

Overview of Paid Sick Time Laws in the United States

Updated on April 1, 2020

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>	<p>Dallas, TX</p>
<p>Who is covered?</p>	<p>*Important note: This law is not currently in effect due to a pending court challenge.*</p> <p>Individuals who perform at least 80 hours of work for pay within the City of Dallas, Texas in a year for an employer, including work performed through the services of a temporary or employment agency. Independent contractors, unpaid interns, and employees of the federal, state, or city government are not covered.</p>
<p>Can sick time be used to care for loved ones?</p>	<p>Yes: a spouse, child, parent, any other individual related by blood, or any other individual whose close association to an employee is the equivalent of a family relationship.</p>
<p>How is "child" defined?</p>	<p>Undefined</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 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>	<p>No</p>
<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>No</p>
<p>Rate at which workers earn paid sick time?</p>	<p>1 hour for every 30 hours worked</p>

 <p>For more information visit A Better Balance (abetterbalance.org)</p>	Dallas, TX
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 15 workers can earn up to 64 hours of paid sick time per year. Workers in businesses with fewer than 15 workers can earn up to 48 hours of paid sick time per year. The size of an employer also determines when workers begin to earn paid sick time. Workers who work for employers with more than 5 employees begin earning paid sick time at the commencement of employment or August 1, 2019, whichever is later. Workers who work for employers with 5 or fewer employees begin earning paid sick time at the commencement of employment or August 1, 2021, whichever is later.
Amount of paid sick time that can be earned under the law per year? (Note: All of these paid sick time laws make it clear that these laws establish a minimum requirement, and employers can provide greater or more generous paid sick time benefits to their workers.)	Workers who work for employers with more than 15 employees can earn up to 64 hours of paid sick time per year. Workers who work for employers with fewer than 15 employees can earn up to 48 hours of paid sick time per year. (Note that the ordinance is effective for employers with 5 or more workers on August 1, 2019 but for smaller employers the effective date is August 1, 2021.)
When do workers begin to earn paid sick time?	For workers who work for employers with more than 5 employees, at the commencement of employment or August 1, 2019, whichever is later. For workers who work for employers with 5 or fewer employees, at the commencement of employment or August 1, 2021, whichever is later. New employees can be required to wait 60 days before using sick time, if the employer establishes that the employee's term of employment is at least one year.
Does unused sick time carry forward to the subsequent year?	Workers can carry over to the following year unused earned sick time up to the applicable yearly cap based on the size of their employer. Carry forward is not required if the employer makes at least the yearly cap of earned sick time available at the beginning of the year
Private Right of Action to go to Court?	No
Are there waivers/ exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?	A CBA may modify the yearly cap as long as the modification is explicitly stated in the CBA.
What Agency or Official Enforces the Law?	The city manager is authorized to designate a department to implement, administer, and enforce the Ordinance.
For the statewide paid sick time laws: can cities in the state pass paid sick time laws that are broader than the state law?	N/A
Statutory Citation(s)	Ch. 20, Dallas City Code.



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

Dallas, TX

Additional Notes

On April 24, 2019, the Dallas City Council voted 10-4 to pass a paid sick time law, making it the third jurisdiction in Texas to do so. The law's effective date is August 1, 2019 except for employers that did not employ more than 5 employees at any time in the preceding 12 months, for whom the law's effective date is August 1, 2021. *Important note: The law is not currently in effect due to a pending court challenge.*