


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.

| | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|
|  <p>For more information visit A Better Balance (abetterbalance.org)</p> | Texas |
| 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. | |
| Can sick time be used to care for loved ones? | |
| How is "child" defined? | |
| Can sick time be used for specific "safe time" purposes (related to domestic violence, sexual assault, or stalking)? | |
| 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. | |
| 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? | |
| Rate at which workers earn paid sick time? | |
| Do workers have different sick time-related rights based on the size of their employer? If so, based on what employer-size threshold(s)? | |
| 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.) | |
| When do workers begin to earn paid sick time? | |
| Does unused sick time carry forward to the subsequent year? | |
| Private Right of Action to go to Court? | |

| | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|
|  <p>For more information visit A Better Balance (abetterbalance.org)</p> | Texas |
| Are there waivers/ exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)? | |
| What Agency or Official Enforces 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? | |
| Statutory Citation(s) | |
| Additional Notes | |