## Overview of Paid Sick Time Laws in the United States

**Updated on December 22, 2021**

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.

<table>
<thead>
<tr>
<th>Allegheny County, PA</th>
<th>Arizona</th>
<th>Berkeley</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Who is covered?</strong></td>
<td>Note: City/county paid sick time laws cannot cover state government workers, and city, county, and state paid sick time laws cannot cover federal government workers.</td>
<td>Workers employed by an employer situated or doing business in Allegheny County that has 26 or more employees. The following workers are exempted: independent contractors, State and Federal employees, and seasonal employees (those for a temporary period of not more than 16 weeks per calendar year and notified in writing at the time of hire of the beginning and end dates of the seasonal period).</td>
</tr>
<tr>
<td><strong>Can sick time be used for care for loved ones?</strong></td>
<td>Yes: children; parents; parents of a spouse or domestic partner; spouses; grandparents, grandchildren, or siblings of the employee; and any other individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship.</td>
<td>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.</td>
</tr>
<tr>
<td><strong>How is “child” defined?</strong></td>
<td>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.</td>
<td>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.</td>
</tr>
<tr>
<td><strong>Can sick time be used for specific “safe time” purposes (related to domestic violence, sexual assault, or stalking)?</strong></td>
<td>No.</td>
<td>No, when the worker or the worker’s family member is the victim</td>
</tr>
<tr>
<td><strong>Can sick time be used under the law to bond with a new child and/or deal with a family member’s death?</strong></td>
<td>Yes.</td>
<td>No.</td>
</tr>
<tr>
<td><strong>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?</strong></td>
<td>Yes.</td>
<td>Yes.</td>
</tr>
<tr>
<td><strong>Rate at which workers earn paid sick time?</strong></td>
<td>1 hour per 35 hours worked within Allegheny County</td>
<td>1 hour for every 30 hours worked</td>
</tr>
<tr>
<td><strong>Do workers have different sick time-related rights based on the size of their employer? If so, based on what employer-size thresholds?</strong></td>
<td>Yes, workers who work for employers with fewer than 26 employees are exempt.</td>
<td>Yes. Workers in businesses with 15 or more workers can earn up to 40 hours of paid sick time per year. Workers in businesses with fewer than 15 can earn up to 24 hours of paid sick time per year.</td>
</tr>
<tr>
<td><strong>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.)</strong></td>
<td>Up to 40 hours per year.</td>
<td>Workers in businesses with 15 or more workers: 40 hours. Workers in businesses with fewer than 15 workers: 24 hours.</td>
</tr>
<tr>
<td><strong>When do workers begin to earn paid sick time?</strong></td>
<td>On December 15, 2021 or at the commencement of employment, whichever is later.</td>
<td>At the commencement of employment. Earned paid sick time can be used as it is accrued, except that an employer may require a worker to wait until the 90th calendar day after commencement of employment before using accrued earned paid sick time.</td>
</tr>
<tr>
<td><strong>Does unused sick time carry forward to the subsequent year?</strong></td>
<td>Workers are entitled to carry forward unused paid sick time, but employers do not have to allow the use of more than 40 hours of sick time per year. Carry forward is not required if the employer provides at least 40 hours of paid sick time at the beginning of the calendar year.</td>
<td>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.</td>
</tr>
<tr>
<td>Private Right of Action to go to Court?</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>----------------------------------------</td>
<td>-----</td>
<td>-----</td>
</tr>
<tr>
<td>Are there waivers/ exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?</td>
<td>Yes, an employer with a collective bargaining agreement that makes available enough paid leave to meet the requirements of the ordinance and which can be used for the same purposes and under the same conditions does not need to provide additional sick time. 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.</td>
<td>Yes</td>
</tr>
<tr>
<td>What Agency or Official Enforces the Law?</td>
<td>Allegheny County Health Department</td>
<td>Industrial Commission of Arizona</td>
</tr>
<tr>
<td>For the statewide paid sick time laws: can cities in the state pass paid sick time laws that are broader than the state law?</td>
<td>N/A</td>
<td>Yes (under litigation)</td>
</tr>
<tr>
<td>Additional Notes</td>
<td>Allegheny County’s paid sick time ordinance was enacted on Sept. 15, 2021, and went into effect on December 15, 2021. Note that although the County’s Paid Sick Leave Ordinance is active and enforceable, fines will not be imposed for violations until one year after the December 15, 2021 effective date. For more information, see <a href="https://alleghenycounty.us/administrative/paid-sick-leave.aspx">https://alleghenycounty.us/administrative/paid-sick-leave.aspx</a></td>
<td>For more information, see <a href="https://www.azica.gov/frequently-asked-questions-about-wage-and-earned-paid-sick-time-laws">https://www.azica.gov/frequently-asked-questions-about-wage-and-earned-paid-sick-time-laws</a>.</td>
</tr>
</tbody>
</table>
California

- 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 exempt. Workers who provide in-home supportive care are exempted until July 1, 2018, at which time they will be able to accrue paid sick time (subject to specific usage and carryover provisions).

- Workers in Chicago who work at least 60 hours for an employer within any 120-day period are covered. Government employees other than those who work for the City of Chicago and certain City agencies, are exempt. Certain camp counselors, and workers who, in any 2-week period, perform fewer than 2 hours of work while physically present within Chicago, are also exempt. Workers employed in Colorado are covered.

- 1 hour for every 30 hours worked; supplemental paid sick time during a declared public health emergency.

- Yes: children; parents; grandparents; grandchildren; spouses; registered domestic partners; parents of a spouse or registered domestic partner; and siblings.

- Yes: children; legal guardians or wards; spouses; domestic partners (including part of a civil union); parents; parents of a spouse or domestic partner; grandparents; grandchildren; siblings; or any other individual related by blood to whom the worker stands in loco parentis.

- Yes: a person who is related by blood, marriage, civil union, or adoption; a child to whom the worker stands in loco parentis; a person who stood in loco parentis to the employee when the employee was a minor; and a person for whom the employee is responsible for providing or arranging health- or safety-related care.

- Yes: children; legal guardians or wards; spouses; domestic partners (including part of a civil union); parents; parents of a spouse or domestic partner; grandparents; grandchildren; siblings; or any other individual related by blood to whom the worker stands in loco parentis.

- Any child who is related to the worker by blood, marriage, civil union, or adoption is covered, as well as a child to whom the worker stands in loco parentis. Workers employed in Colorado are covered.

- 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.

- Yes: a person who is related by blood, marriage, civil union, or adoption; a child to whom the worker stands in loco parentis; a person who stood in loco parentis to the employee when the employee was a minor; and a person for whom the employee is responsible for providing or arranging health- or safety-related care.

- No.

- Yes. (Note: The law’s effective date for accrued paid sick time (January 1, 2021 for those employed by employers with fewer than 16 employees) or at the commencement of employment, whichever is later. Earned paid sick time can be used as it is accrued.)

- 1 hour for every 30 hours worked.

- 1 hour for every 40 hours worked.

- 1 hour for every 40 hours worked.

- Yes: children; parents; grandparents; grandchildren; spouses; registered domestic partners; parents of a spouse or registered domestic partner; and siblings.

- Biological, adopted, or foster child, stepchild, legal ward, or the child of a worker standing in loco parentis to the child.

- Biological, foster, or adopted children, stepchildren, legal guardians or wards, or a child to whom the worker stands in loco parentis.

- Yes: children; legal guardians or wards; spouses; domestic partners (including part of a civil union); parents; parents of a spouse or domestic partner; grandparents; grandchildren; siblings; or any other individual related by blood to whom the worker stands in loco parentis.

- Yes, when the worker or the worker’s family member is the victim.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.

- No.
<table>
<thead>
<tr>
<th>California</th>
<th>Chicago, IL</th>
<th>Colorado</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does unused sick time carry forward to the subsequent year?</td>
<td>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.</td>
<td>Workers are entitled to carry forward up to 48 hours of unused paid sick, but employers are not required to allow workers to use more than 48 hours of paid sick time in a year (unless during a declared public health emergency, when workers receive supplemental paid sick time as described above).</td>
</tr>
<tr>
<td>Private Right of Action to go to Court?</td>
<td>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.</td>
<td>Yes. Before commencing a civil action, an individual must first submit a complaint to the Colorado Division of Labor and Employment or make a written demand for compensation and other relief to the employer, and the employer has 14 days to respond.</td>
</tr>
<tr>
<td>Are there waivers/ exemptions for workers covered by a valid CBA?</td>
<td>The law doesn’t apply to construction industry workers covered by a CBA. After July 1, 2017, 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.</td>
<td>Workers covered by a CBA in effect on the law’s effective date aren’t covered if the CBA provides for equivalent or more generous paid sick leave; employees covered by a CBA negotiated after the law’s effective date aren’t covered if the CBA both expressly waives the law’s requirements and provides for equivalent or more generous paid sick leave. An employer signatory to a multi-employer CBA may fulfill the law’s obligations by making contributions to a multi-employer fund/plan/program based on the hours of paid sick time each of its workers accrue under the law, as long as the fund/plan/program allows workers to collect paid sick time from it based on hours worked under the CBA and for the purposes specified in the law.</td>
</tr>
<tr>
<td>What Agency or Official Enforces the Law?</td>
<td>The California Labor Commissioner’s Office, also known as the California Division of Labor Standards Enforcement (DLSE)</td>
<td>The Colorado Department of Labor and Employment’s Division of Labor Standards and Statistics</td>
</tr>
<tr>
<td>For the statewide paid sick time laws: can cities in the state pass paid sick time laws that are broader than the state law?</td>
<td>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. Also, 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.</td>
<td>Yes.</td>
</tr>
</tbody>
</table>

**Additional Notes**

California’s statewide paid sick time law took effect in July 2015. On April 4, 2018, 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 those newly covered domestic workers, paid sick time usage and carry forward will differ from what is described in this chart, with more information available here: [https://www.dir.ca.gov/DLSE/ab1522.html](https://www.dir.ca.gov/DLSE/ab1522.html).
<table>
<thead>
<tr>
<th>State</th>
<th>Local Paid Sick Time Law</th>
<th>Amount of paid sick time that can be earned under the law per year</th>
<th>Can sick time be used for specific &quot;safe time&quot; purposes related to domestic violence, sexual assault, or stalking?</th>
<th>Do workers have different sick time-related rights based on the size of their employer?</th>
<th>Can sick time be used to care for loved ones?</th>
<th>How is &quot;child&quot; defined?</th>
<th>Can sick time be used for FMLA purposes?</th>
<th>Can sick time be used to bond with a new child?</th>
<th>Can sick time be used to care for loved ones?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Connecticut</td>
<td>No.</td>
<td>1 hour for every 40 hours worked</td>
<td>No</td>
<td>Yes, workers who work for employers with fewer than 50 employees are exempt.</td>
<td>Yes, children and spouses</td>
<td>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.</td>
<td>Yes, workers subject to the federal Family and Medical Leave Act (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.</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>Cook County, IL</td>
<td>No.</td>
<td>1 hour for every 40 hours worked</td>
<td>No</td>
<td>Yes, workers who work for employers with fewer than 50 employees are exempt.</td>
<td>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 whom close association with the worker is the equivalent of a family relationship.</td>
<td>Biological, foster children, stepchildren, legal guardians or wards, or a child to whom the worker stands in loco parentis.</td>
<td>Yes, workers subject to the federal Family and Medical Leave Act (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.</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>District of Columbia</td>
<td>No.</td>
<td>1 hour for every 40 hours worked</td>
<td>No</td>
<td>Yes, workers who work for employers with fewer than 50 employees are exempt.</td>
<td>No. Children, grandchildren; spouses of children; siblings; spouses of siblings; parents; parents of a spouse/domestic partner; spouse; registered domestic partner, 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.</td>
<td>Biological children, foster children, grandchildren, or a child who lives with the worker and for whom the worker permanently assumes and discharges parental responsibility.</td>
<td>Yes, workers subject to the federal Family and Medical Leave Act (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.</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>State/Region</td>
<td>Connecticut</td>
<td>Cook County, IL</td>
<td>District of Columbia</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>--------------</td>
<td>-------------</td>
<td>----------------</td>
<td>---------------------</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Private Right of Action to go to Court?</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Are there waivers/ exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?</td>
<td>No specific language regarding waivers or exemptions for workers covered by a CBA</td>
<td>The law does not apply to construction industry workers covered by a CBA. After July 1, 2017, 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.</td>
<td>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.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>What Agency or Official Enforces the Law?</td>
<td>The Connecticut Department of Labor</td>
<td>Cook County Commission on Human Rights</td>
<td>Washington D.C. Department of Employment Services</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>For the statewide paid sick time laws: can cities in the state pass paid sick time laws that are broader than the state law?</td>
<td>Not explicitly addressed in the paid sick leave law</td>
<td>N/A</td>
<td>N/A</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Statutory Citation(s)</td>
<td>Conn. Gen. Stat. § 31-57r et seq.</td>
<td>Cook County Code § 42-1 et seq.</td>
<td>D.C. Code § 32-531.01 et seq.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Additional Notes</td>
<td>For more information, see <a href="http://www.ctdol.state.ct.us/wgwkstnd/SickLeave.htm">http://www.ctdol.state.ct.us/wgwkstnd/SickLeave.htm</a>.</td>
<td>For more information, see <a href="https://does.dc.gov/page/office-wage-hour-employees">https://does.dc.gov/page/office-wage-hour-employees</a>.</td>
<td>For more information, see <a href="https://does.dc.gov/page/office-wage-hour-employees">https://does.dc.gov/page/office-wage-hour-employees</a>.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Who is covered?</td>
<td>Duluth, MN</td>
<td>Emeryville</td>
<td>Los Angeles</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>----------------</td>
<td>------------</td>
<td>------------</td>
<td>-------------</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>City/county paid sick time laws cannot cover state government workers, and city, county, and state paid sick time laws cannot cover federal government workers.</td>
<td>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.</td>
<td>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.</td>
<td>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.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Can sick time be used to care for loved ones?</td>
<td>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.</td>
<td>Yes: children; parents; grandchildren; grandparents; spouses; registered domestic partners; parents of a spouse or registered domestic partner; siblings; and, if a worker has no spouse/registered 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 person.</td>
<td>Yes: children; parents; grandchildren; grandparents; spouses; registered domestic partners; parents of a spouse or registered domestic partner; siblings; and any individual related by blood or affinity whose close association with the worker is the equivalent of a family relationship.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>How is “child” defined?</td>
<td>Biological, adopted, or foster child, stepchild, legal ward, or a child for whom the employee is legal guardian regardless of age.</td>
<td>Biological, adopted, or foster child, stepchild, legal ward, or the child of a worker standing in loco parentis to the child.</td>
<td>Biological, adopted, or foster child, stepchild, legal ward, or the child of a worker standing in loco parentis to the child.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Can sick time be used for specific “safe time” purposes (related to domestic violence, sexual assault, or stalking)?</td>
<td>Yes, when the worker or the worker’s family member is the victim.</td>
<td>Pursuant to regulations, yes, but only when the worker is the victim.</td>
<td>Yes, but only when the worker is the victim.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rate at which workers earn paid sick time?</td>
<td>1 hour for every 30 hours worked.</td>
<td>1 hour for every 30 hours worked.</td>
<td>1 hour for every 30 hours worked.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Do workers have different sick time-related rights based on the size of their employer? (i.e., based on employee-size thresholds)?</td>
<td>Yes, workers who work for employers with fewer than 5 employees are exempt.</td>
<td>Yes. Workers in businesses with more than 55 workers can earn up to 72 hours of paid sick time. Workers in businesses with 55 or fewer workers can earn up to 48 hours of paid sick time. Note: The enforcing agency has interpreted the law to cap how much paid sick time can be earned—but not on an annual basis. Once a worker reaches his or her earnings cap (i.e., has reached the maximum amount of earned sick time as indicated in the chart) and uses paid sick time, the worker once again begins to earn paid sick time back up to this same cap.</td>
<td>No.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>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.)</td>
<td>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.</td>
<td>Workers in businesses with more than 55 workers: up to 48 hours. Note: The enforcing agency has interpreted the law to cap how much paid sick time can be earned—but not on an annual basis. Once a worker reaches his or her earnings cap (i.e., has reached the maximum amount of earned sick time as indicated in the chart) and uses paid sick time, the worker once again begins to earn paid sick time back up to this same cap.</td>
<td>Up to 48 hours a year</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>When do workers begin to earn paid sick time?</td>
<td>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.</td>
<td>On the first day of employment, but workers aren’t entitled to use paid sick time until the 90th day of employment.</td>
<td>On the first day of employment. A worker is entitled to use paid sick time beginning on the 90th day of employment. As noted earlier, the law covers a worker when the worker works in Los Angeles for the same employer for 30 days or more within a year from the commencement of employment.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Does unused sick time carry forward to the subsequent year?</td>
<td>Workers are entitled to carry forward up to 40 hours of unused paid sick time to the following year.</td>
<td>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 those 72-hour or 48-hour caps.</td>
<td>Workers are entitled to carry forward unused paid sick time to the following year, but employers may cap it at 72 hours.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Private Right of Action to go to Court?</td>
<td>Yes.</td>
<td>Yes.</td>
<td>Yes.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

For more information visit A Better Balance (abetterbalance.org)
<table>
<thead>
<tr>
<th>Are there waivers/exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?</th>
<th>Duluth, MN</th>
<th>Emeryville</th>
<th>Los Angeles</th>
</tr>
</thead>
<tbody>
<tr>
<td>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).</td>
<td></td>
<td>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.</td>
<td>No specific language regarding waivers or exemptions for workers covered by a CBA.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>What Agency or Official Enforces the Law?</th>
<th>Office of the City Clerk of Duluth, MN</th>
<th>Office of the City Clerk of Duluth, MN</th>
<th>Los Angeles Office of Wage Standards (within the Department of Public Works’ Bureau of Contract Administration)</th>
</tr>
</thead>
<tbody>
<tr>
<td>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.</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>For the statewide paid sick time laws: can cities in the state pass paid sick time laws that are broader than the state law?</th>
<th>N/A</th>
<th>N/A</th>
<th>N/A</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Statutory Citation(s)</th>
<th>Duluth City Code Chapter 29E</th>
<th>Emeryville Code § 5-37.01 et seq</th>
<th>Los Angeles Code § 187.00 et. seq. and § 188.00 et. seq.</th>
</tr>
</thead>
</table>

Maryland

Who is covered? Note: County and municipal paid sick time laws cannot cover state government workers, and city, county, and state-paid sick time laws cannot cover federal government workers. Workers employed in Maryland who regularly work at least 12 hours per week are covered. The following workers are exempt: independent contractors, agricultural workers; certain miners who work solely on a commissary 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 employer to provide part-time or temporary services to another person; workers that are in-cad in a health or human services industry that can report or accept a shift, not guaranteed to be called on to work, and not employed by a temporary staffing agency.

Can sick time be used for care of loved ones? Yes: children; spouses; parents; grandparents; or parents of a spouse.

How is “child” defined? Biological, adopted, or foster child; stepchild; 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.

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.

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).

Do workers have different sick time-related rights based on the size of their employer? Yes, Workers in businesses with 11 or more employees can earn up to 40 hours of paid sick time per year. Workers in businesses with 14 or fewer workers can earn up to 40 hours of unpaid, job-protected sick time per year.

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 employees may cap the amount of sick time a worker earns at 40 hours of paid sick time per year. Employees with 14 or fewer employees shall at least provide an employee with 40 hours of unpaid, job-protected sick time per year. Employees may cap the amount of sick time a worker can use at 64 hours per year.

When do workers begin to earn paid sick time? At the commencement of employment. However, workers aren’t entitled to use earned sick time during the first 106 calendar days of employment.

Does unused sick time carry forward to the subsequent year? 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.

Private Right of Action to go to Court? No.

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 certain workers in the construction industry covered by a CBA to the extent that the CBA explicitly waives the requirements in close and unambiguous terms. The CBA waiver provision does not apply to those employed as a janitor, building cleaner, security officer, caretaker, custodian, doorman, or handyman. The law does not have an effect on any bona fide CBA entered into before June 1, 2017, for the duration of the contract term.

Massachusetts

Who is covered? Note: City/county paid sick time laws cannot cover state government workers, and city, county, and state-paid sick time laws cannot cover federal government workers. 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. No.

Can sick time be used to care for loved ones? Yes: children; spouses; parents; parents of a spouse; grandparents; 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. Beginning on October 1, 2020, wards of the court shall be entitled to the same sick time and family leave benefits as persons who are a parent or stand in loco parentis.

How is “child” defined? Biological, adopted, or foster child; stepchild; 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.

Can sick time be used for specific “safe time” purposes related to domestic violence, sexual assault, or stalking? Yes, after filing with the Attorney General.

Rate at which workers earn paid sick time? 1 hour for every 35 hours worked.

Do workers have different sick time-related rights based on the size of their employer? At the commencement of employment. However, workers aren’t entitled to use sick time until the 90th calendar day following 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 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 unused sick time is replaced by paid sick time as the worker earns it.

Private Right of Action to go to Court? Yes, after filing with the Attorney General.

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 certain workers in the construction industry covered by a CBA to the extent that the CBA explicitly waives the requirements in close and unambiguous terms. The CBA waiver provision does not apply to those employed as a janitor, building cleaner, security officer, caretaker, custodian, doorman, or handyman. The law does not have an effect on any bona fide CBA entered into before June 1, 2017, for the duration of the contract term.

Michigan

Who is covered? Note: Michigan workers who work for an employer with 30 or more employees are covered. The following workers are exempt: government workers; workers whose primary work location is not in Michigan; workers who are exempt from the overtime requirements under the Fair Labor Standards Act; certain railway and air carrier workers; workers who are employed for 25 weeks or fewer in a calendar year for a job scheduled for 25 weeks or fewer; workers who worked, on average, fewer than 25 hours per week during the immediately preceding calendar year; variable hour employees as defined in 26 CFR 54.4980H-1; workers described in section 29(1)(l) of the Michigan Employment Security Act; and a shift, not guaranteed to be called on to work, and not employed by a temporary staffing agency.

Can sick time be used to care for loved ones? Yes: children; spouses; parents; parents of a spouse; grandparents; or siblings.

How is “child” defined? Biological, adopted, or foster child; stepchild; a child of a person who has assumed the responsibilities of parenthood.

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.

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).

Do workers have different sick time-related rights based on the size of their employer? 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.) Michigan workers who work for an employer with 30 or more employees are covered. The following workers are exempt: government workers; workers whose primary work location is not in Michigan; workers who are exempt from the overtime requirements under the Fair Labor Standards Act; certain railway and air carrier workers; workers who are employed for 25 weeks or fewer in a calendar year for a job scheduled for 25 weeks or fewer; workers who worked, on average, fewer than 25 hours per week during the immediately preceding calendar year; variable hour employees as defined in 26 CFR 54.4980H-1; workers described in section 29(1)(l) of the Michigan Employment Security Act; and a shift, not guaranteed to be called on to work, and not employed by a temporary staffing agency.

Can sick time be used to care for loved ones? Yes: children; spouses; parents; parents of a spouse; grandparents; or siblings.

How is “child” defined? Biological, adopted, or foster child; stepchild; a child of a person who has assumed the responsibilities of parenthood.

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.

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).

Do workers have different sick time-related rights based on the size of their employer? 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.) All or any part of the law doesn’t apply to certain workers in the construction industry covered by a CBA to the extent that the CBA explicitly waives the requirements in close and unambiguous terms. The CBA waiver provision does not apply to those employed as a janitor, building cleaner, security officer, caretaker, custodian, doorman, or handyman. The law does not have an effect on any bona fide CBA entered into before June 1, 2017, for the duration of the contract term.

Private Right of Action to go to Court? No.

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 certain workers in the construction industry covered by a CBA to the extent that the CBA explicitly waives the requirements in close and unambiguous terms. The CBA waiver provision does not apply to those employed as a janitor, building cleaner, security officer, caretaker, custodian, doorman, or handyman. The law does not have an effect on any bona fide CBA entered into before June 1, 2017, for the duration of the contract term.
<table>
<thead>
<tr>
<th>What Agency or Official Enforces the Law?</th>
<th>Maryland Department of Labor, Licensing &amp; Regulation</th>
<th>The Massachusetts Attorney General</th>
<th>The Michigan Department of Licensing and Regulatory Affairs</th>
</tr>
</thead>
<tbody>
<tr>
<td>For the statewide paid sick time laws: can cities in the state pass paid sick time laws that are broader than the state law?</td>
<td>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.</td>
<td>Not explicitly addressed in the paid-sick time law</td>
<td>Although this Act does not explicitly address local authority to pass a paid sick time law, a separate Michigan law already preempted—or prohibited—cities from passing their own sick time laws.</td>
</tr>
<tr>
<td>Additional Notes</td>
<td>For more information, see <a href="https://www.dllr.state.md.us/paidleave/paidleaveposter.shtml">https://www.dllr.state.md.us/paidleave/paidleaveposter.shtml</a></td>
<td>For more information, see <a href="http://www.mass.gov/ago/doing-business-in-massachusetts/labor-laws-and-public-construction/earned-sick-time/">http://www.mass.gov/ago/doing-business-in-massachusetts/labor-laws-and-public-construction/earned-sick-time/</a></td>
<td>After a comprehensive paid sick time ballot initiative qualified to go to voters in the November 2018 election, the Michigan Legislature bypassed voters on September 6, 2018, and passed the Michigan Earned Sick Time Act itself. However, the Legislature later severely weakened the law in the lame duck session (a move that would have not been possible if voters passed the initiative themselves), renaming it the Paid Medical Leave Act. Governor Rick Snyder approved the amended law on December 13, 2018. The law will take effect on March 29, 2019. Due to the Legislature’s efforts to frustrate the ballot initiative process, it is possible that this weakened law could be subject to litigation. The originally passed law was more universal in coverage, while the amended law constricts both coverage and application of the law. A Better Balance will share any news about the Michigan law as it develops.</td>
</tr>
<tr>
<td>Location</td>
<td>Who is covered?</td>
<td>Workers who perform work for an employer within Minnesota for at least 80 hours in a year for that employer are covered. Independent contractors are exempted.</td>
<td>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.</td>
</tr>
<tr>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td></td>
<td>Can sick time be used to care for loved ones?</td>
<td>Yes: children; parents; parents-in-law; spouses; registered domestic partners; grandchildren; grandparents; siblings; and members of the worker’s household.</td>
<td>Yes: children; parents and legal guardians of the worker; spouses; grandparents; spouses of grandparents; grandchildren; siblings; and spouses of siblings.</td>
</tr>
<tr>
<td></td>
<td>How is “child” defined?</td>
<td>Biological, adopted, or foster child, stepchild, guardian, or ward</td>
<td>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.</td>
</tr>
<tr>
<td></td>
<td>Can sick time be used for specific “safe time” purposes (related to domestic violence, sexual assault, or stalking)?</td>
<td>Yes, when the worker or the worker’s family member is the victim</td>
<td>Yes, when the worker or the worker’s family member is the victim</td>
</tr>
<tr>
<td></td>
<td>How can sick time be used under the law to bond with a new child or adopt a new child?</td>
<td>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.</td>
<td>Yes. Workers in businesses with 5 or more workers can earn up to 32 hours of paid sick time and 24 hours of unpaid, job-protected sick time per year. Workers in businesses with fewer than 5 workers can earn up to 48 hours of unpaid, job-protected sick time per year. Further restrictions may apply, as described below.</td>
</tr>
<tr>
<td></td>
<td>Rate at which workers earn paid sick time?</td>
<td>1 hour for every 30 hours worked (for both paid and unpaid sick time, as described below)</td>
<td>1 hour for every 30 hours worked (for both paid and unpaid sick time, as described below)</td>
</tr>
<tr>
<td></td>
<td>Amount of paid sick time that can be earned under the law per year?</td>
<td>Yes. Workers in businesses with 5 or more workers can earn up to 48 hours of paid sick time per year. Workers in businesses with fewer than 5 workers can earn up to 48 hours of unpaid, job-protected sick time per year. Further restrictions may apply, as described under “Amount of paid sick time that can be earned under the law per year.”</td>
<td>Yes. Workers in businesses with 5 or more workers can earn up to 56 hours of paid sick time per year. Workers in businesses with fewer than 5 workers can earn up to 32 hours of paid sick time and 24 hours of unpaid, job-protected sick time per year.</td>
</tr>
<tr>
<td></td>
<td>When do workers begin to earn paid sick time?</td>
<td>At the commencement of employment, but workers aren’t entitled to use sick time until 90 days after their commencement of employment.</td>
<td>At the commencement of employment, but workers can be required to wait 90 days before using their sick time.</td>
</tr>
<tr>
<td>Location</td>
<td>Does unused sick time carry forward to the subsequent year?</td>
<td>Private Right of Action to go to Court?</td>
<td>Are there waivers/ exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?</td>
</tr>
<tr>
<td>-------------------</td>
<td>-----------------------------------------------------------</td>
<td>----------------------------------------</td>
<td>--------------------------------------------</td>
</tr>
</tbody>
</table>
| Minneapolis, MN   | 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. | No                                      | 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). | Minneapolis Department of Civil Rights | N/A                                                            | Minneapolis Code § 40.10 et seq. | For more information, see http://sicktimeinfo.minneapolismn.gov/.
| Montgomery County, MD | 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. | No                                      | No specific language regarding waivers or exemptions for workers covered by a CBA | County Office of Human Rights. The County Executive may also delegate enforcement to a legally authorized State agency. | N/A                                                            | Montgomery County Code Chapter 27, Article XIII | |
| New Jersey        | 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 60 hours of paid sick time a year. | Yes.                                    | The law does not apply to employees performing service in the construction industry that are under contract pursuant to a CBA. All or any part of the law may be waived during the negotiation of a CBA. No provision of the law applies until the stated expiration of the collective bargaining agreement in effect before October 29, 2018. | Department of Labor and Workforce Development | 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.J. Stat. Ann. § 34:11D-1 et seq. | Once New Jersey’s statewide sick time law took effect on October 29, 2018, previously enacted local sick time laws were no longer effective in the following New Jersey cities: Newark, Passaic, East Orange, Paterson, Irvington, Trenton, Montclair, Bloomfield, Jersey City, Elizabeth, Plainfield, Morristown, and New Brunswick. |
### New Mexico

Workers employed in New Mexico are covered. Flight deck/cabin crew enrolled with the Railway Labor Act, certain railroad workers, and government employees are exempted.

- **Who is covered?**
  - Note: City/county paid sick time laws cannot cover state government workers, and city, county, and state paid sick time laws cannot cover federal government workers.
  - Yes, when the worker or the worker's family member is the victim.
  - Yes: spouses; domestic partners; the child, parent, grandparent, grandchild, or sibling of the employee or the employee's spouse or domestic partner; an individual whose close association with the employee or the employee's spouse or domestic partner is the equivalent of a family relationship; and a spouse or domestic partner of one of the aforementioned family members.

- **Rate at which workers earn paid sick time?**
  - Yes: spouses; domestic partners; the child, parent, grandparent, grandchild, or sibling of the employee or the employee's spouse or domestic partner; an individual whose close association with the employee or the employee's spouse or domestic partner is the equivalent of a family relationship; and a spouse or domestic partner of one of the aforementioned family members.

- **Can sick time be used for care for loved ones?**
  - Yes: children; parents; parents of a spouse or domestic partner; spouses; domestic partners; grandparents, grandchildren, or siblings.

- **How is “child” defined?**
  - Biological, adopted or foster child, a legal ward, or a child to whom the employee stands in loco parentis.

- **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.

- **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, but employers are not required to allow workers to use more than 64 hours of paid sick time in a year.

- **Amount of paid sick time that can be earned under the law per year?**
  - Yes. Workers in businesses with 100 or more workers can earn up to 56 hours of paid sick time per year. Workers in businesses with between 5 and 99 workers can earn up to 40 hours of paid sick time per year. Workers in businesses with 4 or fewer workers can earn up to 24 hours of paid sick time per year. Workers in businesses with 4 or fewer workers and a net income of more than $1 million or more in the last tax year can use up to 40 hours of sick time per year. For workers in businesses with fewer than 5 workers and a net income of less than $1 million in the last tax year can earn up to 40 hours of unpaid, job-protected sick time per year. For domestic workers who do not work for an agency, sick time must be paid, regardless of how many employees their employer has.

- **When do workers begin to earn paid sick time?**
  - At the commencement of employment.
  - At the commencement of employment.

- **Does unused sick time carry forward to the subsequent year?**
  - Yes. Workers are entitled to use up to 64 hours of paid sick time per year. Workers in businesses with 100 or more 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 56 hours of sick time per calendar year for workers in businesses with 100 or more workers; or 40 hours of sick time per calendar year (for businesses with fewer than 100 workers).

### New York

While the law does not specify a definition for employer or employees, guidance from the State of New York reflects that all private sector employees are covered. Independent contractors and federal, state, and local government employees are exempt.

- **Who is covered?**
  - Workers who work within NYC are covered. Work-study students, certain hourly speech/physical/occupational therapists, independent contractors, and government employees are exempted.

- **Rate at which workers earn paid sick time?**
  - Yes: spouses; registered domestic partners; parent; grandchildren; grandparents; siblings; the children or parents of a spouse or registered domestic partner; any other individual related by blood to the worker; and any other individual whose close association with the worker is the equivalent of a family relationship.

- **Can sick time be used for care for loved ones?**
  - Yes: children; parents; parents of a spouse or domestic partner; spouses; domestic partners; grandparents, grandchildren, or siblings.

- **How is “child” defined?**
  - Biological, adopted or foster child, a legal ward, or a child to whom the employee stands in loco parentis.

- **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.

- **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 the worker or the worker’s family member is the victim.

- **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 the worker or the worker’s family member is the victim.

- **Amount of paid sick time that can be earned under the law per year?**
  - Yes. Workers in businesses with 100 or more workers can use up to 56 hours of sick time per year. Workers in businesses with between 5 and 99 workers can use up to 40 hours of sick time per year. Workers in businesses with 4 or fewer workers and a net income of more than $1 million or more in the last tax year, this time must be paid. For workers in businesses with fewer than 5 workers and a net income of less than $1 million in the last tax year can earn up to 40 hours of unpaid, job-protected sick time per year. For domestic workers who do not work for an agency, sick time must be paid, regardless of how many employees their employer has.

- **When do workers begin to earn paid sick time?**
  - At the commencement of employment.

- **Does unused sick time carry forward to the subsequent year?**
  - Yes, but employers are not required to allow workers to use more than 64 hours of paid sick time in a year.

### New York, NY

- **Who is covered?**
  - New York City, NY

- **Rate at which workers earn paid sick time?**
  - Yes. Workers in businesses with 5 or more workers can use up to 40 hours of paid sick time per year. Workers in businesses with fewer than 5 workers and a net income of less than $1 million in the last tax year can use up to 40 hours of unpaid, job-protected sick time per 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 July 1, 2022, whichever is later. Earned sick time can be used beginning July 1, 2022.

- **Does unused sick time carry forward to the subsequent year?**
  - Yes, when the worker or the worker’s family member is the victim (of domestic violence, a family offense matter, sexual offense, stalking, or human trafficking).

### Table

<table>
<thead>
<tr>
<th>Question</th>
<th>New Mexico</th>
<th>New York</th>
<th>New York City, NY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Who is covered?</td>
<td>Workers employed in New Mexico are covered.</td>
<td>Workers who work within NYC are covered.</td>
<td></td>
</tr>
<tr>
<td>Can sick time be used for care for loved ones?</td>
<td>Yes: spouses; domestic partners; the child, parent, grandparent, grandchild, or sibling of the employee or the employee’s spouse or domestic partner; an individual whose close association with the employee or the employee’s spouse or domestic partner is the equivalent of a family relationship; and a spouse or domestic partner of one of the aforementioned family members.</td>
<td>Yes: children; parents; parents of a spouse or domestic partner; spouses; domestic partners; grandparents, grandchildren, or siblings.</td>
<td></td>
</tr>
<tr>
<td>How is “child” defined?</td>
<td>Biological, adopted or foster child, a legal ward, or a child to whom the employee stands in loco parentis.</td>
<td>Biological, adopted or foster child, a legal ward, a child of an employee standing in loco parentis, or the child of a spouse or domestic partner.</td>
<td></td>
</tr>
<tr>
<td>Can sick time be used for specific “safe time” purposes (related to domestic violence, sexual assault, or stalking)?</td>
<td>Yes, when the worker or the worker’s family member is the victim.</td>
<td>Yes, when the worker or the worker’s family member is the victim.</td>
<td></td>
</tr>
<tr>
<td>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?</td>
<td>No.</td>
<td>No.</td>
<td>No.</td>
</tr>
<tr>
<td>Amount of paid sick time that can be earned under the law per year?</td>
<td>Workers are entitled to use up to 64 hours of paid sick time per year.</td>
<td>Workers in businesses with 100 or more workers can use up to 56 hours of sick time per year. For workers in businesses with fewer than 5 workers and a net income of less than $1 million in the last tax year can earn up to 40 hours of unpaid, job-protected sick time per year.</td>
<td>Workers in businesses with 99 or fewer workers can use up to 40 hours of paid sick time per year. For workers in businesses with 5 or more workers and a net income of more than $1 million or more in the last tax year can use up to 40 hours of paid sick time per year.</td>
</tr>
<tr>
<td>State</td>
<td>Private Right of Action to go to Court?</td>
<td>Are there waivers/ exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?</td>
<td>What Agency or Official Enforces the Law?</td>
</tr>
<tr>
<td>---------------</td>
<td>----------------------------------------</td>
<td>------------------------------------------------------------------------------------------------</td>
<td>------------------------------------------</td>
</tr>
<tr>
<td>New Mexico</td>
<td>Yes</td>
<td>No specific language regarding waivers or exemptions for workers covered by a CBA</td>
<td>The Labor Relations Division of the Workforce Solutions Department</td>
</tr>
<tr>
<td>New York</td>
<td>Yes</td>
<td>CBA's entered into on or after the effective date of the law may provide comparable benefits in lieu of the leave provided by the sick time law or parties to a CBA may negotiate the terms and conditions of sick leave different from those in the sick time law, but only if the CBA acknowledges the sick time law.</td>
<td>Department of Labor Commissioner</td>
</tr>
<tr>
<td>New York City, NY</td>
<td>No</td>
<td>If an employee is subject to a collective bargaining agreement that is in effect on April 1, 2014, the employee becomes covered under the law beginning on the date that the agreement terminates. However, the law's provisions won't apply to workers in the construction or grocery industry covered by a 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.</td>
<td>New York City Department of Consumer and Worker Protection (DCWP)</td>
</tr>
</tbody>
</table>

For more information visit A Better Balance [abetterbalance.org](http://abetterbalance.org).
Who is covered? Note: City/County paid sick time laws cannot cover state government workers, and city, county, and state paid sick time laws cannot cover federal government workers.

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.

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: children; parents; legal guardian or ward; grandchildren; grandparents; spouses; registered domestic partners; siblings; and, if a worker has no spouse/registered domestic partner, a designated person of the worker's choice.

Yes: children; spouses; registered domestic partners; parents; parent-in-law; a spouse of a grandparent; grandparents; stepchildren; and the spouse of a sibling.

Yes: children; parents; parent-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?

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, 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.

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.

Yes.

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 paid sick time laws in effect? If so, based on what employer-size thresholds?

Workers in businesses with 10 or more workers can earn up to 72 hours of paid sick time. Workers in businesses with fewer than 10 workers can earn up to 40 hours of paid sick time. Note: The enforcing agency has interpreted the law to cap how much paid sick time can be earned—but not on an annual basis. Once a worker reaches his or her earnings cap (i.e., bank the maximum amount of earned sick time as indicated in the chart) and uses paid sick time, the worker once again begins to earn paid sick time back up to this same cap.

Workers in businesses with at least 10 workers (or at least 6 workers, for businesses located in Portland) can earn up to 40 hours of paid sick time per year. Workers in businesses with fewer than 10 workers (or fewer than 6 workers for businesses located in Portland) can earn up to 40 hours of unpaid, job-protected sick time per year.

Workers in businesses with at least 10 workers can earn up to 40 hours of paid sick time per year. Certain chain establishments must provide paid sick time regardless of the number of workers in an establishment.

Amount of paid sick time that can be earned under the law per year? (Note: All of these paid sick time laws are funded in whole or part by payments from the State, county, or a public agency 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 (excluding but not limited to sick time).

Workers in businesses with at least 10 workers: up to 40 hours of paid sick time a year. Workers in businesses with fewer than 10 workers can earn up to 40 hours of unpaid, job-protected sick time per year. Certain chain establishments must provide paid sick time regardless of the number of workers in an establishment.

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, job-protected 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?

On the first day of employment, but workers aren't entitled to use paid sick time until after 90 calendar days of employment.

At the commencement of employment. 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.

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 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 up to 40 hours of unused paid 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 not: 1) the worker and the employer mutually agree not to carry forward the time; 2) the employer creates 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 is a chain establishment, the employee is 40 or more workers in OR, the employee is 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.
<table>
<thead>
<tr>
<th>City</th>
<th>Private Right of Action to go to Court?</th>
<th>Are there waivers/ exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?</th>
<th>What Agency or Official Enforces the Law?</th>
<th>For the statewide paid sick time laws: can cities in the state pass paid sick time laws that are broader than the state law?</th>
<th>Statutory Citation(s)</th>
<th>Additional Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oakland</td>
<td>Yes.</td>
<td>No 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.</td>
<td>As of July 1, 2020, the Department of Workplace and Employment Standards has the authority to enforce the law.</td>
<td>N/A</td>
<td>Oakland Code § 5.92.010 et seq.</td>
<td>For more information, see <a href="http://www2.oaklandnet.com/government/o/CityAdministration/MinimumWages/index.htm">http://www2.oaklandnet.com/government/o/CityAdministration/MinimumWages/index.htm</a>.</td>
</tr>
<tr>
<td>Oregon</td>
<td>Yes.</td>
<td>Until January 1, 2023, 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. Note that as of January 1, 2023, new provisions (<a href="https://olis.oregonlegislature.gov/liz/2021R1/Measures/Overview/SB588">https://olis.oregonlegislature.gov/liz/2021R1/Measures/Overview/SB588</a>) regarding paid sick leave and workers covered by a CBA will take effect.</td>
<td>The Oregon Bureau of Labor and Industries</td>
<td>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.</td>
<td>Dr. Rev. Stat. §§ 653.256 et seq., 659A.885</td>
<td>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 this 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 <a href="http://www.oregon.gov/BOLI/TA/pages/index.aspx">http://www.oregon.gov/BOLI/TA/pages/index.aspx</a>.</td>
</tr>
<tr>
<td>Philadelphia, PA</td>
<td>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.</td>
<td>The law’s provisions do not apply to workers covered by a bona fide CBA.</td>
<td>The Mayor’s Office of Labor, Office of Benefits and Wage Compliance</td>
<td>N/A</td>
<td>Philadelphia Code § 9-4101 et seq.</td>
<td>For more information, see <a href="https://www.phila.gov/services/working-jobs/paid-sick-leave/">https://www.phila.gov/services/working-jobs/paid-sick-leave/</a>.</td>
</tr>
</tbody>
</table>
Rhode Island

Workers employed in Rhode Island are covered. Independent contractors are exempted. Workers exempt from the state minimum wage law are also exempt from the paid sick time law. See http://www.health.ri.gov/sta/Statutes/TTD52R8/03-12-20/12-2-JTFFM for a detailed list of exemptions.

Yes: children; parents; parents-in-law; spouses; registered domestic partners; grandparents; siblings; and any individual related by blood or affinity whose close association with the worker is in the equivalent of a family relationship.

Pittsburgh, PA

Workers employed in Pittsburgh are covered. Independent contractors and seasonal workers (those hired for a temporary period of not more than 16 weeks) are exempted. Workers employed in seasonal dates as determined by employer are exempted.

No specific waivers or exemptions for workers covered by a CBA.

Saint Paul, MN

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 Saint Paul are covered. Independent contractors, subcontractors, work study participants, apprenticeships and interns, certain 1099-MISC workers, farmers, independent contractors, domestic workers, and agricultural workers are exempted. Workers exempt from the state minimum wage law are also exempt from the paid sick time law. See http://www.health.ri.gov/sta/Statutes/TTD52R8/03-12-20/12-2-JTFFM for a detailed list of exemptions.

Yes, when the worker or the worker’s family member is the victim.

The Office of the City Controller or a Department or entity designated by the Mayor’s Office

What Agency or Official Enforces the Law?

Saint Paul Department of Human Rights and Equal Economic Opportunity

No.

Workers are entitled to carry forward unpaid, job-protected sick time in their first 6 months after hiring their first worker (this “new business” provision only applies until January 1, 2023).

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

Are there waivers/exemptions for workers covered by a collective bargaining agreement (CBA)?

No.

Workers are entitled to use sick time beginning on the 150th 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.

Workers employed in Saint Paul are covered. Independent contractors are exempted. Workers exempt from the state minimum wage law are also exempt from the paid sick time law. See http://www.health.ri.gov/sta/Statutes/TTD52R8/03-12-20/12-2-JTFFM for a detailed list of exemptions.

Yes: children; parents; parents-in-law; spouses; registered domestic partners; grandparents; siblings; and any individual related by blood or affinity whose close association with the worker is in the equivalent of a family relationship.

Who is covered? Note: City/county paid sick time laws cannot cover federal government workers.

Members of a construction union covered by a collective bargaining unit are exempted.

Who is covered? Note: City/county paid sick time laws cannot cover federal government workers.

Workers employed in Saint Paul are covered. Independent contractors, subcontractors, work study participants, apprenticeships and interns, certain 1099-MISC workers, farmers, independent contractors, domestic workers, and agricultural workers are exempted. Workers exempt from the state minimum wage law are also exempt from the paid sick time law. See http://www.health.ri.gov/sta/Statutes/TTD52R8/03-12-20/12-2-JTFFM for a detailed list of exemptions.

Yes.


Workers are entitled to carry forward unpaid, job-protected sick time in their first 6 months after hiring their first worker (this “new business” provision only applies until January 1, 2023).

Workers are entitled to use sick time beginning on the 150th calendar day following commencement of their employment.

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.

Yes:

Members of a construction union covered by a collective bargaining unit are exempted.

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.

Saint Paul Department of Human Rights and Equal Economic Opportunity

Workers are entitled to use sick time beginning on the 150th 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.

Saint Paul Department of Human Rights and Equal Economic Opportunity

Workers are entitled to use sick time beginning on the 150th 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.

Workers are entitled to use sick time beginning on the 150th 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.

Workers are entitled to use sick time beginning on the 150th 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.

Workers employed in Saint Paul are covered. Independent contractors are exempted. Workers exempt from the state minimum wage law are also exempt from the paid sick time law. See http://www.health.ri.gov/sta/Statutes/TTD52R8/03-12-20/12-2-JTFFM for a detailed list of exemptions.

Who is covered? Note: City/county paid sick time laws cannot cover federal government workers.

Independent contractors, subcontractors, work study participants, apprenticeships and interns, certain 1099-MISC workers, farmers, independent contractors, domestic workers, and agricultural workers are exempted. Workers exempt from the state minimum wage law are also exempt from the paid sick time law. See http://www.health.ri.gov/sta/Statutes/TTD52R8/03-12-20/12-2-JTFFM for a detailed list of exemptions.

Workers employed in Saint Paul are covered. Independent contractors are exempted. Workers exempt from the state minimum wage law are also exempt from the paid sick time law. See http://www.health.ri.gov/sta/Statutes/TTD52R8/03-12-20/12-2-JTFFM for a detailed list of exemptions.

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.
### Pittsburgh, PA

For the statewide paid sick time laws: can cities in the state pass paid sick time laws that are broader than the state law?

<table>
<thead>
<tr>
<th>Pittsburgh Code § 626 et seq.</th>
</tr>
</thead>
</table>

Statutory Citation(s)

| Pittsburgh Code § 626 et seq. |

Additional Notes

On August 3, 2015, the Pittsburgh City Council passed a paid sick time law by a vote of 7-1. Opponents challenged its legality in court, temporarily blocking it from taking effect. In July 2019, after nearly four years of litigation, the Pennsylvania Supreme Court upheld the law. The law took effect on March 15, 2020. For more information on Pittsburgh’s law, see https://pittsburghpa.gov/mayor/paidsickleave.

For more information on Rhode Island’s law, see https://dlt.ri.gov/wrs/laborstandards/.


### Rhode Island

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.

Statutory Citation(s)

| 28 R.I. Gen. Laws § 28-57-1 et seq. |

### Saint Paul, MN

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

Statutory Citation(s)

| Saint Paul Code § 233.01 et seq. |

Additional Notes

<table>
<thead>
<tr>
<th>San Diego</th>
<th>San Francisco</th>
<th>Santa Monica</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Who is covered?</strong> Note: City/County paid sick time laws cannot cover state government workers, and city, county, and state paid sick time laws cannot cover federal government workers.</td>
<td>Workers who, in at least one calendar week of the year, perform at least 2 hours of work within San Francisco are covered. Independent contractors, certain workers authorized under State law to be paid less than the minimum wages, 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 employed, camp or program counselor of an organized camp under State law are exempted.</td>
<td>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 wages under California law are covered. Government and school district employees are exempted.</td>
</tr>
<tr>
<td><strong>Can sick time be used to care for loved ones?</strong></td>
<td>Yes: children; parents; grandchildren; grandparents; spouses; registered domestic partners (registered under statutory law or with the internal registry of at least one partner's employer); parents of a spouse or registered domestic partner; and siblings.</td>
<td>Yes: children; parents; legal guardian or ward; grandchildren; grandparents; spouses; registered domestic partners; parents of a spouse or registered domestic partner; and siblings.</td>
</tr>
<tr>
<td><strong>How is “child” defined?</strong></td>
<td>Biological, adopted, or foster child; stepchild; child of a registered domestic partner; legal ward; or the child of a worker standing in loco parentis to the child.</td>
<td>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.</td>
</tr>
<tr>
<td><strong>Rate at which workers earn paid sick time?</strong></td>
<td>1 hour for every 30 hours worked.</td>
<td>1 hour for every 30 hours worked.</td>
</tr>
<tr>
<td><strong>Do workers have different sick time-related rights based on the size of their employer?</strong> If so, based on what employer-size thresholds?</td>
<td>No.</td>
<td>No.</td>
</tr>
<tr>
<td><strong>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?</strong></td>
<td>Yes.</td>
<td>No.</td>
</tr>
<tr>
<td><strong>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 they establish a minimum requirement, and employers can provide greater or more generous paid sick time benefits to their workers.)</strong></td>
<td>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.</td>
<td>Workers in businesses with 10 or more workers: up to 72 hours of paid sick time. Workers in businesses with fewer than 10 workers can earn up to 40 hours of paid sick time. 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.</td>
</tr>
<tr>
<td><strong>Amount of paid sick time that can be used under the law’s carry-over provisions if the employer provides a worker with at least 2 hours of work per day, in the same or a different place of work, during each workweek?</strong></td>
<td>Employers are entitled to carry forward unused paid sick time for up to 72 hours of paid sick time. Employers are entitled to carry forward unused paid sick time for up to 40 hours of paid unused sick time.</td>
<td>Employers are entitled to carry forward unused paid sick time for up to 72 hours of paid sick time. Employers are entitled to carry forward unused paid sick time for up to 40 hours of paid unused sick time.</td>
</tr>
<tr>
<td><strong>Private Right of Action to go to Court?</strong></td>
<td>Yes.</td>
<td>Yes.</td>
</tr>
<tr>
<td><strong>Are there waivers/ exemptions for workers covered by a collective bargaining agreement (CBA)?</strong></td>
<td>No specific language regarding waivers or exemptions for workers covered by a CBA.</td>
<td>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.</td>
</tr>
</tbody>
</table>

For more information visit A Better Balance ([link](https://www.abetterbalance.org)).
<table>
<thead>
<tr>
<th>What Agency or Official Enforces the Law?</th>
<th>San Diego</th>
<th>San Francisco</th>
<th>Santa Monica</th>
</tr>
</thead>
<tbody>
<tr>
<td>San Diego’s Office of the City Treasurer (although the Mayor may designate another office/department under the Mayor’s authority)</td>
<td>San Francisco Office of Labor Standards Enforcement</td>
<td>The Santa Monica Finance Director is authorized to adopt administrative regulations consistent with the law.</td>
<td></td>
</tr>
</tbody>
</table>

| 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 |

<p>| Additional Notes | For more information about San Diego's sick time law, see <a href="https://www.sandiego.gov/treasurer/minimum-wage-program">https://www.sandiego.gov/treasurer/minimum-wage-program</a>. | For more information, see <a href="http://sfgov.org/olse/paid-sick-leave-ordinance-pslo">http://sfgov.org/olse/paid-sick-leave-ordinance-pslo</a>. | For more information, see <a href="https://beta.smgov.net/strategic-goals/inclusive-diverse-community/minimum-wage-ordinance">https://beta.smgov.net/strategic-goals/inclusive-diverse-community/minimum-wage-ordinance</a>. |</p>
<table>
<thead>
<tr>
<th>Seattle, WA</th>
<th>Tacoma, WA</th>
<th>Vermont</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Who is covered?</strong> Note: City-county paid sick time laws cannot cover state government workers, and city, county, and state paid sick time laws cannot cover federal government workers.</td>
<td>Workers who work in Seattle are covered. Independent contractors and government workers other than those employed by the City of Seattle are exempted.</td>
<td>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/unif; 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.</td>
</tr>
<tr>
<td><strong>Can sick time be used to care for loved ones?</strong></td>
<td>Yes: children; parents; parent of a spouse or registered domestic partner; spouses; registered domestic partners; grandparents; grandchildren; and siblings.</td>
<td>Yes: children; parents; parents-in-law; grandparents; spouses; and grandchildren; and siblings.</td>
</tr>
<tr>
<td><strong>How is “child” defined?</strong></td>
<td>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.</td>
<td>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.</td>
</tr>
<tr>
<td><strong>Can sick time be used for specific “safe time” purposes related to domestic violence, sexual assault, or stalking?</strong></td>
<td>Yes, when the worker, the worker’s family member (for safe time purposes: a child, spouse, registered domestic partner, parent, parent of a child, or a child), the worker’s parent-in-law or a person with whom the employee has a dating relationship or if the worker is the victim of domestic violence or sexual assault.</td>
<td>Yes, when the worker or the worker’s family member is the victim.</td>
</tr>
<tr>
<td><strong>Can sick time be used under the law to bond with a new child and/or deal with a family member’s death?</strong> Note: It is possible that other laws, such as the Family and Medical Leave Act or a state equivalent, could provide eligibility workers with unpaid leave for these purposes.</td>
<td>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.</td>
<td>Yes, when the worker or the worker’s family member is the victim.</td>
</tr>
<tr>
<td><strong>Can sick time be used when a worker’s place of work or child’s school/childcare is closed by public health officials for a public health emergency?</strong></td>
<td>Yes, when closed for any public health reason (not only public health emergencies).</td>
<td>Yes, for public health or safety reasons.</td>
</tr>
<tr>
<td><strong>Rate at which workers earn paid sick time?</strong></td>
<td>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.</td>
<td>Paid sick time can be used to deal with a family member’s death.</td>
</tr>
<tr>
<td><strong>Do workers have different sick time-related rights based on the size of their employer? If so, based on what employee-size thresholds?</strong></td>
<td>Yes. Both the rate at which employees earn paid sick time and the amount of paid sick time that employees are entitled to carry forward to the following year vary based on the size of their employer. Accrual Rate Workers in businesses with 250 or more full-time workers/employees accrue paid sick time at a rate of 1 hour for every 30 hours worked. Workers in businesses with fewer than 250 full-time workers/employees accrue paid sick time at a rate of 1 hour for every 40 hours worked. Carry-forward: Workers in businesses with 1-49 employees are entitled to carry forward up to 40 hours of paid sick time to the following year. Workers in businesses with 50-249 employees are entitled to carry forward up to 56 hours of paid sick time to the following year. Workers in businesses with 250 or more employees are entitled to carry forward up to 72 hours of paid sick time to the following year.</td>
<td>No.</td>
</tr>
<tr>
<td><strong>Amount of paid sick time that can be earned under the law per year?</strong> 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.</td>
<td>No explicit cap on how much paid 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.</td>
<td>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.</td>
</tr>
<tr>
<td><strong>When do workers begin to earn paid sick time?</strong></td>
<td>At the commencement of employment, but workers aren’t entitled to use paid sick time until the 90th calendar day after employment commenced.</td>
<td>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.</td>
</tr>
</tbody>
</table>

**Seattle, WA**

- Workers who work in Seattle are covered. Independent contractors and government workers other than those employed by the City of Seattle are exempted.

**Tacoma, WA**

- 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.

**Vermont**

- 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/unif; 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.

**Can sick time be used to care for loved ones?**

- Yes: children; parents; parent of a spouse or registered domestic partner; spouses; registered domestic partners; grandparents; grandchildren; and siblings.

**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.

**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, registered domestic partner, parent, parent of a child, or a child), the worker’s parent-in-law or a person with whom the employee has a dating relationship or if the worker is the victim of domestic violence or sexual assault.

**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 eligibility workers with unpaid leave for these purposes.

- 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 when a worker’s place of work or child’s school/childcare is closed by public health officials for a public health emergency?**

- Yes, when closed for any public health reason (not only public health emergencies).

**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.

**Do workers have different sick time-related rights based on the size of their employer? If so, based on what employee-size thresholds?**

- Yes. Both the rate at which employees earn paid sick time and the amount of paid sick time that employees are entitled to carry forward to the following year vary based on the size of their employer. Accrual Rate Workers in businesses with 250 or more full-time workers/employees accrue paid sick time at a rate of 1 hour for every 30 hours worked. Workers in businesses with fewer than 250 full-time workers/employees accrue paid sick time at a rate of 1 hour for every 40 hours worked. Carry-forward: Workers in businesses with 1-49 employees are entitled to carry forward up to 40 hours of paid sick time to the following year. Workers in businesses with 50-249 employees are entitled to carry forward up to 56 hours of paid sick time to the following year. Workers in businesses with 250 or more employees are entitled to carry forward up to 72 hours of paid sick time to the following year.

**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 paid 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.

**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.
<table>
<thead>
<tr>
<th><strong>Does unused sick time carry forward to the subsequent year?</strong></th>
<th><strong>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.</strong></th>
<th><strong>Workers are entitled to carry forward 40 hours of unused paid sick time to the following benefit year.</strong></th>
<th><strong>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.</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Private Right of Action to go to Court?</strong></td>
<td><strong>Yes.</strong></td>
<td><strong>No.</strong></td>
<td><strong>Yes.</strong></td>
</tr>
<tr>
<td><strong>Are there waivers/ exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?</strong></td>
<td><strong>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.</strong></td>
<td><strong>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.</strong></td>
<td><strong>No specific waivers or exemptions for workers covered by a CBA.</strong></td>
</tr>
<tr>
<td><strong>What Agency or Official Enforces the Law?</strong></td>
<td><strong>Seattle Office of Labor Standards</strong></td>
<td><strong>The Finance Director or his or her designee</strong></td>
<td><strong>Not explicitly addressed in the paid sick time law.</strong></td>
</tr>
<tr>
<td><strong>For the statewide paid sick time laws: can cities in the state pass paid sick time laws that are broader than the state law?</strong></td>
<td><strong>N/A</strong></td>
<td><strong>N/A</strong></td>
<td><strong>Vt. Stat. Ann. tit. 21, § 481 et seq.</strong></td>
</tr>
<tr>
<td><strong>Statutory Citation(s)</strong></td>
<td><strong>Seattle Code § 14.16.010 et seq.</strong></td>
<td><strong>Tacoma Code § 18.10.010 et seq.</strong></td>
<td><strong>Vt. Stat. Ann. tit. 21, § 481 et seq.</strong></td>
</tr>
<tr>
<td>Question</td>
<td>Answer</td>
<td></td>
<td></td>
</tr>
<tr>
<td>-------------------------------------------------------------------------</td>
<td>----------------------------------------------------------------------------------------------------------------------------------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Who is covered? Note: City/county paid sick time laws cannot cover state government workers, and city, county, and state paid sick time laws cannot cover federal government workers.</td>
<td>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 <a href="http://www.lni.wa.gov/workers-rights/docs/esa1.pdf">http://www.lni.wa.gov/workers-rights/docs/esa1.pdf</a> for a detailed list of exemptions.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Can sick time be used to care for loved ones?</td>
<td>Yes: children; parents; parents of a spouse or registered domestic partner; spouses; registered domestic partners; grandparents; grandchildren; and siblings</td>
<td></td>
<td></td>
</tr>
<tr>
<td>How is “child” defined?</td>
<td>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.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Can sick time be used for specific “safe time” purposes (related to domestic violence, sexual assault, or stalking)?</td>
<td>Yes, when the worker or the worker’s family member (for safe time purposes: a child, spouse, parent, parent of a spouse or registered domestic partner, grandparent, or person with whom the worker has a dating relationship) is the victim.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>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.</td>
<td>No</td>
<td></td>
<td></td>
</tr>
<tr>
<td>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?</td>
<td>Yes, when closed for any health-related reasons (not only public health emergencies).</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rate at which workers earn paid sick time?</td>
<td>1 hour for every 40 hours worked</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Do workers have different sick time-related rights based on the size of their employer? If so, based on what employer-size threshold(s)?</td>
<td>No</td>
<td></td>
<td></td>
</tr>
<tr>
<td>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.)</td>
<td>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.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>When do workers begin to earn paid sick time?</td>
<td>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.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Question</td>
<td>Answer</td>
<td></td>
<td></td>
</tr>
<tr>
<td>--------------------------------------------------------------------------</td>
<td>--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Does unused sick time carry forward to the subsequent year?</td>
<td>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.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Private Right of Action to go to Court?</td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Are there waivers/ exemptions for workers covered by a valid CBA?</td>
<td>The law does not apply to construction workers covered by a CBA if: the union signatory to the CBA is an approved referral union program authorized under Washington law; the CBA establishes sick time provisions that are equivalent to the sick time law and rules adopted by the Department of Labor and Industries; and the CBA expressly waives the requirements of the sick time law in clear and unambiguous terms or in an addendum to an existing agreement.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>What Agency or Official Enforces the Law?</td>
<td>Washington Department of Labor and Industries</td>
<td></td>
<td></td>
</tr>
<tr>
<td>For the statewide paid sick time laws: can cities in the state pass paid sick time laws that are broader than the state law?</td>
<td>Yes. Therefore, the local paid sick time laws in Seattle, Tacoma (and a law only applying to certain industries in SeaTac) 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.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Statutory Citation(s)</td>
<td>Wash. Rev. Code § 49.46.005 et seq.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Additional Notes</td>
<td>For more on Washington’s paid sick time law, see <a href="https://lni.wa.gov/workers-rights/leave/paid-sick-leave/">https://lni.wa.gov/workers-rights/leave/paid-sick-leave/</a></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>