

# Overview of Paid Sick Time Laws in the United States

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.

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|  <p>For more information visit A Better Balance (<a href="http://abetterbalance.org">abetterbalance.org</a>)</p>                                                                                 | Allegheny County, PA                                                                                                                                                                                                                                                                                                                                                                                         | Arizona                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Berkeley                                                                                                                                                                                                                                                                              |
| 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 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 (hired 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). | Workers employed by an employer in Arizona are covered. State government workers, but not local government workers, are exempted. Individuals employed by a parent or a sibling and individuals performing babysitting services in the employer's home on a casual basis are also exempted.                                                                                                                                                                                                                                                                                                                                                                      | Workers who, in a particular week, perform at least 2 hours of work within the geographic boundaries of Berkeley and who are either entitled to minimum wage under California law.                                                                                                    |
| Can sick time be used to care for loved ones?                                                                                                                                                                                                                                     | Yes: children; parents; parents of a spouse or domestic partner; spouses; grandparents; spouses or domestic partners of grandparents; grandchildren; siblings; domestic partners; or an individual the employer has permitted the worker to care for at the time the worker requested to use sick time.                                                                                                      | Yes: children; parents; parents of a spouse or registered domestic partner; spouses; registered domestic partners; grandparents, grandchildren, or siblings (of the employee or the employee's spouse/registered domestic partner); and any other individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship                                                                                                                                                                                                                                                                                   | Yes: children; parents; grandchildren; grand-parents; spouses; registered domestic partners; siblings; and, if a worker has no spouse/domestic partner, a designated person of worker's choice                                                                                        |
| How is "child" defined?                                                                                                                                                                                                                                                           | Biological, adopted or foster child, stepchild or legal ward, a child of a domestic partner, or a child to whom the employee stands in loco parentis.                                                                                                                                                                                                                                                        | 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                                                                                                                                                                                                                                                                                                                                                                                                           | Legal guardians or wards; children from biological, adoptive, foster care, and step-relationships; children of a domestic partner; or the child of a worker standing in loco parentis to the child                                                                                    |
| Can sick time be used for specific "safe time" purposes (related to domestic violence, sexual assault, or stalking)?                                                                                                                                                              | No.                                                                                                                                                                                                                                                                                                                                                                                                          | Yes, when the worker or the worker's family member is the victim                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | No, not beyond what is provided under the State's paid sick time law.                                                                                                                                                                                                                 |
| Can sick time be used under the law to bond with a new child and/or deal with a family member's death? Note: It is possible that other laws, such as the Family and Medical Leave Act or a state equivalent, could provide eligible workers with unpaid leave for these purposes. | No.                                                                                                                                                                                                                                                                                                                                                                                                          | No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | No                                                                                                                                                                                                                                                                                    |
| Can sick time be used when a worker's place of work or child's school/place of care is closed by public health officials for a public health emergency?                                                                                                                           | Yes.                                                                                                                                                                                                                                                                                                                                                                                                         | Yes.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | No.                                                                                                                                                                                                                                                                                   |
| Rate at which workers earn paid sick time?                                                                                                                                                                                                                                        | 1 hour per 35 hours worked within Allegheny County                                                                                                                                                                                                                                                                                                                                                           | 1 hour for every 30 hours worked                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 1 hour for every 30 hours worked                                                                                                                                                                                                                                                      |
| Do workers have different sick time-related rights based on the size of their employer? If so, based on what employer-size threshold(s)?                                                                                                                                          | Yes, workers who work for employers with fewer than 26 employees are exempt.                                                                                                                                                                                                                                                                                                                                 | 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Yes. Workers in businesses with 25 or more workers can earn up to 72 hours of paid sick time per year. Workers in businesses with fewer than 25 workers can earn up to 48 hours of paid 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.)          | Up to 40 hours per year.                                                                                                                                                                                                                                                                                                                                                                                     | Workers in businesses with 15 or more workers: 40 hours. Workers in businesses with fewer than 15 workers: 24 hours.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Workers in businesses with 25 or more workers: up to 72 hours. Workers in businesses with fewer than 25 workers: up to 48 hours                                                                                                                                                       |
| When do workers begin to earn paid sick time?                                                                                                                                                                                                                                     | On December 15, 2021 or at the commencement of employment, whichever is later. Workers can begin to use accrued paid sick time after 90 days from the start of employment.                                                                                                                                                                                                                                   | 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 commencing employment before using accrued earned paid sick time.                                                                                                                                                                                                                                                                                                                                                                                                                  | On the first day of employment, but workers aren't entitled to use paid sick time until 90 calendar days after commencement of employment.                                                                                                                                            |
| Does unused sick time carry forward to the subsequent year?                                                                                                                                                                                                                       | 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.                                                                                                                       | Workers are entitled to carry forward unused paid sick time, but employers aren't required to allow annual accrual or use of more than: 40 hours of paid sick time a year (for businesses with 15 or more workers); or 24 hours of paid sick time a year (for businesses with fewer than 15 workers). In lieu of carryover of unused earned paid sick time from one year to the next, an employer may pay a worker for unused paid sick time at the end of a year and provide the worker with an amount of paid sick time that meets or exceeds the law's requirements that is available for the worker's immediate use at the beginning of the subsequent year. | Workers are entitled to carry forward unused paid sick time. However, employers with fewer than 25 workers may limit use of paid sick time to 48 hours per year; larger employers may not limit the use of paid sick time (only the accrual, or amount earned, as described earlier). |
| Private Right of Action to go to Court?                                                                                                                                                                                                                                           | No.                                                                                                                                                                                                                                                                                                                                                                                                          | Yes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Yes                                                                                                                                                                                                                                                                                   |

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| <br>For more information visit A Better Balance ( <a href="http://abetterbalance.org">abetterbalance.org</a> ) | Allegheny County, PA                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Arizona                                                                                                                                                                                                                         | Berkeley                                                                                                                                                                                                                                   |
| Are there waivers/ exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?                                                                                             | 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.                                                              | All or any part of the law doesn't apply to workers covered by a CBA to the extent that the CBA explicitly waives the requirements in clear and unambiguous terms.                                                                         |
| What Agency or Official Enforces the Law?                                                                                                                                                       | Allegheny County Health Department                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Industrial Commission of Arizona                                                                                                                                                                                                | No particular agency specified in the law (although the separate minimum wage law passed at the same time will be enforced by the Berkeley Department of Finance or other city department/agency as designated by the City by resolution). |
| For the statewide paid sick time laws: can cities in the state pass paid sick time laws that are broader than the state law?                                                                    | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Yes (under litigation)                                                                                                                                                                                                          | N/A                                                                                                                                                                                                                                        |
| Statutory Citation(s)                                                                                                                                                                           | Allegheny County Health Department Rules and Regulations, art. XXIV, § 2401 et seq.                                                                                                                                                                                                                                                                                                                                                                                                  | Ariz. Rev. Stat. § 23-364 and 23-371 et seq.                                                                                                                                                                                    | Berkeley Code § 13.100.010 et seq.                                                                                                                                                                                                         |
| Additional Notes                                                                                                                                                                                | 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> | 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> . | For more information, see <a href="https://www.cityofberkeley.info/PSLO/">https://www.cityofberkeley.info/PSLO/</a> .                                                                                                                      |

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| <br>For more information visit A Better Balance ( <a href="http://abetterbalance.org">abetterbalance.org</a> )                                                                                   | Bloomington, MN                                                                                                                                                                                                                                                                                                                                                                                                                                            | California                                                                                                                                                                                                                                                                                                      | Chicago, IL                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 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 perform work for an employer within Bloomington for at least 80 hours in a year for that employer are covered. Extended employment program workers (see <a href="https://mn.gov/deed/job-seekers/disabilities/extend-employment/">https://mn.gov/deed/job-seekers/disabilities/extend-employment/</a> for more), independent contractors, and student interns are exempted.                                                                    | Workers employed in California for 30 or more days a year after commencement of employment are covered. Flight deck/cabin crews subject to Railway Labor Act with comparable paid time off and certain railroad workers are exempted.                                                                           | Workers in Chicago who work at least 80 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Can sick time be used to care for loved ones?                                                                                                                                                                                                                                     | Yes: children; parents; parents-in-law; spouses; grandchildren; grandparents; siblings; and members of the worker's household.                                                                                                                                                                                                                                                                                                                             | Yes: children; parents; grandchildren; grandparents; spouses; registered domestic partners; parents of a spouse or registered domestic partner; and siblings, or a designated person of the worker's choice.                                                                                                    | Yes: children; legal guardians or wards; spouses; domestic partners (including parties to a civil union); parents; parents of a spouse or domestic partner; grandparents; grandchildren; siblings; or any other individual related by blood or whose close association with the worker is the equivalent of a family relationship.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| How is "child" defined?                                                                                                                                                                                                                                                           | Biological, adopted or foster child, step-child, guardian, or ward, regardless of age                                                                                                                                                                                                                                                                                                                                                                      | 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Can sick time be used for specific "safe time" purposes (related to domestic violence, sexual assault, or stalking)?                                                                                                                                                              | Yes, when the worker or the worker's family member is the victim                                                                                                                                                                                                                                                                                                                                                                                           | Yes, but only when the worker is the victim.                                                                                                                                                                                                                                                                    | Yes, when the worker or the worker's family member is the victim.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Can sick time be used under the law to bond with a new child and/or deal with a family member's death? Note: It is possible that other laws, such as the Family and Medical Leave Act or a state equivalent, could provide eligible workers with unpaid leave for these purposes. | Sick time can be used to deal with the death of a family member.                                                                                                                                                                                                                                                                                                                                                                                           | No.                                                                                                                                                                                                                                                                                                             | If a worker is subject to the federal Family and Medical Leave Act (FMLA), they may carry forward up to 40 hours of unused paid sick time to be used for leave covered by the FMLA, which includes bonding with a new child (as well as certain military family needs). Paid sick time can't be used to deal with a family member's death.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Can sick time be used when a worker's place of work or child's school/place of care is closed by public health officials for a public health emergency?                                                                                                                           | Yes. The law also allows workers time off if they need to care for family member whose school/place of care is closed due to inclement weather, loss of power/heating/water, or other unexpected closure.                                                                                                                                                                                                                                                  | No.                                                                                                                                                                                                                                                                                                             | Yes, sick time can be used when a worker's place of business or a family member's school, class, or childcare provider has been closed by order of a public official. Additionally, sick time can be used if a worker is obeying an order by the Mayor of Chicago, the Governor of Illinois, the Chicago Department of Public Health, or a treating healthcare provider requiring the worker to: (i) stay at home to minimize the transmission of a communicable disease; (ii) remain at home while experiencing symptoms or sick with a communicable disease; (iii) obey a quarantine order that has been issued to the worker; or (iv) obey an isolation order that has been issued to the worker.                                                                                                                                                                                                                                                                                       |
| Rate at which workers earn paid sick time?                                                                                                                                                                                                                                        | 1 hour per 30 hours worked within Bloomington, MN.                                                                                                                                                                                                                                                                                                                                                                                                         | 1 hour for every 30 hours worked.                                                                                                                                                                                                                                                                               | 1 hour for every 40 hours worked.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Do workers have different sick time-related rights based on the size of their employer? If so, based on what employer-size threshold(s)?                                                                                                                                          | Yes. Workers in businesses with 5 or more employees can earn up to 48 hours of paid sick time per year. Workers in businesses with fewer than 5 employees can earn up to 48 hours of unpaid, job-protected sick time per year.                                                                                                                                                                                                                             | No.                                                                                                                                                                                                                                                                                                             | No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Amount of paid sick time that can be earned under the law per year? (Note: All of these paid sick time laws make it clear that these laws establish a minimum requirement, and employers can provide greater or more generous paid sick time benefits to their workers.)          | Workers in businesses with 5 or more employees: up to 48 hours per year. Workers in businesses with fewer than 5 employees: up to 48 hours of unpaid, job-protected sick time per year.                                                                                                                                                                                                                                                                    | Employers may cap the amount of paid sick time a worker earns at 80 hours or 10 days. Employers may also cap the amount of paid sick time a worker can use each year at 40 hours or 5 days (with a "day" based upon your regular work hours) in a year, whichever is greater.                                   | Up to 40 hours a year.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| When do workers begin to earn paid sick time?                                                                                                                                                                                                                                     | At the commencement of employment or July 1, 2023, whichever is later, but workers are not entitled to use sick time until the 90th calendar day after the commencement of employment.                                                                                                                                                                                                                                                                     | At the commencement of employment, but workers aren't entitled to use paid sick time until the 90th day of employment. As noted earlier, the law covers a worker when the worker works in California for more than 30 days within a year from the commencement of employment.                                   | On the first calendar day after the worker commences employment, but workers can be required to wait to use accrued paid sick time for up to 180 calendar days after commencement of employment.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Does unused sick time carry forward to the subsequent year?                                                                                                                                                                                                                       | Workers are entitled to carry forward unused sick time and shall continue to accrue sick time up to a total of 80 hours at any time. There is otherwise no explicit limit on how much earned sick time can be used in a year. Carry forward is not required if the employer provides at least 48 hours of earned sick time following the initial 90 days of employment for use during the first year and at least 80 hours beginning each subsequent year. | Workers are entitled to carry forward unused paid sick time, but employers aren't required to allow use of more than 40 hours (or five days) of paid sick time per year. Carry forward is not required if the full amount of paid sick time (40 hours, or five days) is provided at the beginning of each year. | Workers are entitled to carry forward half of their unused paid sick time, up to a maximum of 20 hours, but employers aren't required to allow use of more than 40 hours of paid sick time a year. Additionally, as described earlier in this chart, workers covered by the FMLA may carry forward up to 40 hours of unused paid sick time for FMLA purposes; however, for workers covered by the FMLA, carry forward is not required if the FMLA-covered employer 1) credits the worker with 40 hours of paid sick time up front within 180 days after the worker began working for the employer and 2) makes an additional 20 hours of paid sick leave available to the worker to be used for leave covered by the FMLA at the beginning of each benefit year. For workers not covered by the FMLA, carry forward is not required if the employer credits the worker with 40 hours of paid sick time up front within 180 days after the covered employee began working for the employer. |

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|  <p>For more information visit A Better Balance (<a href="http://abetterbalance.org">abetterbalance.org</a>)</p> | Bloomington, MN                                                                                                                                                                                                                                                                       | California                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Chicago, IL                                                                                                                                                                                                                                                      |
| Private Right of Action to go to Court?                                                                                                                                                           | Yes.                                                                                                                                                                                                                                                                                  | The State Labor Commissioner or Attorney General may bring a civil action in Court against an employer or person violating the article. The law does not explicitly address whether a worker may bring a civil action in Court.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Yes.                                                                                                                                                                                                                                                             |
| Are there waivers/ exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?                                                                                               | An employer may opt to satisfy the law for construction industry 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).                      | The law doesn't apply to workers covered by a CBA if the CBA expressly provides for paid time off and certain wage and hour working conditions, though such workers may be protected by the law's anti-retaliation provisions. Construction industry workers are not covered if the CBA, in addition to expressly providing for paid time off and certain wage and hour working conditions, also waives the law's provisions in clear and unambiguous terms.                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 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. |
| What Agency or Official Enforces the Law?                                                                                                                                                         | Bloomington's City Attorney's Office                                                                                                                                                                                                                                                  | The California Labor Commissioner's Office, also known as the California Division of Labor Standards Enforcement (DLSE)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Chicago Department of Business Affairs and Consumer Protection                                                                                                                                                                                                   |
| For the statewide paid sick time laws: can cities in the state pass paid sick time laws that are broader than the state law?                                                                      | N/A                                                                                                                                                                                                                                                                                   | 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.                                                                                                                           | N/A                                                                                                                                                                                                                                                              |
| Statutory Citation(s)                                                                                                                                                                             | Bloomington Code of Ordinances, Ch. 23.                                                                                                                                                                                                                                               | Cal. Lab. Code § 245 et seq.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Chicago Code § 1-24-010 et seq.                                                                                                                                                                                                                                  |
| Additional Notes                                                                                                                                                                                  | Bloomington's paid sick time ordinance was enacted on June 6, 2022, and goes into effect on July 1, 2023. For more information, see <a href="https://www.bloomingtonmn.gov/mgr/earned-sick-and-safe-leave-essl">https://www.bloomingtonmn.gov/mgr/earned-sick-and-safe-leave-essl</a> | California's statewide paid sick time law took effect in July 2015. On April 4, 2016, the Governor signed into law minimum wage legislation that also expanded the existing paid sick time law to cover providers of in-home supportive care, beginning July 1, 2018. For these newly covered domestic workers, paid sick time usage and carry forward will differ from what is described in this chart, with more information available here: <a href="https://www.cdss.ca.gov/inforesources/ihss-providers/resources/sick-leave">https://www.cdss.ca.gov/inforesources/ihss-providers/resources/sick-leave</a> . The law was also amended on October 4, 2023 to increase the number of sick days workers can use in a year from 3 days to 5 days, effective January 1, 2024. For more information on the full California law, see <a href="http://www.dir.ca.gov/DLSE/ab1522.html">http://www.dir.ca.gov/DLSE/ab1522.html</a> . |                                                                                                                                                                                                                                                                  |

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|  <p>For more information visit A Better Balance (<a href="http://abetterbalance.org">abetterbalance.org</a>)</p>                                                                                 | Colorado                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Connecticut                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | District of Columbia                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 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 Colorado are covered.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Hourly workers in certain "service" occupations in Connecticut are covered, if they work for a business with 50 or more workers. For the full list of which professions are covered "service" occupations, go to <a href="http://www.ctdol.state.ct.us/wgwkstnd/SickLeaveLaw.htm">www.ctdol.state.ct.us/wgwkstnd/SickLeaveLaw.htm</a> and look at the definition of "service worker" (Sec. 31-57r(7)). Certain manufacturers and non-profit organizations are exempted, as are temporary and day laborers. | Workers employed by an employer within Washington, D.C are covered. The following individuals are exempted: independent contractors; students; health care workers choosing to participate in a premium pay program; unpaid volunteers engaged in the activities of an educational, charitable, religious, or nonprofit organization; and casual babysitters.                                                                                                                                                       |
| Can sick time be used to care for loved ones?                                                                                                                                                                                                                                     | 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 and spouses                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Yes: children; grandchildren; spouses of children; siblings; spouses of siblings; parents; parents of a spouse/domestic partner; spouses; registered domestic partners; and a person with whom the worker has a committed (mutual, familial) relationship and has shared a mutual residence for at least the preceding 12 months                                                                                                                                                                                    |
| How is "child" defined?                                                                                                                                                                                                                                                           | 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.                                                                                                                                                                                                                                                                                                                                                                                                                             | Biological, foster, or adopted children, stepchildren, legal wards, or the child of a worker standing in loco parentis to the child. The child must be under 18 or incapable of self-care because of a mental/physical disability.                                                                                                                                                                                                                                                                         | Biological children, foster children, grandchildren, or a child who lives with the worker and for whom the worker permanently assumes and discharges parental responsibility                                                                                                                                                                                                                                                                                                                                        |
| Can sick time be used for specific "safe time" purposes (related to domestic violence, sexual assault, or stalking)?                                                                                                                                                              | Yes, when the worker or the worker's family member is the victim.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Yes, but only when the worker or the worker's child or legal ward is the victim                                                                                                                                                                                                                                                                                                                                                                                                                            | Yes, when the worker or the worker's family member is the victim                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Can sick time be used under the law to bond with a new child and/or deal with a family member's death? Note: It is possible that other laws, such as the Family and Medical Leave Act or a state equivalent, could provide eligible workers with unpaid leave for these purposes. | Beginning August 7, 2023, paid sick time can be used to deal with a family member's death (to grieve, attend a funeral or memorial, or handle financial/legal matters following the death of a family member).                                                                                                                                                                                                                                                                                                                                                                             | 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. Additionally, beginning August 7, 2023, sick time can be used to: care for a family member whose school or place of care has been closed due to inclement weather, loss of power, loss of heating, loss of water, or other unexpected occurrences or events; the need for a worker to evacuate a place of residence due to inclement weather, loss of power, loss of heating, loss of water, or other unexpected occurrences or events.                                                                                                                                               | No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Rate at which workers earn paid sick time?                                                                                                                                                                                                                                        | 1 hour for every 30 hours worked; supplemental paid sick time during a declared public health emergency, as described below, is not accrued but rather is provided on the date the public health emergency is declared.                                                                                                                                                                                                                                                                                                                                                                    | 1 hour for every 40 hours worked                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | In businesses with 24 or fewer workers: 1 hour for every 87 hours worked. In businesses with 25-99 workers (and workers in a restaurant or bar with 1-99 workers who regularly receive tips to supplement a base wage below the minimum wage): 1 hour for every 43 hours worked. In businesses with 100 or more workers: 1 hour for every 37 hours worked                                                                                                                                                           |
| Do workers have different sick time-related rights based on the size of their employer? If so, based on what employer-size threshold(s)?                                                                                                                                          | No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Yes, workers who work for employers with fewer than 50 employees are exempt.                                                                                                                                                                                                                                                                                                                                                                                                                               | Yes. Workers in businesses with 24 or fewer workers can earn up to 3 days of paid sick time per year. Workers in businesses with 25-99 workers (and workers in a restaurant or bar who regularly receive tips to supplement a base wage below the minimum wage) can earn up to 5 days of paid sick time per year. Workers in businesses with 100 or more workers can earn up to 7 days of paid 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.)          | Up to 48 hours per year (including any unused paid sick time carried forward from the previous year, as described below). On the date a public health emergency is declared, each employer must supplement an employee's accrued paid sick time to ensure that the worker may take the following amounts of paid sick leave: for workers who normally work 40 or more hours per week, up to 80 hours of paid sick time; for employees who work fewer hours, an amount equal to the amount they work on average or are scheduled to work (whichever is greater) in a 14-day period of time. | Up to 40 hours of paid sick time a year                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Workers in businesses with 24 or fewer workers: up to 3 days a year. Workers in businesses with 25-99 workers (and workers in a restaurant or bar who regularly receive tips to supplement a base wage below the minimum wage): up to 5 days a year. Workers in businesses with 100 or more workers: up to 7 days a year. The number of workers is determined by the average monthly number of full-time equivalents in the prior year. A day is considered the length of the worker's customary work day or shift. |
| When do workers begin to earn paid sick time?                                                                                                                                                                                                                                     | On the law's effective date for accrued paid sick time or at the commencement of employment, whichever is later. Earned paid sick time can be used as it is accrued.                                                                                                                                                                                                                                                                                                                                                                                                                       | At the commencement of employment, but workers aren't entitled to use paid sick time until the 680th hour of employment.                                                                                                                                                                                                                                                                                                                                                                                   | At the commencement of employment, but workers aren't entitled to use paid sick time until after 90 days of employment.                                                                                                                                                                                                                                                                                                                                                                                             |

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|  <p>For more information visit A Better Balance (<a href="http://abetterbalance.org">abetterbalance.org</a>)</p> | Colorado                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Connecticut                                                                                                                                                                | District of Columbia                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Does unused sick time carry forward to the subsequent year?                                                                                                                                       | Workers are entitled to carry forward up to 48 hours of unused paid sick, but employers are not required to allow workers to use, accrue, or bank 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).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Workers are entitled to carry forward up to 40 hours of unused paid sick time, but employers are not required to allow use of more than 40 hours of paid sick time a year. | Per regulations, workers can carry forward unused paid sick time, but employers aren't required to allow use of more than: 7 days of paid sick time a year (for businesses with 100 or more workers); 5 days of paid sick time a year (for businesses with at least 25 and fewer than 100 workers and workers in a restaurant or bar who regularly receive tips to supplement a base wage below the minimum wage); or 3 days of paid sick time a year (for business with fewer than 25 workers). |
| Private Right of Action to go to Court?                                                                                                                                                           | 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/or other relief to the employer, and the employer has 14 days to respond.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | No                                                                                                                                                                         | Yes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Are there waivers/ exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?                                                                                               | 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.                                                                                                                                                                                                                                                                              | No specific language regarding waivers or exemptions for workers covered by a CBA                                                                                          | The law's paid sick time requirements won't apply to workers in the building/construction industry covered by a CBA that expressly waives the requirements in clear and unambiguous terms. Otherwise, the law's paid sick time requirements can't be waived in the written terms of a CBA for less than 3 paid leave days.                                                                                                                                                                       |
| What Agency or Official Enforces the Law?                                                                                                                                                         | The Colorado Department of Labor and Employment's Division of Labor Standards and Statistics                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | The Connecticut Department of Labor                                                                                                                                        | Washington D.C. Department of Employment Services                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| For the statewide paid sick time laws: can cities in the state pass paid sick time laws that are broader than the state law?                                                                      | Yes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Not explicitly addressed in the paid sick time law                                                                                                                         | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Statutory Citation(s)                                                                                                                                                                             | Colo. Rev. Stat. Ann. § 8-13.3-401 et seq.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Conn. Gen. Stat. § 31-57r et seq.                                                                                                                                          | D.C. Code § 32-531.01 et seq.                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Additional Notes                                                                                                                                                                                  | Colorado's paid sick time law is fully in effect. As of January 1, 2022, all employers regardless of size have been required to provide accrued paid sick time to their employees. However, in 2021, only employers with 16 or more employees were required to provide accrued paid sick time (employers of all sizes were required to comply with the provisions regarding paid sick leave connected to a public health emergency). Moreover, effective August 7, 2023 the law was amended to include three additional qualifying purposes: time to grieve, attend a funeral or memorial, or handle financial/legal matters following the death of a family member; time to care for a family member whose school or place of care has been closed due to inclement weather, loss of power, loss of heating, loss of water, or other unexpected occurrences or events; or time to evacuate your place of residence due to inclement weather, loss of power, loss of heating, loss of water, or other unexpected occurrences or events. | 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> .                          | 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> .                                                                                                                                                                                                                                                                                                                                                |

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|  <p>For more information visit A Better Balance (<a href="http://abetterbalance.org">abetterbalance.org</a>)</p>                                                                                 | Emeryville                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Los Angeles                                                                                                                                                                                                                                                                                                                                                     | Maryland                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 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 calendar week, perform at least 2 hours of work within the geographic boundaries of Emeryville and who are entitled to minimum wage under California law are covered.                                                                                                                                                                                                                                                                                                                                                                   | Workers who, in a particular week, perform at least 2 hours of work within the geographic boundaries of Los Angeles and who are entitled to minimum wage under California law are covered. To be entitled to paid sick time, workers must also work in Los Angeles for the same employer for 30 days or more within a year from the commencement of employment. | Workers employed in Maryland who regularly work at least 12 hours per week are covered. The following workers are exempted: independent contractors; agricultural workers; certain realtors who work solely on a commission basis; workers under the age of 18 before the beginning of the year; certain workers employed by a temporary services agency to provide temporary staffing to another person if the agency doesn't have day-to-day control over the work assignments and supervision of the worker; workers directly employed by an employment agency to provide part-time or temporary services to another person; workers that are on-call in a health or human services industry that can reject or accept a shift, not guaranteed to be called on to work, and not employed by a temporary staffing agency. |
| Can sick time be used to care for loved ones?                                                                                                                                                                                                                                     | 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.                                                                                                                                       | 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.                                                                   | Yes: children; parents; parents-in-law; legal guardians; spouses; grandparents; grandchildren; siblings; and individuals who acted as a parent or stood in loco parentis to the employee (or the employee's spouse) when the employee (or the employee's spouse) was a minor. Beginning on October 1, 2020, wards of the employee or the employee's spouse and legal guardians of the employee's spouse will be covered as well.                                                                                                                                                                                                                                                                                                                                                                                            |
| How is "child" defined?                                                                                                                                                                                                                                                           | Biological, adopted, or foster child, stepchild, legal ward, or the child of a worker standing in loco parentis to the child.                                                                                                                                                                                                                                                                                                                                                                                                                             | Biological, adopted, or foster child, stepchild, legal ward, or the child of a worker standing in loco parentis to the child                                                                                                                                                                                                                                    | Biological, adopted, or foster children; stepchildren; a child for whom the employee has legal or physical custody or guardianship; a child for whom the employee stands in loco parentis regardless of the child's age.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Can sick time be used for specific "safe time" purposes (related to domestic violence, sexual assault, or stalking)?                                                                                                                                                              | Pursuant to regulations, yes, but only when the worker is the victim.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Yes, but only when the worker is the victim.                                                                                                                                                                                                                                                                                                                    | Yes, when the worker or the worker's family member is a victim                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Can sick time be used under the law to bond with a new child and/or deal with a family member's death? Note: It is possible that other laws, such as the Family and Medical Leave Act or a state equivalent, could provide eligible workers with unpaid leave for these purposes. | No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | No                                                                                                                                                                                                                                                                                                                                                              | Sick time can be used for maternity or paternity leave.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Can sick time be used when a worker's place of work or child's school/place of care is closed by public health officials for a public health emergency?                                                                                                                           | No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | No.                                                                                                                                                                                                                                                                                                                                                             | No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Rate at which workers earn paid sick time?                                                                                                                                                                                                                                        | 1 hour for every 30 hours worked.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 1 hour for every 30 hours worked                                                                                                                                                                                                                                                                                                                                | 1 hour for every 30 hours worked (for both paid and unpaid sick time, as described below).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Do workers have different sick time-related rights based on the size of their employer? If so, based on what employer-size threshold(s)?                                                                                                                                          | Yes. Workers 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., banks 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. | No                                                                                                                                                                                                                                                                                                                                                              | Workers in businesses with 15 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 more than 55 workers: up to 72 hours. Workers in businesses with 55 or fewer 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., banks 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.                                                          | Up to 48 hours a year                                                                                                                                                                                                                                                                                                                                           | Employers with 15 or more employees may cap the amount of sick time a worker earns at 40 hours of paid sick time per year. Employers with 14 or fewer employees shall at least provide an employee with 40 hours of unpaid, job-protected sick time per year. Employers may cap the amount of sick time a worker can use at 64 hours per year.                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 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 the 90th day of employment.                                                                                                                                                                                                                                                                                                                                                                                                                                       | 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.                                                                 | At the commencement of employment. However, workers aren't entitled to use earned sick time during the first 106 calendar days of employment.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

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|  <p>For more information visit A Better Balance (<a href="http://abetterbalance.org">abetterbalance.org</a>)</p> | Emeryville                                                                                                                                                                                                                                                                                        | Los Angeles                                                                                                              | Maryland                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Does unused sick time carry forward to the subsequent year?                                                                                                                                       | Workers are entitled to carry forward 72 hours of unused paid sick time (in businesses with more than 55 workers) or 48 hours of unused paid sick time (in businesses with 55 or fewer workers), but employers are not required to allow workers to earn more than these 72-hour or 48-hour caps. | Workers are entitled to carry forward unused paid sick time to the following year, but employers may cap it at 72 hours. | Workers are entitled to carry forward 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?                                                                                                                                                           | Yes.                                                                                                                                                                                                                                                                                              | Yes                                                                                                                      | No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Are there waivers/ exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?                                                                                               | All or any portion of the law doesn't apply to workers covered by a CBA to the extent that the CBA explicitly waives the requirements in clear and unambiguous terms showing that the parties intend the waiver.                                                                                  | No specific language regarding waivers or exemptions for workers covered by a CBA.                                       | 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 clear and unambiguous terms. The CBA waiver provision does not apply to those employed as a janitor, building cleaner, security officer, superintendent, concierge, doorman, or handyperson. 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.       |
| What Agency or Official Enforces the Law?                                                                                                                                                         | No specific agency authorized. The City itself has authority under the law to issue rules and regulations, as well as to enforce the law through administrative citations and/or remedies.                                                                                                        | Los Angeles Office of Wage Standards (within the Department of Public Works' Bureau of Contract Administration)          | Maryland Department of Labor, Licensing & Regulation                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| 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                                                                                                                      | 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.                                                                                                                                                                                                                                                                                                      |
| Statutory Citation(s)                                                                                                                                                                             | Emeryville Code § 5-37.01 et seq.                                                                                                                                                                                                                                                                 | Los Angeles Code § 187.00 et. seq. and § 188.00 et. seq.                                                                 | Md. Code Ann. Lab. & Empl. § 3-1301 et seq.                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Additional Notes                                                                                                                                                                                  | For more information, see <a href="http://www.ci.emeryville.ca.us/1024/Minimum-Wage-Ordinance">http://www.ci.emeryville.ca.us/1024/Minimum-Wage-Ordinance</a> .                                                                                                                                   | For more information, see <a href="http://wagesla.lacity.org/">http://wagesla.lacity.org/</a> .                          | For more information, see <a href="https://www.dlrr.state.md.us/paidleave/paidleaveposter.shtml">https://www.dlrr.state.md.us/paidleave/paidleaveposter.shtml</a> .                                                                                                                                                                                                                                                                                                                                         |

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|  <p>For more information visit A Better Balance (<a href="http://abetterbalance.org">abetterbalance.org</a>)</p>                                                                                 | Massachusetts                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Michigan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Minneapolis, MN                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Michigan workers who work for an employer with 50 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 workers whose minimum hourly wage rate is determined under section 4b of the Improved Workforce Opportunity Wage Act. | Workers who perform work for an employer within Minneapolis for at least 80 hours in a year for that employer are covered. Independent contractors are exempted.                                                                                                                                                                                                                                                                         |
| Can sick time be used to care for loved ones?                                                                                                                                                                                                                                     | Yes: children; spouses; parents; or parents of a spouse                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Yes: children; spouses; parents; parents of a spouse; grandparents; grandchildren; and siblings.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Yes: children; parents; parents-in-law; spouses; registered domestic partners; grandchildren; grandparents; siblings; and members of the worker's household                                                                                                                                                                                                                                                                              |
| How is "child" defined?                                                                                                                                                                                                                                                           | Biological, adopted, or foster child, stepchild, a legal ward, or a child of a person who has assumed the responsibilities of parenthood                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Biological, adopted or foster child, stepchild or legal ward, or a child to whom the employee stands in loco parentis.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Biological, adopted, or foster child, stepchild, guardian, or ward                                                                                                                                                                                                                                                                                                                                                                       |
| Can sick time be used for specific "safe time" purposes (related to domestic violence, sexual assault, or stalking)?                                                                                                                                                              | Yes, but only when the worker or the worker's dependent child is the victim                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Yes, when the worker or the worker's family member is a victim.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Yes, when the worker or the worker's family member is the victim                                                                                                                                                                                                                                                                                                                                                                         |
| Can sick time be used under the law to bond with a new child and/or deal with a family member's death? Note: It is possible that other laws, such as the Family and Medical Leave Act or a state equivalent, could provide eligible workers with unpaid leave for these purposes. | No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | No                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Can sick time be used when a worker's place of work or child's school/place of care is closed by public health officials for a public health emergency?                                                                                                                           | No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Yes.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Yes. Also includes need to care for family member whose school/place of care is closed due to inclement weather, loss of power/heating/water, or other unexpected closure.                                                                                                                                                                                                                                                               |
| Rate at which workers earn paid sick time?                                                                                                                                                                                                                                        | 1 hour for every 30 hours worked (for both paid and unpaid sick time, as described below)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 1 hour for every 35 hours worked.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 1 hour for every 30 hours worked (for both paid and unpaid sick time, as described below)                                                                                                                                                                                                                                                                                                                                                |
| Do workers have different sick time-related rights based on the size of their employer? If so, based on what employer-size threshold(s)?                                                                                                                                          | Yes. Workers in businesses with 11 or more workers can earn up to 40 hours of paid sick time per year. Workers in businesses with fewer than 11 workers can earn up to 40 hours of unpaid, job-protected sick time per year.                                                                                                                                                                                                                                                                                                                                                                                                                                  | Yes, workers who work for employers with fewer than 50 employees are exempt.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Yes. Workers in businesses with 6 or more workers can earn up to 48 hours of paid sick time per year. Workers in businesses with 5 or fewer 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."                                                                                        |
| Amount of paid sick time that can be earned under the law per year? (Note: All of these paid sick time laws make it clear that these laws establish a minimum requirement, and employers can provide greater or more generous paid sick time benefits to their workers.)          | Workers in businesses with 11 or more workers: up to 40 hours of paid sick time a year. Workers in businesses with fewer than 11 workers: up to 40 hours of unpaid, job-protected sick time a year                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Up to 40 hours per year.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Workers in businesses with 6 or more workers: up to 48 hours a year. Workers in businesses with 5 or fewer workers: up to 48 hours of unpaid, job-protected sick time a year. New employers, other than certain chain businesses, only have to provide unpaid, job-protected sick time in their first 12 months after hiring their first worker (this "new business" provision only applies for 5 years after the law's effective date). |
| When do workers begin to earn paid sick time?                                                                                                                                                                                                                                     | At the date of hire, but workers aren't entitled to use sick time until the 90th calendar day following commencement of employment.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | At the commencement of employment, but workers aren't entitled to use earned sick time until the 90th calendar day after commencing employment.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | At the commencement of employment, but workers aren't entitled to use sick time until the 90th calendar day after commencement of employment.                                                                                                                                                                                                                                                                                            |
| Does unused sick time carry forward to the subsequent year?                                                                                                                                                                                                                       | Workers are entitled to carry forward up to 40 hours of unused sick time, but employers aren't required to allow use of more than 40 hours of sick time a year. Per regulations, employers may choose to pay out workers up to 40 hours of unused sick time at the end of the year. If an employer pays out a worker for 16 hours or more of unused sick time, they must provide 16 hours of unpaid sick time up front in the new year; if they pay out less than 16 hours, they shall provide an equivalent amount of unpaid sick time up front in the new year. In either case, this unpaid sick time is replaced by paid sick time as the worker earns it. | Workers can carry over to the following year up to 40 hours of unused earned sick time, but employers are not required to allow employees to use more than 40 hours of paid sick time per year.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Workers are entitled to carry forward unused sick time and shall continue to accrue sick time up to a total of 80 hours at any time. There is otherwise no limit on how much earned sick time can be used in a year.                                                                                                                                                                                                                     |
| Private Right of Action to go to Court?                                                                                                                                                                                                                                           | Yes, after filing with the Attorney General                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | No                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Are there waivers/ exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?                                                                                                                                                                               | No specific language regarding waivers or exemptions for workers covered by a CBA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | The law's provisions do not apply to workers covered by a CBA that is in effect prior to the law's effective date (March 29, 2019). For workers covered by a CBA in effect on March 29, 2019, the law applies beginning on the stated expiration date in the CBA.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | An employer may opt to satisfy the law for construction employees by paying at least the State prevailing wage or the rate required in an applicable registered apprenticeship agreement (regardless of whether working on private or public projects).                                                                                                                                                                                  |
| What Agency or Official Enforces the Law?                                                                                                                                                                                                                                         | The Massachusetts Attorney General                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | The Michigan Department of Licensing and Regulatory Affairs                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Minneapolis Department of Civil Rights                                                                                                                                                                                                                                                                                                                                                                                                   |

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|  <p>For more information visit A Better Balance (<a href="http://abetterbalance.org">abetterbalance.org</a>)</p> | Massachusetts                                                                                                                                                                                                                                                       | Michigan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Minneapolis, 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?                                                                      | Not explicitly addressed in the paid sick time law                                                                                                                                                                                                                  | 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | N/A                                                                                                                     |
| Statutory Citation(s)                                                                                                                                                                             | Massachusetts General Laws Chapter 149, §§ 148C, 148D                                                                                                                                                                                                               | Mich. Comp. Laws § 408.961 et seq.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Minneapolis Code § 40.10 et seq.                                                                                        |
| Additional Notes                                                                                                                                                                                  | 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> . | 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 originally passed law was more universal in coverage, while the amended law constricts both coverage and application of the law. In August 2022, a Michigan judge ruled that the Legislature violated Michigan law by adopting and amending the earned paid sick leave ballot initiative in the same legislative session, thwarting the ballot initiative power reserved to the people in the Michigan Constitution. The decision was reversed at the appellate court, but ongoing litigation is possible. A Better Balance will share any updates as we receive them. | For more information, see <a href="http://sicktimeinfo.minneapolismn.gov/">http://sicktimeinfo.minneapolismn.gov/</a> . |

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|  <p>For more information visit A Better Balance (<a href="http://abetterbalance.org">abetterbalance.org</a>)</p>                                                                                 | Minnesota                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Montgomery County, MD                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | New Jersey                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 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 Minnesota who work at least 80 hours in a year are covered. The law exempts: independent contractors; and flight deck/cabin crews who are subject to the Railway Labor Act, work less than a majority of their hours in Minnesota in a calendar year, and are provided with an amount of paid leave equal to or exceeding this law.                                                                                                                                                                                                            | 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. | Workers employed in New Jersey are covered. Public employees who are provided with sick leave with full pay pursuant to any other law, rule, or regulation of the State, are exempted. Per diem health care employees are also exempted. Per diem health care employees may include any (1) health care professional licensed in NJ employed by a health care facility licensed by the state; (2) any individual that is in the process of applying to the state for a license to provide health care services who is employed by a state licensed health care facility; or (3) any first aid, rescue or ambulance squad member employed by a hospital system. These individuals are considered "per diem health care employees"—and therefore exempt from the law—if they: (1) work on an as-needed basis to supplement, replace, or substitute for a health care employee; (2) work only when they indicate that they are available to work; and (3) either: (a) have the opportunity for full time or part time employment under that healthcare provider (in their scope of practice) which offers paid time off benefits greater in length than provided under this law; or (b) have waived earned sick leave benefits as provided under this law. Any individual who is certified as a homemaker-home health aide is not exempted from the law as a "per diem health care employee." |
| Can sick time be used to care for loved ones?                                                                                                                                                                                                                                     | Yes: children; spouses or registered domestic partners; siblings; parents; grandchildren, grandparents; children of an employee's sibling (e.g., niece/nephew); sibling of an employee's parent (e.g., aunt/uncle). Sick time can also be used to care for: any of the family members listed above of an employee's spouse or registered domestic partner; any other individual related by blood or whose close association with the employee is the equivalent of a family relationship; and up to one additional individual annually designated by the employee. | Yes: children; parents and legal guardians of the worker; spouses; grandparents; spouses of grandparents; grandchildren; siblings; and spouses of siblings.                                                                                                                                                                                                                                                                                                                                                                                                         | Yes: children; grandchildren; siblings; spouses; registered domestic partners; civil union partners; parents (including parents of an employee's spouse, registered domestic partner, or civil union partner); grandparents; spouses, registered domestic partners, or civil union partners of a parent or grandparent; siblings of a spouse, registered domestic partner, or civil union partner; and any other individual related by blood to the employee or whose close association with the employee is the equivalent of a family relationship.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| How is "child" defined?                                                                                                                                                                                                                                                           | An employee's child, foster child, adult child, legal ward, child for whom the employee is the legal guardian, child to whom the employee stands in loco parentis, or an individual to whom employee stood in loco parentis while that person was a minor. The law also covers children-in-law or any child listed above of an employee's spouse or registered domestic partner.                                                                                                                                                                                   | 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.                                                                                                                                                                                                                                                                                                                                                                                       | Biological, adopted, or foster child, stepchild, legal ward, child of a registered domestic partner or civil union partner of the employee.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Can sick time be used for specific "safe time" purposes (related to domestic violence, sexual assault, or stalking)?                                                                                                                                                              | Yes, when the worker or the worker's family member is the victim.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Yes, when the worker or the worker's family member is the victim                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Yes, when the worker or the worker's family member is the victim.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Can sick time be used under the law to bond with a new child and/or deal with a family member's death? Note: It is possible that other laws, such as the Family and Medical Leave Act or a state equivalent, could provide eligible workers with unpaid leave for these purposes. | No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Can sick time be used when a worker's place of work or child's school/place of care is closed by public health officials for a public health emergency?                                                                                                                           | Yes. The law also allows workers time off if their place of business is closed due to weather or if they need to care for a family member whose school/place of care is closed due to weather.                                                                                                                                                                                                                                                                                                                                                                     | Yes.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Rate at which workers earn paid sick time?                                                                                                                                                                                                                                        | 1 hour for every 30 hours worked                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 1 hour for every 30 hours worked (for both paid and unpaid sick time, as described below)                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 1 hour for every 30 hours worked.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Do workers have different sick time-related rights based on the size of their employer? If so, based on what employer-size threshold(s)?                                                                                                                                          | No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 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.                                                                                                                                                                                                                                                                                                           | No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Amount of paid sick time that can be earned under the law per year? (Note: All of these paid sick time laws make it clear that these laws establish a minimum requirement, and employers can provide greater or more generous paid sick time benefits to their workers.)          | Up to 48 hours of paid sick time per year.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Workers in businesses with 5 or more workers: up to 56 hours a year. Workers in businesses with fewer than 5 workers: up to 32 hours of paid sick time and 24 hours of unpaid, job-protected sick time.                                                                                                                                                                                                                                                                                                                                                             | Up to 40 hours a year.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| When do workers begin to earn paid sick time?                                                                                                                                                                                                                                     | At the commencement of employment or once the law takes effect on January 1, 2024. Workers may use paid sick time as it is accrued.                                                                                                                                                                                                                                                                                                                                                                                                                                | At the commencement of employment, but workers can be required to wait 90 days before using their sick time.                                                                                                                                                                                                                                                                                                                                                                                                                                                        | At the commencement of employment. However, workers aren't entitled to use earned sick time until the 120th calendar day after employment commenced.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |

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|  <p>For more information visit A Better Balance (<a href="http://abetterbalance.org">abetterbalance.org</a>)</p> | Minnesota                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Montgomery County, MD                                                                                                                                                                                                                                                                                                                                         | New Jersey                                                                                                                                                                                                                                                                                                                                     |
| Does unused sick time carry forward to the subsequent year?                                                                                                                                       | Yes, workers are entitled to carry forward unused paid sick time and shall continue to accrue paid sick time up to a total of 80 hours at any time. Carry forward of unused paid sick time is not required if an employer either: provides the worker with 48 hours of paid sick time for immediate use at the beginning of the subsequent year and the employer pays the worker for their accrued but unused paid sick time at the end of the year; or provides the worker with 80 hours of paid sick time for immediate use at the beginning of the subsequent year if the employer does not pay the worker for their accrued but unused paid sick time at the end of the year. | 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. | Workers are entitled to carry forward up to 40 hours of unused paid sick time, but employers are not required to allow use of more than 40 hours of paid sick time a year.                                                                                                                                                                     |
| Private Right of Action to go to Court?                                                                                                                                                           | Yes.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | No                                                                                                                                                                                                                                                                                                                                                            | Yes.                                                                                                                                                                                                                                                                                                                                           |
| Are there waivers/ exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?                                                                                               | The law's paid sick time requirements won't apply to workers in the building/construction industry covered by a CBA (with a bona fide building and construction trades labor organization that has established itself as the collective bargaining representative for the affected building and construction industry employees) that expressly waives the requirements in clear and unambiguous terms.                                                                                                                                                                                                                                                                           | No specific language regarding waivers or exemptions for workers covered by a CBA                                                                                                                                                                                                                                                                             | 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. |
| What Agency or Official Enforces the Law?                                                                                                                                                         | The Minnesota Department of Labor and Industry                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | County Office of Human Rights. The County Executive may also delegate enforcement to a legally authorized State agency.                                                                                                                                                                                                                                       | Department of Labor and Workforce Development                                                                                                                                                                                                                                                                                                  |
| For the statewide paid sick time laws: can cities in the state pass paid sick time laws that are broader than the state law?                                                                      | Yes.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | N/A                                                                                                                                                                                                                                                                                                                                                           | No. New Jersey's law preempts—or prohibits—cities from passing their own sick time laws, and nullifies all previously enacted local sick time laws in New Jersey.                                                                                                                                                                              |
| Statutory Citation(s)                                                                                                                                                                             | Minnesota Statutes § 181.9445 et seq.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Montgomery County Code Chapter 27, Article XIII                                                                                                                                                                                                                                                                                                               | N.J. Stat. Ann. § 34:11D-1 et seq.                                                                                                                                                                                                                                                                                                             |
| Additional Notes                                                                                                                                                                                  | This law will take effect January 1, 2024.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                               | 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.          |

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| <br>For more information visit A Better Balance ( <a href="http://abetterbalance.org">abetterbalance.org</a> )                                                                                   | New Mexico                                                                                                                                                                                                                                                                                                                                                                           | New York                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | New York City, NY                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 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 New Mexico are covered. Flight deck/cabin crews subject to the Railway Labor Act, certain railroad workers, government employees, and employees of any business owned or operated by a tribe or tribal member are exempted.                                                                                                                                      | While the law does not specify a definition of employer or employee, 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 exempted.                                                                                                                                                                                                                                                                                                                            | Workers who work within NYC are covered. Work-study students, certain hourly speech/physical/occupational therapists, independent contractors, and government employees are exempted.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Can sick time be used to care for loved ones?                                                                                                                                                                                                                                     | Yes: 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. | Yes: children; parents; parents of a spouse or domestic partner; spouses; domestic partners; grandparents, grandchildren, or siblings.                                                                                                                                                                                                                                                                                                                                                                                                                                               | Yes: children; spouses; registered domestic partners; parents; 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.                                                                                                                                                                                                                                                                                                                                                                       |
| How is "child" defined?                                                                                                                                                                                                                                                           | A biological, adopted or foster child, a stepchild or legal ward, or a child to whom the employee stands in loco parentis.                                                                                                                                                                                                                                                           | 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.                                                                                                                                                                                                                                                                                                                                                                                                                                   | Biological, adopted, or foster children, legal wards, or the child of a worker standing in loco parentis to the child                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Can sick time be used for specific "safe time" purposes (related to domestic violence, sexual assault, or stalking)?                                                                                                                                                              | Yes, when the worker or the worker's family member is the victim.                                                                                                                                                                                                                                                                                                                    | Yes, when the worker or the worker's family member is the victim.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Yes, 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).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Can sick time be used under the law to bond with a new child and/or deal with a family member's death? Note: It is possible that other laws, such as the Family and Medical Leave Act or a state equivalent, could provide eligible workers with unpaid leave for these purposes. | No.                                                                                                                                                                                                                                                                                                                                                                                  | No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Can sick time be used when a worker's place of work or child's school/place of care is closed by public health officials for a public health emergency?                                                                                                                           | No.                                                                                                                                                                                                                                                                                                                                                                                  | No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Yes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Rate at which workers earn paid sick time?                                                                                                                                                                                                                                        | 1 hour for every 30 hours worked.                                                                                                                                                                                                                                                                                                                                                    | 1 hour for every 30 hours worked (for both paid and unpaid sick time, as described below).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 1 hour for every 30 hours worked (for both paid and unpaid sick time, as described below)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Do workers have different sick time-related rights based on the size of their employer? If so, based on what employer-size threshold(s)?                                                                                                                                          | No.                                                                                                                                                                                                                                                                                                                                                                                  | 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 and a net income of more than 1 million dollars in the previous tax year can earn up to 40 hours of paid sick time per year. Workers in businesses with 4 or fewer workers and a net income of 1 million dollars or less in the previous tax year can earn up to 40 hours of unpaid, job-protected sick time per year. | Yes. Workers in businesses with 99 or fewer workers can use up to 40 hours of sick time per year. Workers in businesses with 100 or more workers can use up to 56 hours of sick time per year. For workers in businesses with 5 or more workers or workers in businesses with fewer than 5 workers and a net income of \$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. |
| 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 are entitled to use up to 64 hours of paid sick time per year.                                                                                                                                                                                                                                                                                                               | Workers in businesses with 100 or more workers: 56 hours per year. Workers in businesses with between 5 and 99 workers: 40 hours per year. Workers in businesses with 4 or fewer workers and a net income of more than 1 million dollars in the previous tax year: 40 hours per year. Workers in businesses with 4 or fewer workers and a net income of 1 million dollars or less in the previous tax year: 40 hours of unpaid, job-protected sick time per year.                                                                                                                    | Workers in businesses with 100 or more workers can use up to 56 hours of paid sick time per year. Workers in businesses with 5 to 99 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 \$1 million or more in the last tax year 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 a year. All workers in certain chain businesses or franchises will be counted together to determine size.                                                                |
| When do workers begin to earn paid sick time?                                                                                                                                                                                                                                     | At the commencement of employment or July 1, 2022, whichever is later. Earned sick time can be used beginning July 1, 2022.                                                                                                                                                                                                                                                          | At the commencement of employment. Earned sick time can be used as it is accrued.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | At the commencement of employment. Workers can use earned sick time as it is accrued.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Does unused sick time carry forward to the subsequent year?                                                                                                                                                                                                                       | Yes, but employers are not required to allow workers to carry forward or use more than 64 hours of paid sick time in a year.                                                                                                                                                                                                                                                         | Workers are entitled to carry forward unused sick time, but employers aren't required to allow annual use of more than: 56 hours of paid sick time per calendar year (for businesses with 100 or more workers); or 40 hours of sick time per calendar year (for businesses with fewer than 100 workers).                                                                                                                                                                                                                                                                             | Workers in businesses with 99 or fewer 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. Workers in businesses with 100 or more workers are entitled to carry forward up to 56 hours of unused sick time, but employers aren't required to allow use of more than 56 hours of sick time a year. Carry forward is not required if a worker is paid for unused sick time at the end of the year and the employer provides the worker with an amount of paid sick time that meets or exceeds the law's requirement on the first day of the subsequent year.                                            |

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|  <p>For more information visit A Better Balance (<a href="https://abetterbalance.org">abetterbalance.org</a>)</p> | New Mexico                                                                                                                                                                                                                                                                                                                                                                                                                                          | New York                                                                                                                                                                                                                                                                                                                                                        | New York City, NY                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Private Right of Action to go to Court?                                                                                                                                                            | Yes.                                                                                                                                                                                                                                                                                                                                                                                                                                                | Yes.                                                                                                                                                                                                                                                                                                                                                            | Effective March 20, 2024, yes.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Are there waivers/ exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?                                                                                                | No specific language regarding waivers or exemption for workers covered by a CBA.                                                                                                                                                                                                                                                                                                                                                                   | CBAs 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.                                          | 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 CBA if the law's provisions are expressly waived in the CBA. The law's provisions won't apply to other workers covered by a CBA if the provisions are expressly waived in the CBA and the CBA provides a comparable benefit.                                                                       |
| What Agency or Official Enforces the Law?                                                                                                                                                          | The Labor Relations Division of the Workforce Solutions Department                                                                                                                                                                                                                                                                                                                                                                                  | Department of Labor Commissioner                                                                                                                                                                                                                                                                                                                                | New York City Department of Consumer and Worker Protection (DCWP)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| For the statewide paid sick time laws: can cities in the state pass paid sick time laws that are broader than the state law?                                                                       | Yes                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Yes - cities with a population of 1 million or more can enact and enforce local laws or ordinances that meet or exceed the minimum hour and use standards or requirements of this law as determined by the Commissioner of Labor. Any local law providing sick leave benefits in effect at the time of the effective date of this statute cannot be diminished. | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Statutory Citation(s)                                                                                                                                                                              | N.M. Stat. Ann. § 50-17-1 et seq.                                                                                                                                                                                                                                                                                                                                                                                                                   | N.Y. Lab. Law § 196-b                                                                                                                                                                                                                                                                                                                                           | NYC Code § 20-911 et seq.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Additional Notes                                                                                                                                                                                   | As noted earlier, the law takes effect on July 1, 2022. Note that this law does not apply to any work done on Tribal Land, including Trust Land—this is true whether an employer is owned or operated by a tribe or tribal member or a non-tribal member. The full text of the law can be found here: <a href="https://www.nmlegis.gov/Sessions/21%20Regular/final/HB0020.pdf">https://www.nmlegis.gov/Sessions/21%20Regular/final/HB0020.pdf</a> . |                                                                                                                                                                                                                                                                                                                                                                 | New York City's law will continue to be in effect even after New York State passed a statewide sick time law. However, beginning on January 1, 2021, Westchester County's paid sick time law will be preempted—or prohibited—by the New York State law. For more information about New York City's sick time law, see <a href="http://www.nyc.gov/PaidSickLeave">http://www.nyc.gov/PaidSickLeave</a> and A Better Balance's web site <a href="https://www.abetterbalance.org/resources/paid-sick-time-for-workers-in-nyc/">https://www.abetterbalance.org/resources/paid-sick-time-for-workers-in-nyc/</a> . |

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|  <p>For more information visit A Better Balance (<a href="http://abetterbalance.org">abetterbalance.org</a>)</p>                                                                                 | Oakland                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Oregon                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Philadelphia, PA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 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; parents of a spouse or registered domestic partner; grandparents; and grandchildren.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Yes: children; parents; parents-in-law; spouses; grandparents; the spouse of a grandparent; grandchildren; siblings; the spouse of a sibling; and a life partner (a long-term committed relationship between two unmarried individuals of the same sex or gender identity who meet certain, specified requirements)                                                                                                                                                                                                            |
| How is "child" defined?                                                                                                                                                                                                                                                           | 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, not beyond what is provided under the State's paid sick time law.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Yes, but only when the worker or the worker's minor child or dependent is the victim.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Yes, when the worker or the worker's family member is the victim                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Can sick time be used under the law to bond with a new child and/or deal with a family member's death? Note: It is possible that other laws, such as the Family and Medical Leave Act or a state equivalent, could provide eligible workers with unpaid leave for these purposes. | No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Yes: 1) to bond with a newborn, newly adopted, or newly placed foster child under age 18; or 2) to deal with the death of a family member (including to attend the funeral, grieve, make arrangements).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Can sick time be used when a worker's place of work or child's school/place of care is closed by public health officials for a public health emergency?                                                                                                                           | No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Yes.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Rate at which workers earn paid sick time?                                                                                                                                                                                                                                        | 1 hour for every 30 hours worked.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 1 hour for every 30 hours worked or 1 and 1/3 hours for every 40 hours worked (for both paid and unpaid sick time, as described below).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 1 hour for every 40 hours worked (for both paid and unpaid sick time, as described below)                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Do workers have different sick time-related rights based on the size of their employer? If so, based on what employer-size threshold(s)?                                                                                                                                          | Yes. Workers 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., banks 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. | Yes. 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Yes. Workers in businesses with 10 or more workers can earn up to 40 hours of paid sick time per 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.                                                                                                                                                                                 |
| 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 10 or more workers: up to 72 hours. Workers in businesses with fewer than 10 workers: up to 40 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., banks 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.                                                          | Larger businesses: Workers in businesses with at least 10 or more workers: up to 40 hours of paid sick time a year. Employers located in Portland: If a business is located in Portland (including maintaining any office, store, restaurant, or establishment in the city) and has at least 6 workers anywhere in Oregon, workers have the right to earn up to 40 hours of paid sick time a year. Smaller businesses: Workers in businesses with fewer than 10 workers (or fewer than 6 workers if the business is located in Portland): up to 40 hours of unpaid, job-protected sick time a year. Special rule for some home care workers: Certain home care workers who are hired directly by the client but whose compensation is funded in whole or part by payments from the State, county, or a public agency must receive up to 40 hours of paid time off a year (including but not limited to sick time). | Workers in businesses with 10 or more workers: up to 40 hours a year. Workers in businesses with fewer than 10 workers: up to 40 hours of unpaid, 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 sick time. An employer may adopt a policy: limiting the amount of sick time that can be earned to no more than 80 hours; or limiting use of sick time to no more than 40 hours a year. Carry forward is not required if the following elements are met: 1) the worker and the employer mutually agree not to carry forward the time; 2) the employer credits the worker with an amount of sick time that meets the law's requirements up front at the start of the subsequent year; and 3) if the employer has 10 or more workers in OR, the employer pays the worker for all unused paid sick time at the end of the year in which it is earned.                                                                                                                                                                                                   | Workers are entitled to carry forward unused sick time, but employers are not required to allow use of more than 40 hours of sick time per year. Carry forward isn't required if the employer chooses to provide at least 40 hours of sick time at the beginning of each calendar year.                                                                                                                                                                                                                                        |

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|  <p>For more information visit A Better Balance (<a href="http://abetterbalance.org">abetterbalance.org</a>)</p> | Oakland                                                                                                                                                                                                         | Oregon                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Philadelphia, PA                                                                                                                                                                                                                                        |
| Private Right of Action to go to Court?                                                                                                                                                           | Yes.                                                                                                                                                                                                            | Yes.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Yes. Can go directly to court in the first 120 days after May 13, 2015, the law's effective date. After that, workers may go to Court only after receiving a final decision from the agency or 180 days after filing a complaint, whichever is earlier. |
| Are there waivers/ exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?                                                                                               | 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.                                              | 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | The law's provisions do not apply to workers covered by a bona fide CBA.                                                                                                                                                                                |
| What Agency or Official Enforces the Law?                                                                                                                                                         | As of July 1, 2020, the Department of Workplace and Employment Standards has the authority to enforce the law.                                                                                                  | The Oregon Bureau of Labor and Industries                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | The Mayor's Office of Labor, Office of Benefits and Wage Compliance                                                                                                                                                                                     |
| For the statewide paid sick time laws: can cities in the state pass paid sick time laws that are broader than the state law?                                                                      | N/A                                                                                                                                                                                                             | No. The Oregon law preempts—or prohibits—cities from passing their own paid sick time laws. However, in response to Portland's more generous paid sick time law (in effect when the state bill was passed), the statewide paid sick time law requires that employers located in Portland with at least 6 workers (anywhere in Oregon) must provide paid sick time to their workers.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | N/A                                                                                                                                                                                                                                                     |
| Statutory Citation(s)                                                                                                                                                                             | Oakland Code § 5.92.010 et seq.                                                                                                                                                                                 | Or. Rev. Stat. §§ 653.256 et seq., 659A.885                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Philadelphia Code § 9-4101 et seq.                                                                                                                                                                                                                      |
| Additional Notes                                                                                                                                                                                  | For more information, see <a href="http://www2.oaklandnet.com/government/o/CityAdministration/d/MinimumWage/index.htm">http://www2.oaklandnet.com/government/o/CityAdministration/d/MinimumWage/index.htm</a> . | Oregon's Legislature passed a statewide paid sick time law on June 12, 2015, and the law went into effect on January 1, 2016. The law preempts—or prohibits—local governments from passing paid sick time laws. As a result, Eugene's paid sick time law—passed in July 2014 and originally scheduled to go into effect on July 1, 2015—did not take effect. On the other hand, Portland passed a paid sick time law in March 2013, and it went into effect on January 1, 2014, prior to passage of the statewide law. Although Oregon's paid sick time law blocked localities from passing paid sick time laws and preempted Portland's law, the Portland law influenced a key provision of the statewide law. As described in this chart, the employer size threshold for providing paid sick time is lower for employers who are located in Portland (including maintenance of any office, store, restaurant, or establishment in the city). As described in the chart, an employer located in Portland that employs at least six workers anywhere in Oregon must provide its workers with paid sick time, and smaller employers located in Portland must provide unpaid sick time. For employers who are not located in Portland, the size threshold for providing paid sick time is 10 or more workers (with smaller employers providing unpaid sick time). Eugene and Portland have been removed from this comparison chart. For more information about Oregon's sick time law, see <a href="http://www.oregon.gov/BOLI/TA/pages/index.aspx">http://www.oregon.gov/BOLI/TA/pages/index.aspx</a> . | 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> .                                                                                     |

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|  <p>For more information visit A Better Balance (<a href="http://abetterbalance.org">abetterbalance.org</a>)</p>                                                                                 | Pittsburgh, PA                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Rhode Island                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Saint Paul, MN                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| 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 Pittsburgh are covered. Independent contractors and seasonal workers (those hired for a temporary period of not more than 16 weeks and given written notification at time of hire that employment is limited to beginning/end of seasonal dates as determined by employer) are exempted.                                                                                                                                                      | Workers employed in Rhode Island are covered. Independent contractors, subcontractors, work study participants, apprenticeships and interns, certain employees licensed to practice nursing, and state and municipal workers are exempted. Workers exempt from the state minimum wage law are also exempt from the paid sick time law. See <a href="http://webserver.rilin.state.ri.us/Statutes/TITLE28/28-12/28-12-2.HTM">http://webserver.rilin.state.ri.us/Statutes/TITLE28/28-12/28-12-2.HTM</a> 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. Certain airline flight deck or cabin crew employees (who work less than the majority of their hours in Saint Paul and have paid leave equal to or exceeding the amount required by Saint Paul and Minnesota's statutes) and independent contractors are exempted.                                                                                                                                                                                                                                                                           |
| Can sick time be used to care for loved ones?                                                                                                                                                                                                                                     | Yes: children; parents; parents of a spouse or domestic partner; spouses; domestic partners; grandchildren; grandparents; the spouse or domestic partner of a grandparent; siblings; and any individual for whom the worker received oral permission from the employer to care for at the time of the worker's request to make use of sick time                                                                                                                   | Yes: children; parents; spouses; parents-in-law; grandparents; grandchildren; domestic partners (broadly defined); siblings; care recipients; and members of the worker's household. A "care recipient" is any person for whom the worker is responsible for providing or arranging health or safety related care.                                                                                                                                                                                                                                                                                           | Yes: children; spouses or registered domestic partners; siblings; parents; grandchildren, grandparents; children of your sibling (e.g., niece/nephew); sibling of your parent (e.g., aunt/uncle). Sick time can also be used to care for: any of the family members listed above of a spouse or registered domestic partner; any other individual related by blood or whose close association with the employee is the equivalent of a family relationship; and up to one additional individual annually designated by the employee.                                                                                                                                  |
| How is "child" defined?                                                                                                                                                                                                                                                           | Biological, adopted, or foster child, stepchild, legal ward, child of a domestic partner, or child of a worker standing in loco parentis to the child                                                                                                                                                                                                                                                                                                             | Biological, adopted, or foster child, stepchild, legal ward, a child of a domestic partner, or a child of a worker standing in loco parentis to the child.                                                                                                                                                                                                                                                                                                                                                                                                                                                   | An employee's child, foster child, adult child, legal ward, child for whom the employee is legal guardian, or a child to whom the employee stands or stood in loco parentis. The law also covers children-in-law or any child listed above of an employee's spouse                                                                                                                                                                                                                                                                                                                                                                                                    |
| Can sick time be used for specific "safe time" purposes (related to domestic violence, sexual assault, or stalking)?                                                                                                                                                              | No                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Yes, when the worker or the worker's family member is the victim.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Yes, when the worker or the worker's family member is the victim.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Can sick time be used under the law to bond with a new child and/or deal with a family member's death? Note: It is possible that other laws, such as the Family and Medical Leave Act or a state equivalent, could provide eligible workers with unpaid leave for these purposes. | No                                                                                                                                                                                                                                                                                                                                                                                                                                                                | No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Can sick time be used when a worker's place of work or child's school/place of care is closed by public health officials for a public health emergency?                                                                                                                           | Yes                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Yes.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Yes. Workers can use sick time if their place of work or their family member's school/place of care is closed for weather or due to other public emergency.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Rate at which workers earn paid sick time?                                                                                                                                                                                                                                        | 1 hour for every 35 hours worked                                                                                                                                                                                                                                                                                                                                                                                                                                  | 1 hour for every 35 hours worked (for both paid and unpaid sick time, as described below).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 1 hour per 30 hours worked within Saint Paul, MN.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Do workers have different sick time-related rights based on the size of their employer? If so, based on what employer-size threshold(s)?                                                                                                                                          | Yes. Workers 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 workers can earn up to 24 hours of paid sick time per year.                                                                                                                                                                                                                                                       | Yes. As of 2019, workers in businesses with 18 or more workers can earn up to 32 hours of paid sick time; workers in businesses with fewer than 18 workers can earn up to 32 hours of unpaid, job-protected sick time. Each year after 2019, workers in businesses with 18 or more workers can earn up to 40 hours of paid sick time; workers in businesses with fewer than 18 workers can earn up to 40 hours of unpaid, job-protected sick time.                                                                                                                                                           | No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Amount of paid sick time that can be earned under the law per year? (Note: All of these paid sick time laws make it clear that these laws establish a minimum requirement, and employers can provide greater or more generous paid sick time benefits to their workers.)          | Workers in businesses with 15 or more workers: up to 40 hours a year. Workers in businesses with fewer than 15 workers: up to 24 hours a year, although in the first year after the law goes into effect, this time will be unpaid (thereafter it will be 24 hours of paid sick time a year for workers in these small businesses).                                                                                                                               | As of 2019, workers in businesses with 18 or more workers can earn up to 32 hours of paid sick time; workers in businesses with fewer than 18 workers can earn up to 32 hours of unpaid, job-protected sick time. Each year after 2019, workers in businesses with 18 or more workers can earn up to 40 hours of paid sick time; workers in businesses with fewer than 18 workers can earn up to 40 hours of unpaid, job-protected sick time.                                                                                                                                                                | Up to 48 hours of paid sick time per year.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| When do workers begin to earn paid sick time?                                                                                                                                                                                                                                     | At the commencement of employment, but workers aren't entitled to use sick time until the 90th calendar day after employment commenced.                                                                                                                                                                                                                                                                                                                           | At the commencement of employment (for both paid and unpaid sick time). However, workers aren't entitled to use sick time until after 90 days of employment. Temporary workers are entitled to use sick time beginning on the 180th calendar day following commencement of their employment. Seasonal workers are entitled to use sick time beginning on the 150th calendar day following commencement of their employment.                                                                                                                                                                                  | At the commencement of employment. Workers are entitled to use their paid sick time as it is accrued.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Does unused sick time carry forward to the subsequent year?                                                                                                                                                                                                                       | Workers are entitled to carry forward unused sick time, but employers aren't required to allow use of more than 40 hours of paid sick time a year (for businesses with 15 or more workers) or more than 24 hours of sick time a year (for businesses with fewer workers). Carry forward is not required if the employer provides the worker with an amount of paid sick time that meets or exceeds the law's requirement on the first day of the subsequent year. | Workers are entitled to carry forward unused paid sick time, but employers aren't required to allow use of more than 24 hours of paid sick time in 2019, 32 hours of paid sick time in 2019, and 40 hours of paid sick time each year after 2019. In lieu of carryover of unused earned paid sick time from one year to the next, an employer may pay a worker for unused paid sick time at the end of a year and provide the worker with an amount of paid sick time that meets or exceeds the law's requirements that is available for the worker's immediate use at the beginning of the subsequent year. | Workers 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. Carry forward of unused paid sick time is not required if an employer either: provides the worker with 48 hours of paid sick time for immediate use at the beginning of the subsequent year and the employer pays the worker for their accrued but unused paid sick time at the end of the year; or provides the worker with 80 hours of paid sick time for immediate use at the beginning of the subsequent year if the employer does not pay the worker for their accrued but unused paid sick time at the end of the year.    |
| Private Right of Action to go to Court?                                                                                                                                                                                                                                           | No                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Yes.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Yes.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Are there waivers/ exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?                                                                                                                                                                               | Members of a construction union covered by a collective bargaining unit are exempted.                                                                                                                                                                                                                                                                                                                                                                             | No specific waivers or exemptions for workers covered by a CBA.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | An employer may opt to satisfy the law for construction employees by paying at least the State prevailing wage or the rate required in an applicable registered apprenticeship agreement (regardless of whether working on private or public projects). Also, the law's paid sick time requirements won't apply to workers in the building/construction industry covered by a CBA (with a bona fide building and construction trades labor organization that has established itself as the collective bargaining representative for the affected building and construction industry employees) that expressly waives the requirements in clear and unambiguous terms. |

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|  <p>For more information visit A Better Balance (<a href="https://abetterbalance.org">abetterbalance.org</a>)</p> | Pittsburgh, PA                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Rhode Island                                                                                                                                               | Saint Paul, MN                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| What Agency or Official Enforces the Law?                                                                                                                                                          | The Office of the City Controller or a Department or entity designated by the Mayor's Office                                                                                                                                                                                                                                                                                                                                                                                            | The Rhode Island Department of Labor and Training                                                                                                          | Saint Paul Department of Human Rights and Equal Economic Opportunity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| For the statewide paid sick time laws: can cities in the state pass paid sick time laws that are broader than the state law?                                                                       | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | No. The Rhode Island law preempts—or prohibits—cities from requiring employers to provide sick time benefits in excess of those required by the state law. | N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Statutory Citation(s)                                                                                                                                                                              | Pittsburgh Code § 626 et seq.                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 28 R.I. Gen. Laws § 28-57-1 et seq.                                                                                                                        | Saint Paul Code § 233.01 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 <a href="https://pittsburghpa.gov/mayor/paidsickleave">https://pittsburghpa.gov/mayor/paidsickleave</a> . | For more information on Rhode Island's law, see <a href="https://dlt.ri.gov/wrs/laborstandards/">https://dlt.ri.gov/wrs/laborstandards/</a>                | Saint Paul's paid sick time ordinance originally took effect on January 1, 2018. The law was amended on January 12, 2023 and such amendments took effect on February 24, 2023. The law was amended again on October 18, 2023 to align the ordinance with the Minnesota state paid sick time statute. Those amendments took effect on January 1, 2024. The information in this chart reflects the rights of working individuals in Saint Paul as of January 1, 2024. Note that sick time rights prior to December 31, 2023 were different than what is reflected in this chart. For more information about Saint Paul's sick time law, see <a href="https://www.stpaul.gov/departments/human-rights-equal-economic-opportunity/labor-standards-enforcement-and-education-1">https://www.stpaul.gov/departments/human-rights-equal-economic-opportunity/labor-standards-enforcement-and-education-1</a> . |

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|  <p>For more information visit A Better Balance (<a href="http://abetterbalance.org">abetterbalance.org</a>)</p>                                                                                 | San Diego                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | San Francisco                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Santa Monica                                                                                                                                                                                                                                     |
| 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 at least one calendar week of the year, perform at least 2 hours of work within San Diego are covered. Independent contractors, certain workers authorized under State law to be paid less than the minimum wage, certain providers of in-home supportive services under State law, workers employed under a publicly subsidized summer or short-term youth employment program, or any student employee, camp or program counselor of an organized camp under State law are exempted. | Workers employed within the geographic boundaries of San Francisco are covered.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Workers who, in a calendar week, perform at least 2 hours of work within the geographic boundaries of Santa Monica and who are entitled to minimum wage under California law are covered. Government and school district employees are exempted. |
| Can sick time be used to care for loved ones?                                                                                                                                                                                                                                     | Yes: children; parents; grandchildren; grandparents; spouses; registered domestic partners (registered under state/local law or with the internal registry of at least one partner's employer); parents of a spouse or registered domestic partner; and siblings.                                                                                                                                                                                                                                     | 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. As of January 1, 2017, the parents of a spouse or registered domestic partner will also be covered.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Yes: children; parents; grandchildren; grandparents; spouses; registered domestic partners; parents of a spouse or registered domestic partner; and siblings.                                                                                    |
| How is "child" defined?                                                                                                                                                                                                                                                           | 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.                                                                                                                                                                                                                                                                                                                                 | Legal guardians or wards; children from biological, adoptive, foster care, and step-relationships; children of a domestic partner; or the child of a worker standing in loco parentis to the child.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Biological, adopted, or foster child, stepchild, legal ward, or the child of a worker standing in loco parentis to the child.                                                                                                                    |
| Can sick time be used for specific "safe time" purposes (related to domestic violence, sexual assault, or stalking)?                                                                                                                                                              | Yes, when the worker or the worker's family member is the victim.                                                                                                                                                                                                                                                                                                                                                                                                                                     | Yes, but only as of January 1, 2017, and only when the worker is the victim.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Yes, but only when the worker is the victim.                                                                                                                                                                                                     |
| Can sick time be used under the law to bond with a new child and/or deal with a family member's death? Note: It is possible that other laws, such as the Family and Medical Leave Act or a state equivalent, could provide eligible workers with unpaid leave for these purposes. | No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | No                                                                                                                                                                                                                                               |
| Can sick time be used when a worker's place of work or child's school/place of care is closed by public health officials for a public health emergency?                                                                                                                           | Yes.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | San Francisco's Office of Labor Standards Enforcement released administrative guidance connected to the local COVID-19 public health emergency clarifying that general sick time can be used when a worker's business or work location temporarily ceases operations in response to a public health official's or other public official's recommendation, or to care for a family member whose school, childcare provider, senior care provider, or work temporarily ceases operations in response to a public health official's or other public official's recommendation. As of October 1, 2022, workers are also covered by San Francisco's separate public health emergency leave law, which includes leave to care for a family member if the school or place of care of the family member has been closed, or the care provider is unavailable, due to the public health emergency. Among other purposes, covered employees can also take public health emergency leave for their own health protection during an air quality emergency if the employee is a member of a vulnerable population (diagnosed with a heart or lung disease, has respiratory problems, is pregnant, or is age 60 or older) and primarily works outdoors. San Francisco's Public Health Emergency Leave Ordinance is a separate law and covers employees who are employed within the geographic boundaries of San Francisco of employers with 100 or more employees worldwide. Employees of certain non-profit organizations are not covered. For more about the separate public health emergency leave law, see <a href="http://sfgov.org/olse/public-health-emergency-leave-ordinance">http://sfgov.org/olse/public-health-emergency-leave-ordinance</a> or <a href="https://www.abetterbalance.org/resources/know-your-rights-san-francisco-paid-sick-time/">https://www.abetterbalance.org/resources/know-your-rights-san-francisco-paid-sick-time/</a> | No.                                                                                                                                                                                                                                              |
| Rate at which workers earn paid sick time?                                                                                                                                                                                                                                        | 1 hour for every 30 hours worked                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 1 hour for every 30 hours worked.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 1 hour for every 30 hours worked                                                                                                                                                                                                                 |
| Do workers have different sick time-related rights based on the size of their employer? If so, based on what employer-size threshold(s)?                                                                                                                                          | No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Yes. Workers 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., banks 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Yes. As of January 1, 2018, workers in businesses with 26 or more workers can earn up to 72 hours of paid sick time per year. Workers in businesses with 25 or fewer workers can earn up to 40 hours of paid 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.)          | Employers may cap the amount of paid sick time a worker earns at 80 hours. Employers may also cap the amount of paid sick time a worker can use each year at 40 hours.                                                                                                                                                                                                                                                                                                                                | Workers in businesses with 10 or more workers: up to 72 hours. Workers in businesses with fewer than 10 workers: up to 40 hours. 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., banks 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | As of January 1, 2018, workers in businesses with 26 or more workers: up to 72 hours a year. Workers in businesses with 25 or fewer workers: up to 40 hours a year.                                                                              |
| When do workers begin to earn paid sick time?                                                                                                                                                                                                                                     | At the commencement of employment, but workers aren't entitled to use paid sick time until 90 calendar days following the commencement of employment.                                                                                                                                                                                                                                                                                                                                                 | At the commencement of employment, but workers aren't entitled to use paid sick time until the 90th day of employment.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | At the commencement of employment, but workers aren't entitled to use paid sick time until after the first 90 days of employment (or sooner if provided for in the employer's policies).                                                         |

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|  <p>For more information visit A Better Balance (<a href="http://abetterbalance.org">abetterbalance.org</a>)</p> | San Diego                                                                                                                                                                                                                                                                                                        | San Francisco                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Santa Monica                                                                                                                                                                                                                                                                                                                                                                                                              |
| Does unused sick time carry forward to the subsequent year?                                                                                                                                       | Workers are entitled to carry forward unused paid sick time. An employer may satisfy the law's carry-over provisions if the employer provides a worker with at least 40 hours of paid sick time at the beginning of each benefit year, regardless of whether the employee is full-time, part-time, or temporary. | Workers are entitled to carry forward 72 hours of unused paid sick time (in businesses with 10 or more workers) or 40 hours of unused paid sick time (in businesses with fewer than 10 workers), but employers are not required to allow workers to earn more than these 72-hour or 40-hour caps.                                                                                                                                                                                                                                                                                                                                                          | Workers are entitled to carry forward unused paid sick time to the following year, until their paid sick time reaches the annual caps described in the chart on the prior page (depending on business size and year). Carry forward is not required if the full amount of paid sick time required by the law is received by the worker at the beginning of each year (calendar year, fiscal year, or year of employment). |
| Private Right of Action to go to Court?                                                                                                                                                           | Yes                                                                                                                                                                                                                                                                                                              | Yes.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Yes                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Are there waivers/ exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?                                                                                               | No specific language regarding waivers or exemptions for workers covered by a CBA.                                                                                                                                                                                                                               | 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | All or any part of the law doesn't apply to workers covered by a CBA to the extent that the CBA explicitly waives the requirements in clear and unambiguous terms.                                                                                                                                                                                                                                                        |
| What Agency or Official Enforces the Law?                                                                                                                                                         | San Diego's Office of the City Treasurer (although the Mayor may designate another office/department under the Mayor's authority)                                                                                                                                                                                | San Francisco Office of Labor Standards Enforcement                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | The Santa Monica Finance Director is authorized to adopt administrative regulations consistent with the law.                                                                                                                                                                                                                                                                                                              |
| 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 (For the public health emergency leave law, see San Francisco Police Code Article 33P).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Santa Monica Code § 4.62 et seq.                                                                                                                                                                                                                                                                                                                                                                                          |
| 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 on San Francisco's general paid sick leave law, see <a href="http://sfgov.org/olse/paid-sick-leave-ordinance-pslo">http://sfgov.org/olse/paid-sick-leave-ordinance-pslo</a> . For more on the separate public health emergency leave ordinance, see <a href="http://sfgov.org/olse/public-health-emergency-leave-ordinance">http://sfgov.org/olse/public-health-emergency-leave-ordinance</a> . More information is also available at <a href="https://www.abetterbalance.org/resources/know-your-rights-san-francisco-paid-sick-time/">https://www.abetterbalance.org/resources/know-your-rights-san-francisco-paid-sick-time/</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> .                                                                                                                                                                                             |

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|  <p>For more information visit A Better Balance (<a href="http://abetterbalance.org">abetterbalance.org</a>)</p>                                                                                 | Seattle, WA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Tacoma, WA                                                                                                                                                                                                                                                                                                                                                                                                               | Vermont                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 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 work in Seattle are covered. Independent contractors and government workers other than those employed by the City of Seattle are exempted.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Workers employed in Tacoma are covered, as long as there is a reasonable expectation that they will perform work in Tacoma for more than 80 hours within a benefit year. Independent contractors, single-person businesses, and Federal government workers are exempted.                                                                                                                                                 | Workers employed by an employer in Vermont for an average of no less than 18 hours per week during a year are covered. The following individuals are exempted: workers under 18 years of age; workers employed for 20 or fewer weeks in a year in a job scheduled to last 20 or fewer weeks; certain State workers excluded from the State classified service; certain employees who work on a per diem or intermittent basis at a health care or long-term care facility; certain per diem or intermittent workers who only work when indicating availability, have no obligation to accept the work, and have no expectation of continued employment; certain substitute educators for a school district or supervisory district/union if under no obligation to work a regular schedule or period of long-term (30 or more consecutive school days) substitute coverage; and certain sole proprietors/partner owners of an unincorporated business. |
| 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Yes: children; parents; grandparents; grandchildren; siblings; spouses; and registered domestic partners (local or state registries).                                                                                                                                                                                                                                                                                    | Yes: children; parents; parents-in-law; grandparents; spouses; 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 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.                                                                                                                                                                                                          | Undefined. The law specifically covers care of a child or foster child.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 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 spouse or registered domestic partner, grandparent, or person with whom the employee has a dating relationship) or certain members of the worker's household (defined under Washington State law) is the victim.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Yes, when the worker or the worker's family member (for safe time purposes, also includes a parent-in-law or a person with whom the worker has a dating relationship, per Washington State law) is the victim.                                                                                                                                                                                                           | Yes, when the worker or the worker's family member is the victim.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Can sick time be used under the law to bond with a new child and/or deal with a family member's death? Note: It is possible that other laws, such as the Family and Medical Leave Act or a state equivalent, could provide eligible workers with unpaid leave for these purposes. | No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Paid sick time can be used to deal with a family member's death.                                                                                                                                                                                                                                                                                                                                                         | 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, when closed for any public health reason (not only public health emergencies).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Yes, when either the worker's place or work or child's school/place of care is closed by a public health official for any health-related reasons (not only public health emergencies). A health-related reason means a serious public health concern that could result in bodily injury or exposure to an infection agent, biological toxin, or hazardous material, and does not include closures for inclement weather. | Yes, for public health or safety reasons.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Rate at which workers earn paid sick time?                                                                                                                                                                                                                                        | In businesses with 250 or more employees, at least 1 hour for every 30 hours worked. In businesses with fewer than 250 employees, at least 1 hour for every 40 hours worked.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 1 hour for every 40 hours worked.                                                                                                                                                                                                                                                                                                                                                                                        | 1 hour for every 52 hours worked.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Do workers have different sick time-related rights based on the size of their employer? If so, based on what employer-size threshold(s)?                                                                                                                                          | Yes. 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/equivalents 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/equivalents 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 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. | No.                                                                                                                                                                                                                                                                                                                                                                                                                      | No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Amount of paid sick time that can be earned under the law per year? (Note: All of these paid sick time laws make it clear that these laws establish a minimum requirement, and employers can provide greater or more generous paid sick time benefits to their workers.)          | No explicit cap on how much sick time can be earned or used in a year. However, as described below, employers may cap the amount of unused sick time workers may carry over to the subsequent year.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | No explicit cap on how much sick time can be earned or used in a year. However, as described below, employers are not required to allow a worker to carry over more than 40 hours of unused paid sick time a year.                                                                                                                                                                                                       | 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.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| When do workers begin to earn paid sick time?                                                                                                                                                                                                                                     | At the commencement of employment, but workers aren't entitled to use paid sick time until the 90th calendar day after employment commenced.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | At the commencement of employment, but workers aren't entitled to use paid sick time until the 90th calendar day after employment commenced.                                                                                                                                                                                                                                                                             | At the commencement of employment or when their employer becomes covered by the law, whichever is later, but workers can be required to wait up to 1 year before using their accrued paid sick time.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |

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|  <p>For more information visit A Better Balance (<a href="http://abetterbalance.org">abetterbalance.org</a>)</p> | Seattle, WA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Tacoma, WA                                                                                                                                                                             | Vermont                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Does unused sick time carry forward to the subsequent year?                                                                                                                                       | Workers are entitled to carry forward the following amount of unused paid sick time: for businesses with at least one and fewer than 50 employees: up to 40 hours; for businesses with at least 50 and fewer than 250 employees: up to 56 hours; for businesses with 250 or more employees: up to 72 hours.                                                                                                                                                                                                                                                                                   | Workers are entitled to carry forward 40 hours of unused paid sick time to the following benefit year.                                                                                 | 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. |
| Private Right of Action to go to Court?                                                                                                                                                           | Yes.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | No.                                                                                                                                                                                    | Yes.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Are there waivers/ exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?                                                                                               | Workers covered by a valid CBA may waive the law's requirements that are more generous than Washington's statewide paid sick time law (such as accrual and carry over rates). Such requirements must be expressly waived in clear and unambiguous terms in the CBA, or in an addendum to an existing CBA including an agreement that is open for negotiation. This limited waiver is only allowed for agreements ratified or expiring by December 31, 2018. CBA waivers are not permitted on the later of January 1, 2019, or the expiration date of a CBA in existence on December 31, 2018. | 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.                     | No specific waivers or exemptions for workers covered by a CBA.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| What Agency or Official Enforces the Law?                                                                                                                                                         | Seattle Office of Labor Standards                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | The Finance Director or his or her designee                                                                                                                                            | Not explicitly addressed in the paid sick time law.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 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                                                                                                                                                                                    | Vt. Stat. Ann. tit. 21, § 481 et seq.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Statutory Citation(s)                                                                                                                                                                             | Seattle Code § 14.16.010 et seq.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Tacoma Code § 18.10.010 et seq.                                                                                                                                                        | Vt. Stat. Ann. tit. 21, § 481 et seq.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Additional Notes                                                                                                                                                                                  | For more information, see <a href="http://www.seattle.gov/laborstandards/paid-sick-and-safe-time">http://www.seattle.gov/laborstandards/paid-sick-and-safe-time</a> .                                                                                                                                                                                                                                                                                                                                                                                                                         | For more information about Tacoma's sick time law, see <a href="http://www.cityoftacoma.org/cms/one.aspx?objectId=75860">http://www.cityoftacoma.org/cms/one.aspx?objectId=75860</a> . | For more on Vermont's paid sick time law, see the resources at <a href="https://labor.vermont.gov/">https://labor.vermont.gov/</a> .                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |

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|  <p>For more information visit A Better Balance (<a href="http://abetterbalance.org">abetterbalance.org</a>)</p>                                                                                        | Washington                                                                                                                                                                                                                                                                                                                 |
| <p>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.</p>                                                                                             | <p>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.</p> |
| <p>Can sick time be used to care for loved ones?</p>                                                                                                                                                                                                                                     | <p>Yes: children; parents; parents of a spouse or registered domestic partner; spouses; registered domestic partners; grandparents; grandchildren; and siblings</p>                                                                                                                                                        |
| <p>How is “child” defined?</p>                                                                                                                                                                                                                                                           | <p>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.</p>                                                                                                               |
| <p>Can sick time be used for specific “safe time” purposes (related to domestic violence, sexual assault, or stalking)?</p>                                                                                                                                                              | <p>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.</p>                                                                       |
| <p>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.</p> | No                                                                                                                                                                                                                                                                                                                         |
| <p>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?</p>                                                                                                                           | <p>Yes, when closed for any health-related reasons (not only public health emergencies).</p>                                                                                                                                                                                                                               |
| <p>Rate at which workers earn paid sick time?</p>                                                                                                                                                                                                                                        | 1 hour for every 40 hours worked                                                                                                                                                                                                                                                                                           |
| <p>Do workers have different sick time-related rights based on the size of their employer? If so, based on what employer-size threshold(s)?</p>                                                                                                                                          | No                                                                                                                                                                                                                                                                                                                         |
| <p>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.)</p>          | <p>No explicit cap on how much sick time can be earned or used in a year. However, as described below, employers are not required to allow a worker to carry over more than 40 hours of unused paid sick time a year.</p>                                                                                                  |
| <p>When do workers begin to earn paid sick time?</p>                                                                                                                                                                                                                                     | <p>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.</p>                                                                                                   |

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|  <p>For more information visit A Better Balance (<a href="http://abetterbalance.org">abetterbalance.org</a>)</p> | Washington                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Does unused sick time carry forward to the subsequent year?                                                                                                                                       | 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.                                                                                                                                                                                                                                                                                             |
| Private Right of Action to go to Court?                                                                                                                                                           | Yes                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Are there waivers/ exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?                                                                                               | 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. |
| What Agency or Official Enforces the Law?                                                                                                                                                         | Washington Department of Labor and Industries                                                                                                                                                                                                                                                                                                                                                                                                                          |
| For the statewide paid sick time laws: can cities in the state pass paid sick time laws that are broader than the state law?                                                                      | 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.                                       |
| Statutory Citation(s)                                                                                                                                                                             | Wash. Rev. Code § 49.46.005 et seq.                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Additional Notes                                                                                                                                                                                  | 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>                                                                                                                                                                                                                                                                                       |