leave for these purposes.	No	No	No
Can sick time be used when a worker's place of work or child's school/place of care is closed by public health officials for a public health emergency?	Yes	Yes	No
Rate at which workers earn paid sick time?	1 hour for every 35 hours worked	1 hour for every 35 hours worked (for both paid and unpaid sick time, as described below)	1 hour for every 30 hours worked
Do workers have different sick time-related rights based on the size of their employer? If so, based on what employer-size threshold(s)?	Yes, workers' rights differ based on whether or not an employer has 15 or more workers, as described below.	Yes, workers' rights differ based on whether or not an employer has 18 or more workers, as described below.	Yes, workers' rights differ based on whether an employer has: 5 or fewer workers; 6-15 workers; or more than 15 workers, as described below.
Amount of paid sick time that can be earned under the law per year? (Note: All of these paid sick time laws make it clear that these laws establish a minimum requirement, and employers can provide greater or more generous paid sick time benefits to their workers.)	Workers in businesses with 15 or more workers: up to 40 hours a year. Workers in businesses with fewer than 15 workers: up to 24 hours a year, although in the first year after the law goes into effect, this time will be unpaid (thereafter it will be 24 hours of paid sick time a year for workers in these small businesses).	In 2018, workers in businesses with 18 or more workers can earn up to 24 hours of paid sick time; workers in businesses with fewer than 18 workers can earn up to 24 hours of unpaid sick time. In 2019, workers in businesses with 18 or more workers can earn up to 32 hours of paid sick time; workers in businesses with fewer than 18 workers can earn up to 32 hours of unpaid sick time. Each year after 2019, workers in businesses with 18 or more workers can earn up to 40 hours of paid sick time; workers in businesses with fewer than 18 workers can earn up to 40 hours of unpaid sick time.	Workers who work for employers with more than 15 employees can earn up to 64 hours of paid sick time per year. Workers who work for employers with fewer than 15 employees can earn up to 48 hours of paid sick time per year. (Note that the ordinance is effective for employers with 5 or more workers on October 1, 2018 but for smaller employers the effective date is October 1, 2020.)
When do workers begin to earn paid sick time?	At the commencement of employment or the law's effective date, whichever is later, but workers aren't entitled to use sick time until the 90th calendar day after employment commenced.	At the commencement of employment or July 1, 2018, whichever is later (for both paid and unpaid sick time). However, workers aren't entitled to use sick time until after 90 days of employment. Temporary workers are entitled to use sick time beginning on the 180th calendar day following commencement of their employment. Seasonal workers are entitled to use sick time beginning on the 150th calendar day following commencement of their employment.	For workers who work for employers with more than 5 employees, at the commencement of employment or October 1, 2018, whichever is later. For workers who work for employers with 5 or fewer employees, at the commencement of employment or October 1, 2020, whichever is later. New employees can be required to wait 60 days before using sick time, if the employer establishes that the employee's term of employment is at least one year.
Does unused sick time carry forward to the subsequent year?	Workers are entitled to carry forward unused sick time, but employers aren't required to allow use of more than 40 hours of paid sick time a year (for businesses with 15 or more workers) or more than 24 hours of sick time a year (for businesses with fewer workers). Carry forward is not required if the employer provides the worker with an amount of paid sick time that meets or exceeds the law's requirement on the first day of the subsequent year.	Workers are entitled to carry forward unused paid sick time, but employers aren't required to allow use of more than 24 hours of paid sick time in 2018, 32 hours of paid sick time in 2019, and 40 hours of paid sick time each year after 2019. In lieu of carryover of unused earned paid sick time from one year to the next, an employer may pay a worker for unused paid sick time at the end of a year and provide the worker with an amount of paid sick time that meets or exceeds the law's requirements that is available for the worker's immediate use at the beginning of the subsequent year.	Workers can carry over to the following year unused earned sick time up to the applicable yearly cap based on the size of their employer. Carry forward is not required if the employer makes at least the yearly cap of earned sick time available at the beginning of the year.





For more information visit A Better Balance (abetterbalance.org)

	Pittsburgh, PA	Rhode Island	Austin, TX
Private Right of Action to go to Court?	No	Yes	No
Are there waivers/ exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?	Members of a construction union covered by a collective bargaining unit are exempted.	No (although the law exempts construction workers covered by a CBA until July 1, 2018, that is the same day the law goes into effect)	A CBA may modify the yearly cap as long as the modification is explicitly stated in the CBA.
What Agency or Official Enforces the Law?	The Office of the City Controller or a Department or entity designated by the Mayor's Office	The Rhode Island Department of Labor and Training	City of Austin Equal Employment Opportunity/Fair Housing Office
For the statewide paid sick time laws: can cities in the state pass paid sick time laws that are broader than the state law?	N/A	No. The Rhode Island law preempts—or prohibits—cities from requiring employers to provide sick time benefits in excess of those required by the state law.	N/A
Statutory Citation(s)	Pittsburgh Code § 626 et seq.	R.I. Gen. Laws § 28-57-1 et seq.	Austin Code § 4-19-1 et seq.
Additional Notes	On August 3, 2015, the Pittsburgh City Council passed a paid sick time law by a vote of 7-1. Although lower courts ruled against the law based on a unique provision in Pennsylvania law, the city is in the process of appealing the decision to the state's Supreme Court.	Rhode Island's Legislature passed a statewide paid sick and safe time bill on September 19, 2017, and the Governor signed it into law on September 28, 2017. Workers will begin earning paid sick and safe time on July 1, 2018.	On February 16, 2018, the City Council in Austin, Texas voted to pass a paid sick time ordinance covering private sector employees. On March 1, 2018, the City Council passed a resolution to effectively expand the ordinance to cover all City employees as well. Note: the law has been temporarily stayed pending litigation. For more information about Austin's sick time law, see http://www.austintexas.gov/EarnedSickTime .

 <p>For more information visit A Better Balance (abetterbalance.org)</p>	San Antonio, TX	Vermont	Washington
Who is covered?	Private sector workers who have worked within the City of San Antonio for at least 80 hours in a year. Independent contractors, unpaid interns, and government workers are exempted.	Workers employed by an employer in Vermont for an average of no less than 18 hours per week during a year are covered. The following individuals are exempted: workers under 18 years of age; workers employed for 20 or fewer weeks in a year in a job scheduled to last 20 or fewer weeks; certain State workers excluded from the State classified service; certain employees who work on a per diem or intermittent basis at a health care or long-term care facility; certain per diem or intermittent workers who only work when indicating availability, have no obligation to accept the work, and have no expectation of continued employment; certain substitute educators for a school district or supervisory district/union if under no obligation to work a regular schedule or period of long-term (30 or more consecutive school days) substitute coverage; and certain sole proprietors/partner owners of an unincorporated business.	Workers employed by an employer in Washington are covered. Workers exempt from the state minimum wage law are also exempt from the paid sick time law. See http://www.lni.wa.gov/workplacerrights/files/policies/esa1.pdf for a detailed list of exemptions.
Can sick time be used to care for loved ones?	Yes: children, spouses, parents, and any other individuals related by blood or whose close association with the employee is the equivalent of a family relationship.	Yes: children; parents; parents-in-law; grandparents; spouses; grandchildren; and siblings	Yes: children; parents; parents of a spouse or registered domestic partner; spouses; registered domestic partners; grandparents; grandchildren; and siblings
How is "child" defined?	Undefined	Undefined. The law specifically covers care of a child or foster child.	Biological, adopted, or foster children, stepchildren, or a child to whom the employee stands in loco parentis, is a legal guardian, or is a de facto parent, regardless of age or dependency status.
Can sick time be used for specific "safe time" purposes (related to domestic violence, sexual assault, or stalking)?	Yes, when the worker or the worker's family member is a victim	Yes, when the worker or the worker's family member is the victim	Yes, when the worker or the worker's family member (for safe time purposes: a child, spouse, parent, parent-in-law, grandparent, or person with whom the worker has a dating relationship) is the victim
Can sick time be used under the law to bond with a new child and/or deal with a family member's death? Note: It is possible that other laws, such as the Family and Medical Leave Act or a state equivalent, could provide eligible workers with unpaid leave for these purposes.	No	No	No
Can sick time be used when a worker's place of work or child's school/place of care is closed by public health officials for a public health emergency?	No	Yes, for public health or safety reasons.	Yes, when closed for any health-related reasons (not only public health emergencies).
Rate at which workers earn paid sick time?	1 hour for every 30 hours worked	1 hour for every 52 hours worked	1 hour for every 40 hours worked
Do workers have different sick time-related rights based on the size of their employer? If so, based on what employer-size threshold(s)?	Yes, workers' rights differ based on whether an employer has: 5 or fewer workers; 6-15 workers; or more than 15 workers, as described below.	No	No
Amount of paid sick time that can be earned under the law per year? (Note: All of these paid sick time laws make it clear that these laws establish a minimum requirement, and employers can provide greater or more generous paid sick time benefits to their workers.)	Workers who work for employers with more than 15 employees can earn up to 64 hours of paid sick time per year. Workers who work for employers with fewer than 15 employees can earn up to 48 hours of paid sick time per year. (Note that the ordinance is effective for employers with 5 or more workers on August 1, 2019 but for smaller employers the effective date is August 1, 2021.)	From 1/1/2017 to 12/31/2018: Up to 24 hours a year. After 12/31/2018: Up to 40 hours a year. Note: new businesses will not be subject to the paid sick time law for a period of one year after hiring their first worker.	No explicit cap on how much sick time can be earned or used in a year. However, as described below, employers are not required to allow a worker to carry over more than 40 hours of unused paid sick time a year.
When do workers begin to earn paid sick time?	For workers who work for employers with more than 5 employees, at the commencement of employment or August 1, 2019, whichever is later. For workers who work for employers with 5 or fewer employees, at the commencement of employment or August 1, 2021, whichever is later. New employees can be required to wait 60 days before using sick time, if the employer establishes that the employee's term of employment is at least one year.	At the commencement of employment or when their employer becomes covered by the law, whichever is later, but workers can be required to wait up to 1 year before using their accrued paid sick time. See endnote 4 on page 6 for more.	Although not specified, reads as if accrual begins at the commencement of employment. Workers are entitled to use accrued paid sick time beginning on the 90th calendar day after the commencement of employment.
Does unused sick time carry forward to the subsequent year?	Workers can carry over to the following year unused earned sick time up to the applicable yearly cap based on the size of their employer. Carry forward is not required if the employer makes at least the yearly cap of earned sick time available at the beginning of the year.	Workers are entitled to carry forward unused paid sick time and shall continue to accrue paid sick time, but employers aren't required to allow use of more than 24 hours (from 1/1/2017 to 12/31/2018) or 40 hours (after 12/31/2018) a year. However, employers are not required to carry it forward 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 CBA 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 shall not carry forward.	Workers are entitled to carry forward unused paid sick time, except that an employer is not required to allow a worker to carry over paid sick time in excess of 40 hours.

 <p>For more information visit A Better Balance (abetterbalance.org)</p>	San Antonio, TX	Vermont	Washington
Private Right of Action to go to Court?	No	Yes	Yes
Are there waivers/ exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?	A CBA may modify the yearly cap as long as the modification is explicitly stated in the CBA.	No specific waivers or exemptions for workers covered by a CBA	No specific waivers or exemptions for workers covered by a CBA
What Agency or Official Enforces the Law?	San Antonio Metropolitan Health District	Vermont Department of Labor	Washington Department of Labor and Industries
For the statewide paid sick time laws: can cities in the state pass paid sick time laws that are broader than the state law?	N/A	Not explicitly addressed in the paid sick time law	Yes
Statutory Citation(s)	Ordinance No. 2018-08-16-0620 (to be codified under San Antonio City Code, Chapter 15, Article XI)	21 Vermont Statutes § 481 et seq.	Washington Initiative No. 1433 (to be codified in Wash. Rev. Code Chapter 49.46)
Additional Notes	On August 16, 2018, the San Antonio City Council voted 9-2 to pass a paid sick time ordinance.	On February 17, 2016, the Vermont Legislature provided final passage of a paid sick time bill, and the Governor signed it into law on March 9, 2016. With the exception of provisions around small business planning/implementation assistance and a business survey that took effect earlier, Vermont's paid sick time law became effective for employers with more than 5 workers (employed for an average of no less than 30 hours per week) on January 1, 2017; these employers could have required workers who existed on January 1, 2017 to wait up to December 31, 2017 before using paid sick time accrued during this first year. An employer with 5 or fewer workers (employed for an average of no less than 30 hours per week) became subject to the paid sick time law on January 1, 2018; these employers may require workers who existed on January 1, 2018 to wait up to December 31, 2018 before using paid sick time accrued during this first year. Also, as described in the chart, new businesses will not be subject to the paid sick time law for a period of one year after hiring their first worker.	Washington State voters overwhelmingly approved a paid sick time law on November 8, 2016. The law took effect on January 1, 2017, and the right to begin earning paid sick time began on January 1, 2018. The statewide law in Washington explicitly states that it establishes minimum requirements on sick time and does not preempt or limit other laws or policies that provide for greater accrual or use of paid sick time. Therefore, the local paid sick time laws in Seattle, Tacoma, and SeaTac (described in the Additional Sick Time Laws page) remain in effect, and other localities in Washington may continue to pass broader paid sick time laws. Note that following passage of the statewide sick time law, the City of Spokane amended its sick time law, passed by the Spokane City Council in January 2016, to sunset on December 31, 2017.

 <p>For more information visit A Better Balance (abetterbalance.org)</p>	Seattle, WA	Tacoma, WA
Who is covered?	Workers who work in Seattle are covered. Independent contractors and government workers other than those employed by the City of Seattle are exempted.	Workers employed in Tacoma are covered, as long as there is a reasonable expectation that they will perform work in Tacoma for more than 80 hours within a benefit year. Independent contractors, single-person businesses, and Federal government workers are exempted.
Can sick time be used to care for loved ones?	Yes: children; parents; parents-in-law; spouses; registered domestic partners; grandparents; grandchildren; and siblings.	Yes: children; parents; grandparents; grandchildren; siblings; spouses; and domestic partners (local or state registries)
How is "child" defined?	Biological, adopted, or foster children, stepchildren, or a child to whom the employee stands in loco parentis, is a legal guardian, or is a de facto parent, regardless of age or dependency status.	Biological, adopted or foster children, stepchildren, legal wards, or a child to whom the worker stands in loco parentis, is a legal guardian, or is a de facto parent, regardless of age or dependency status.
Can sick time be used for specific "safe time" purposes (related to domestic violence, sexual assault, or stalking)?	Yes, when the worker, the worker's family member (for safe time purposes: a child, spouse, parent, parent-in-law, grandparent, or person with whom the employee has a dating relationship) or certain members of the worker's household (defined under Washington State law) is the victim.	Yes, when the worker or the worker's family member (for safe time purposes, also includes a parent-in-law or a person with whom the worker has a dating relationship, per Washington State law) is the victim.
Can sick time be used under the law to bond with a new child and/or deal with a family member's death? Note: It is possible that other laws, such as the Family and Medical Leave Act or a state equivalent, could provide eligible workers with unpaid leave for these purposes.	No	Paid sick time can be used to deal with a family member's death.
Can sick time be used when a worker's place of work or child's school/place of care is closed by public health officials for a public health emergency?	Yes, when closed for any public health reason (not only public health emergencies).	Yes
Rate at which workers earn paid sick time?	In businesses with 250 or more employees, at least 1 hour for every 30 hours worked. In businesses with fewer than 250 employees, at least 1 hour for every 40 hours worked.	1 hour for every 40 hours worked
Do workers have different sick time-related rights based on the size of their employer? If so, based on what employer-size threshold(s)?	Yes. As described above, the rate at which workers earn paid sick time differs according to whether an employee has 1-250 full-time workers/equivalents or 250 or more full-time workers/equivalents. As described below, the amount of earned sick time that a worker can carry forward to the subsequent calendar year differs according to whether the employer has 1-49 workers, 50-249 workers, or 250 or more workers.	No
Amount of paid sick time that can be earned under the law per year? (Note: All of these paid sick time laws make it clear that these laws establish a minimum requirement, and employers can provide greater or more generous paid sick time benefits to their workers.)	No explicit cap on how much sick time can be earned or used in a year. However, as described below, employers may cap the amount of unused sick time workers may carry over to the subsequent year.	No explicit cap on how much sick time can be earned or used in a year. However, as described below, employers are not required to allow a worker to carry over more than 40 hours of unused paid sick time a year.

 <p>For more information visit A Better Balance (abetterbalance.org)</p>	Seattle, WA	Tacoma, WA
When do workers begin to earn paid sick time?	At the commencement of employment, but workers aren't entitled to use paid sick time until the 90th calendar day after employment commenced.	At the commencement of employment, but workers aren't entitled to use paid sick time until the 90th calendar day after employment commenced.
Does unused sick time carry forward to the subsequent year?	Workers are entitled to carry forward the following amount of unused paid sick time: for businesses with at least one and fewer than 50 employees: up to 40 hours; for businesses with at least 50 and fewer than 250 employees: up to 56 hours; for businesses with 250 or more employees: up to 72 hours.	Workers are entitled to carry forward 40 hours of unused paid sick time to the following benefit year.
Private Right of Action to go to Court?	Yes	No
Are there waivers/ exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?	Workers covered by a valid CBA may waive the law's requirements that are more generous than Washington's statewide paid sick time law (such as accrual and carry over rates). Such requirements must be expressly waived in clear and unambiguous terms in the CBA, or in an addendum to an existing CBA including an agreement that is open for negotiation. This limited waiver is only allowed for agreements ratified or expiring by December 31, 2018. CBA waivers are not permitted on the later of January 1, 2019, or the expiration date of a CBA in existence on December 31, 2018.	The law's provisions won't apply to any workers covered by a CBA to the extent that the CBA expressly waives the requirements in clear and unambiguous terms.
What Agency or Official Enforces the Law?	Seattle Office of Labor Standards	The Finance Director or his or her designee
For the statewide paid sick time laws: can cities in the state pass paid sick time laws that are broader than the state law?	N/A	N/A
Statutory Citation(s)	Seattle Code § 14.16.010 et seq.	Tacoma Code § 18.10.010 et seq.
Additional Notes	On December 11, 2017, the Seattle City Council approved legislation containing amendments to Seattle's sick time ordinance that incorporate the more generous requirements of Washington's statewide paid sick time law. Mayor Jenny A. Durkan signed this legislation on December 15, 2017. These amendments took effect on January 14, 2018. For more information, see http://www.seattle.gov/laborstandards/paid-sick-and-safe-time .	On September 26, 2017, the Tacoma City Council adopted an ordinance amending its paid sick time law to align with the minimum requirements of Washington State's paid sick time law, which took effect on January 1, 2018. For more information about Tacoma's sick time law, see http://www.cityoftacoma.org/cms/one.aspx?objectId=75860 .