Overview of Paid Sick Time Laws in the United States

In the United States, 9 states, 30 cities, and Washington D.C. have paid sick time laws on the books. This document provides an overview and comparison of these 42 laws, with the exceptions of the paid sick time laws recently passed in Maryland and in Austin, Texas. We are currently developing a digital, user-friendly version of this chart that will cover all 42 laws. In the meantime, information about Maryland and Austin’s laws can be found in Section IV of this document (“Additional Paid Sick Time Laws”).

Section I provides a comparison of paid sick time laws that are—or will soon be—in effect at the statewide level (with the exception of Maryland’s law), as well as Washington D.C.’s law.

Section II provides a comparison of the seven local paid sick time laws that are—or will soon be—in effect in California.

Section III provides a comparison of paid sick time laws that are—or will soon be—in effect at the county and city level, with the exceptions of Austin, the seven California cities, and Washington D.C. Section IV provides a brief overview of the paid sick time laws in Maryland and Austin, Texas, and additional paid sick time laws that are narrower than the ones covered in this chart.

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<th>Who is covered?</th>
<th>Can sick time be used to care for a new love?</th>
<th>How is “child” defined?</th>
<th>Certificate of service occupations?</th>
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<tbody>
<tr>
<td>Connecticut</td>
<td>Weekly workers in certain “service” occupations in Connecticut are covered, if they work for a business with 30 or more workers. For the full list of which professions are covered, see the definition of “service worker” (Sec. 31-576.1). Certain manufacturers and nonprofit organizations are exempted, as are temporary and day laborers.</td>
<td>Yes: children and spouse</td>
<td>Biologic, foster, or adopted children, stepchildren, legal wards, or the child of a worker standing in loco parentis to the child. The child must be under 18 or incapable of self care because of a mental/physical disability.</td>
<td>Yes</td>
</tr>
<tr>
<td>California</td>
<td>Workers employed in California for 30 or more days a year after commencement of employment are covered. Flight deck cabin crew is subject to Railway Labor Act with comparable paid time off are exempted. Workers who provide in-home supportive care are exempted until July 1, 2015, at which point they will be able to accrue paid sick time (subject to specific wage and carryover provisions).</td>
<td>Yes: children, parents, grandparents, siblings; registered domestic partners; parents of a spouse; or domestic partner; and children</td>
<td>Biologic, adoptive, or foster child; stepchild; adoptive child, a legal ward, or a child of a person who has assumed the responsibilities of parenthood</td>
<td>Yes</td>
</tr>
<tr>
<td>Massachusetts</td>
<td>Workers employed in Massachusetts are covered. Independent contractors, certain railroad workers, and individuals employed by the parent, spouse, or child are exempted.</td>
<td>Yes: children, spouses; parents; or parents of a spouse</td>
<td>Biologic, adoptive, or foster child; stepchild; adoptive child, a legal ward, or a child of a person who has assumed the responsibilities of parenthood</td>
<td>Yes</td>
</tr>
<tr>
<td>Oregon</td>
<td>Workers employed in Oregon are covered. Independent contractors, certain railroad workers, and individuals employed by the parent, spouse, or child are exempted.</td>
<td>Yes: children, grandparents; sponsors of children, siblings; parents of a spouse; or domestic partner; and children</td>
<td>Biologic, adoptive, or foster child; stepchild; adoptive child, a legal ward, or a child of a person who has assumed the responsibilities of parenthood</td>
<td>Yes</td>
</tr>
<tr>
<td>Washington D.C.</td>
<td>Workers employed by an employer within Washington, D.C. are covered. The following individuals are exempted: independent contractors; students; health care workers; persons who are employed in the District of Columbia; and individuals employed by the parent, spouse, or child.</td>
<td>Yes: children, grandparents; sponsors of children, siblings; parents of a spouse; or domestic partner; and children</td>
<td>Biologic, adoptive, or foster child; stepchild; adoptive child, a legal ward, or a child of a person who has assumed the responsibilities of parenthood</td>
<td>Yes</td>
</tr>
<tr>
<td>Vermont</td>
<td>Workers employed by an employer in Vermont are covered.</td>
<td>Yes: children, parents; grandparents, sponsors of children, siblings; parents of a spouse; or domestic partner; and children</td>
<td>Biologic, adoptive, or foster child; stepchild; adoptive child, a legal ward, or a child of a person who has assumed the responsibilities of parenthood</td>
<td>No</td>
</tr>
<tr>
<td>Arizona</td>
<td>Workers employed in Arizona are covered.</td>
<td>Yes: children; same sex domestic partner; parents; parents of a spouse; and domestic partner; and children</td>
<td>Biologic, adoptive, or foster child; stepchild; adoptive child, a legal ward, or a child of a person who has assumed the responsibilities of parenthood</td>
<td>Yes</td>
</tr>
<tr>
<td>Washington State</td>
<td>Workers employed by an employer in Washington State are covered.</td>
<td>Yes: children; parents; and domestic partners</td>
<td>Biologic, adoptive, or foster child; stepchild; adoptive child, a legal ward, or a child of a person who has assumed the responsibilities of parenthood</td>
<td>Yes</td>
</tr>
</tbody>
</table>

Can sick time be used to care for a new love?

- Yes: children and spouse
- Yes: children, parents, grandparents, sponsors, registered domestic partners, parents of a spouse or domestic partner, and siblings
- Yes: children, spouses, parents, or parents of a spouse
- Yes: children, grandparents, sponsors of children, siblings, parents of a spouse, and domestic partners, and a person with whom the worker has a committed (mutual, familial) relationship and has shared a mutual residence for at least the preceding 12 months
- Yes: children, grandparents, sponsors of children, siblings; parents of a spouse, and domestic partners, and a person with whom the worker stood in loco parentis,
- Yes: children, parents, and domestic partners
- Yes: children, parent, grandparents, sponsors of children, siblings, parents of a spouse, and domestic partners, and a person with whom the worker stood in loco parentis
- Yes: children, parent, grandparents, sponsors of children, siblings, parents of a spouse, and domestic partners, and a person with whom the worker stood in loco parentis

How is “child” defined?

- Biologic, 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.
- Biologic, adoptive, or foster child, stepchild, adoptive child, a legal ward, or a child of a person who has assumed the responsibilities of parenthood.
- Biologic, adoptive, or foster child, stepchild, a legal ward, or a child of a person who has assumed the responsibilities of parenthood.
- Biologic, adoptive, or foster child, stepchild, a legal ward, or a child of a person who has assumed the responsibilities of parenthood.
- Biologic, adoptive, or foster child, stepchild, a legal ward, or a child of a person who has assumed the responsibilities of parenthood.
- Biologic, adoptive, or foster child, stepchild, a legal ward, or a child of a person who has assumed the responsibilities of parenthood.
- Biologic, adoptive, or foster child, stepchild, a legal ward, or a child of a person who has assumed the responsibilities of parenthood.
- Biologic, adoptive, or foster child, stepchild, a legal ward, or a child of a person who has assumed the responsibilities of parenthood.

Certificates of service occupations: Yes: children, parents, grandparents, sponsors, registered domestic partners, parents of a spouse, or domestic partner, and siblings.
<table>
<thead>
<tr>
<th>Connecticut</th>
<th>California¹</th>
<th>Massachusetts</th>
<th>Oregon¹</th>
<th>Washington D.C.</th>
<th>Vermont¹</th>
<th>Arizona</th>
<th>Washington State²</th>
<th>Rhode Island³</th>
</tr>
</thead>
<tbody>
<tr>
<td>Can sick time be used for specific “sick time” purposes (related to domestic violence, sexual assault, or stalking)? (See endnote 16.)</td>
<td>Yes, but only when the worker is the victim.</td>
<td>Yes, but only when the worker is the victim.</td>
<td>Yes, but only when the worker’s dependent child is the victim.</td>
<td>Yes, but only when the worker or the worker’s dependent is the victim.</td>
<td>Yes, when the worker or the worker’s family member is the victim.</td>
<td>Yes, when the worker or the worker’s family member is the victim.</td>
<td>Yes, when the worker or the worker’s family member is the victim.</td>
<td>Yes, when the worker or the worker’s family member is the victim.</td>
</tr>
<tr>
<td>Can sick time be used under the law to bond with a new child and/or deal with a family member’s death? (See endnote 17.)</td>
<td>No.</td>
<td>No.</td>
<td>No.</td>
<td>Yes.</td>
<td>No.</td>
<td>No.</td>
<td>No.</td>
<td>No.</td>
</tr>
<tr>
<td>Can sick time be used when a worker’s place of work or child’s school/place of care is closed by a health emergency?</td>
<td>No.</td>
<td>No.</td>
<td>No.</td>
<td>Yes, for public health related reasons.</td>
<td>Yes, when the victim is the worker’s family member.</td>
<td>Yes, when the victim is the worker’s family member.</td>
<td>Yes, when the victim is the worker’s family member.</td>
<td>Yes, when the victim is the worker’s family member.</td>
</tr>
<tr>
<td>Rate at which workers earn paid sick time?</td>
<td>1 hour for every 40 hours worked.</td>
<td>1 hour for every 40 hours worked.</td>
<td>1 hour for every 40 hours worked (for both paid and unpaid sick time, as described below).</td>
<td>1 hour for every 10 hours worked or 1 and 1/2 hours for every 40 hours worked (for both paid and unpaid sick time, as described below).</td>
<td>1 hour for every 40 hours worked (for both paid and unpaid sick time, as described below).</td>
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<td></td>
</tr>
<tr>
<td>Amount of paid sick time that can be earned under the law per year? (Note: All of these paid sick time laws make it clear that these laws establish a minimum requirement, and employers can provide greater or more generous paid sick time benefits to their workers.)</td>
<td>Up to 40 hours of paid sick time a year.</td>
<td>Up to 40 hours of paid sick time a year.</td>
<td>Up to 40 hours of paid sick time a year.</td>
<td>Up to 56 hours a year.</td>
<td>Up to 40 hours a year.</td>
<td>Up to 24 hours a year.</td>
<td>Up to 24 hours a year.</td>
<td></td>
</tr>
<tr>
<td>Employees may cap the amount of paid sick time a worker can earn at 40 hours or 6 days. Employers may also cap the amount of paid sick time a worker may earn at 40 hours or 6 days.</td>
<td>Workers in businesses with 15 or more workers, up to 40 hours of paid sick time a year. Workers in businesses with fewer than 15 workers, up to 40 hours of unpaid sick time a year.</td>
<td>Workers in businesses with 15 or more workers, up to 40 hours of paid sick time a year. Workers in businesses with fewer than 15 workers, up to 40 hours of unpaid sick time a year.</td>
<td>Workers in businesses with 15 or more workers; up to 32 hours of paid sick time a year.</td>
<td>Workers in businesses with fewer than 10 workers; up to 32 hours of paid sick time a year.</td>
<td>Workers in businesses with fewer than 10 workers; up to 24 hours of paid sick time a year.</td>
<td>Workers in businesses with fewer than 10 workers; up to 24 hours of paid sick time a year.</td>
<td>Workers in businesses with fewer than 10 workers; up to 24 hours of paid sick time a year.</td>
<td></td>
</tr>
<tr>
<td>Larger businesses: Workers in businesses with 10 or more workers; up to 40 hours of paid sick time a year.</td>
<td>Workers in businesses with 24 or fewer workers; up to 40 hours a year.</td>
<td>Workers in businesses with 25-49 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.</td>
<td>Workers in businesses with 100 or more workers; 1 hour for every 37 hours worked.</td>
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<td>Workers in businesses with 100 or more workers; 1 hour for every 37 hours worked.</td>
<td></td>
</tr>
<tr>
<td>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.</td>
<td>Workers in businesses with 24 or fewer workers; up to 24 hours a year.</td>
<td>Workers in businesses with 25-49 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.</td>
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<tr>
<td>Smaller businesses: Workers in businesses with 10 or more workers; up to 40 hours of unpaid sick time a year.</td>
<td>Workers in businesses with 24 or fewer workers; up to 24 hours a year.</td>
<td>Workers in businesses with 25-49 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.</td>
<td>Workers in businesses with 100 or more workers; 1 hour for every 37 hours worked.</td>
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<tr>
<td>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 sick time a year (including but not limited to sick time).</td>
<td>Workers in businesses with 24 or fewer workers; up to 24 hours a year.</td>
<td>Workers in businesses with 25-49 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.</td>
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</table>

¹ In California, there are paid sick time laws in effect in 15 counties and 13 cities. Each of these laws establishes the minimum requirement, and employers can provide greater or more generous paid sick time benefits to their workers.

² In Washington State, each city has its own rules for paid sick leave. The rates and caps specified here are for Seattle.

³ Rhode Island currently has no paid sick time law.
<table>
<thead>
<tr>
<th>State</th>
<th>Summary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Connecticut</td>
<td>Workers are entitled to carry forward up to 40 hours of unused paid sick time, but employers aren’t required to allow use of more than 40 hours of paid sick time a year.</td>
</tr>
<tr>
<td>California</td>
<td>Workers are entitled to carry forward up to 40 hours of unused paid sick time, but employers aren’t required to allow use of more than 40 hours of paid sick time a year.</td>
</tr>
<tr>
<td>Massachusetts</td>
<td>Workers are entitled to carry forward up to 40 hours of unused paid sick time, but employers aren’t required to allow use of more than 40 hours of paid sick time a year.</td>
</tr>
<tr>
<td>Oregon</td>
<td>Workers are entitled to carry forward up to 40 hours of unused paid sick time, but employers aren’t required to allow use of more than 40 hours of paid sick time a year.</td>
</tr>
<tr>
<td>Washington D.C.</td>
<td>Workers are entitled to carry forward up to 40 hours of unused paid sick time, but employers aren’t required to allow use of more than 40 hours of paid sick time a year.</td>
</tr>
<tr>
<td>Vermont</td>
<td>Workers are entitled to carry forward up to 40 hours of unused paid sick time, but employers aren’t required to allow use of more than 40 hours of paid sick time a year.</td>
</tr>
<tr>
<td>Arizona</td>
<td>Workers are entitled to carry forward up to 40 hours of unused paid sick time, but employers aren’t required to allow use of more than 40 hours of paid sick time a year.</td>
</tr>
<tr>
<td>Washington State</td>
<td>Workers are entitled to carry forward up to 40 hours of unused paid sick time, but employers aren’t required to allow use of more than 40 hours of paid sick time a year.</td>
</tr>
<tr>
<td>Rhode Island</td>
<td>Workers are entitled to carry forward up to 40 hours of unused paid sick time, but employers aren’t required to allow use of more than 40 hours of paid sick time a year.</td>
</tr>
</tbody>
</table>

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

- **Connecticut:** Yes, after filing with the Attorney General.
- **California:** Yes, unless explicitly waived or excepted by a CBA.
- **Massachusetts:** Yes, unless explicitly waived or excepted by a CBA.
- **Oregon:** Yes, unless explicitly waived or excepted by a CBA.
- **Washington D.C.:** Yes, unless explicitly waived or excepted by a CBA.
- **Vermont:** Yes, unless explicitly waived or excepted by a CBA.
- **Arizona:** Yes, unless explicitly waived or excepted by a CBA.
- **Washington State:** Yes, unless explicitly waived or excepted by a CBA.
- **Rhode Island:** Yes, unless explicitly waived or excepted by a CBA.

**Private Right of Action in lieu of Court?**

- **Connecticut:** No.
- **California:** Yes, if an employer does not follow an express written CBA or state law.
- **Massachusetts:** Yes, if an employer does not follow an express written CBA or state law.
- **Oregon:** Yes, if an employer does not follow an express written CBA or state law.
- **Washington D.C.:** Yes, if an employer does not follow an express written CBA or state law.
- **Vermont:** Yes, if an employer does not follow an express written CBA or state law.
- **Arizona:** Yes, if an employer does not follow an express written CBA or state law.
- **Washington State:** Yes, if an employer does not follow an express written CBA or state law.
- **Rhode Island:** Yes, if an employer does not follow an express written CBA or state law.

**Are there waivers or exceptions for workers covered by a valid Collective Bargaining Agreement (CBA)?**

- **Connecticut:** No specific language regarding waivers or exceptions for workers covered by CBA.
- **California:** Construction industry workers covered by a CBA providing comparable wage/hour working conditions and expressly waiving the law’s provisions in clear and unambiguous terms are exempted. For general workers, see the next two points.
- **Massachusetts:** Construction industry workers covered by a CBA providing comparable wage/hour working conditions and expressly waiving the law’s provisions in clear and unambiguous terms are exempted. For general workers, see the next two points.
- **Oregon:** Construction industry workers covered by a CBA providing comparable wage/hour working conditions and expressly waiving the law’s provisions in clear and unambiguous terms are exempted. For general workers, see the next two points.
- **Washington D.C.:** Construction industry workers covered by a CBA providing comparable wage/hour working conditions and expressly waiving the law’s provisions in clear and unambiguous terms are exempted. For general workers, see the next two points.
- **Vermont:** Construction industry workers covered by a CBA providing comparable wage/hour working conditions and expressly waiving the law’s provisions in clear and unambiguous terms are exempted. For general workers, see the next two points.
- **Arizona:** Construction industry workers covered by a CBA providing comparable wage/hour working conditions and expressly waiving the law’s provisions in clear and unambiguous terms are exempted. For general workers, see the next two points.
- **Washington State:** Construction industry workers covered by a CBA providing comparable wage/hour working conditions and expressly waiving the law’s provisions in clear and unambiguous terms are exempted. For general workers, see the next two points.
- **Rhode Island:** Construction industry workers covered by a CBA providing comparable wage/hour working conditions and expressly waiving the law’s provisions in clear and unambiguous terms are exempted. For general workers, see the next two points.

**What Agency or Official Enforces the Law?**

- **Connecticut:** The Connecticut Department of Labor.
- **California:** The California Labor Commissioner’s Office, also known as the California Division of Labor Standards Enforcement (DLSE).
- **Massachusetts:** The Massachusetts Attorney General.
- **Oregon:** The Oregon Bureau of Labor and Industries.
- **Washington D.C.:** Department of Employment Services.
- **Vermont:** Department of Labor.
- **Arizona:** Department of Labor and Industries.
- **Washington State:** Department of Labor.
- **Rhode Island:** Department of Labor and Training.

**For the purpose of this act, the term ‘paid sick time’ means—**

- **Connecticut:** Yes, but the phrase does not explicitly define the term.
- **California:** Yes, but the phrase does not explicitly define the term.
- **Massachusetts:** Yes, but the phrase does not explicitly define the term.
- **Oregon:** Yes, but the phrase does not explicitly define the term.
- **Washington D.C.:** Yes, but the phrase does not explicitly define the term.
- **Vermont:** Yes, but the phrase does not explicitly define the term.
- **Arizona:** Yes, but the phrase does not explicitly define the term.
- **Washington State:** Yes, but the phrase does not explicitly define the term.
- **Rhode Island:** Yes, but the phrase does not explicitly define the term.
Local Paid Sick Time Laws in California

<table>
<thead>
<tr>
<th>City</th>
<th>Who is covered?</th>
<th>Can paid sick time be used to care for loved ones?</th>
<th>Here is &quot;child&quot; defined?</th>
<th>Can paid sick time be used for specific &quot;safe time&quot; purposes (related to domestic violence, sexual assault, or stalking)?</th>
<th>Rate at which workers earn paid sick time hours?</th>
</tr>
</thead>
<tbody>
<tr>
<td>San Francisco</td>
<td>Workers employed within the geographic boundaries of San Francisco are covered.</td>
<td>Yes: children, parents, grandparents, biological, adopted, foster care, and step relationships; children of a domestic partner, or the child of a worker standing in loco parentis to the child.</td>
<td>Legal guardian or ward, children from biological, adoptive, foster care, and step relationships; children of a domestic partner, or the child of a worker standing in loco parentis to the child.</td>
<td>Yes, but only as of January 1, 2017, and only when the worker is the victim.</td>
<td>1 hour for every 30 hours worked.</td>
</tr>
<tr>
<td>Oakland</td>
<td>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.</td>
<td>Yes: children, parents, grandparents, biological, adopted, foster care, and step relationships; children of a domestic partner, or the child of a worker standing in loco parentis to the child.</td>
<td>Legal guardian or ward, children from biological, adoptive, foster care, and step relationships; children of a domestic partner, or the child of a worker standing in loco parentis to the child.</td>
<td>Yes, but only when the worker is the victim.</td>
<td>1 hour for every 30 hours worked.</td>
</tr>
<tr>
<td>Emeryville</td>
<td>Workers who, in a calendar week, perform at least 2 hours of work within the geographic boundaries of Emeryville and who are entitled to minimum wage under California law are covered.</td>
<td>Yes: children, parents, grandparents, biological, adopted, foster care, and step relationships; children of a domestic partner, or the child of a worker standing in loco parentis to the child.</td>
<td>Legal guardian or ward, children from biological, adoptive, foster care, and step relationships; children of a domestic partner, or the child of a worker standing in loco parentis to the child.</td>
<td>Yes, but only when the worker is the victim.</td>
<td>1 hour for every 30 hours worked.</td>
</tr>
<tr>
<td>Santa Monica</td>
<td>Workers who, in a calendar week, perform at least 2 hours of work within the geographic boundaries of Santa Monica and who are entitled to minimum wage under California law are covered.</td>
<td>Yes: children, parents, grandparents, biological, adopted, foster care, and step relationships; children of a domestic partner, or the child of a worker standing in loco parentis to the child.</td>
<td>Legal guardian or ward, children from biological, adoptive, foster care, and step relationships; children of a domestic partner, or the child of a worker standing in loco parentis to the child.</td>
<td>Yes, but only when the worker is the victim.</td>
<td>1 hour for every 30 hours worked.</td>
</tr>
<tr>
<td>San Diego</td>
<td>Workers who, 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 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.</td>
<td>Yes: children, parents, grandparents, biological, adopted, foster care, and step relationships; children of a domestic partner, or the child of a worker standing in loco parentis to the child.</td>
<td>Legal guardian or ward, children from biological, adoptive, foster care, and step relationships; children of a domestic partner, or the child of a worker standing in loco parentis to the child.</td>
<td>Yes, but only when the worker is the victim.</td>
<td>1 hour for every 30 hours worked.</td>
</tr>
<tr>
<td>Los Angeles</td>
<td>Workers who, in a particular week, perform at least 2 hours of work within the geographic boundaries of Los Angeles and who are entitled to minimum wage under California law are covered. To be entitled to paid sick time, workers must also work in Los Angeles or on or after July 1, 2016, for the same employer for 10 days or more within a year from the commencement of employment.</td>
<td>Yes: children, parents, grandparents, biological, adopted, foster care, and step relationships; children of a domestic partner, or the child of a worker standing in loco parentis to the child.</td>
<td>Legal guardian or ward, children from biological, adoptive, foster care, and step relationships; children of a domestic partner, or the child of a worker standing in loco parentis to the child.</td>
<td>Yes, but only when the worker is the victim.</td>
<td>1 hour for every 30 hours worked.</td>
</tr>
<tr>
<td>Berkeley</td>
<td>Workers who, as of January 1, 2017, perform at least 2 hours of work within the geographic boundaries of Berkeley and who are entitled to minimum wage under California law.</td>
<td>Yes: children, parents, grandparents, biological, adopted, foster care, and step relationships; children of a domestic partner, or the child of a worker standing in loco parentis to the child.</td>
<td>Legal guardian or ward, children from biological, adoptive, foster care, and step relationships; children of a domestic partner, or the child of a worker standing in loco parentis to the child.</td>
<td>Yes, but only when the worker is the victim.</td>
<td>1 hour for every 30 hours worked.</td>
</tr>
</tbody>
</table>

- **Rate at which workers earn paid sick time hours?**
  - San Francisco: 1 hour for every 30 hours worked.
  - Oakland: 1 hour for every 30 hours worked.
  - Emeryville: 1 hour for every 30 hours worked.
  - Santa Monica: 1 hour for every 30 hours worked.
  - San Diego: 1 hour for every 30 hours worked.
  - Los Angeles: 1 hour for every 30 hours worked.
  - Berkeley: 1 hour for every 30 hours worked.

- **Amount of paid sick time that can be earned under the first year?**
  - San Francisco: up to 3 days (9 hours) per year.
  - Oakland: up to 3 days (9 hours) per year.
  - Emeryville: up to 3 days (9 hours) per year.
  - Santa Monica: up to 3 days (9 hours) per year.
  - San Diego: up to 3 days (9 hours) per year.
  - Los Angeles: up to 3 days (9 hours) per year.
  - Berkeley: up to 3 days (9 hours) per year.

- **Workers in businesses with fewer than 10 workers:**
  - San Francisco: up to 3 days (9 hours) per year.
  - Oakland: up to 3 days (9 hours) per year.
  - Emeryville: up to 3 days (9 hours) per year.
  - Santa Monica: up to 3 days (9 hours) per year.
  - San Diego: up to 3 days (9 hours) per year.
  - Los Angeles: up to 3 days (9 hours) per year.
  - Berkeley: up to 3 days (9 hours) per year.

- **Workers in businesses with 10 or more workers:**
  - San Francisco: up to 5 days (15 hours) per year.
  - Oakland: up to 5 days (15 hours) per year.
  - Emeryville: up to 5 days (15 hours) per year.
  - Santa Monica: up to 5 days (15 hours) per year.
  - San Diego: up to 5 days (15 hours) per year.
  - Los Angeles: up to 5 days (15 hours) per year.
  - Berkeley: up to 5 days (15 hours) per year.

- **Workers in businesses with 25 or more workers:**
  - San Francisco: up to 5 days (15 hours) per year.
  - Oakland: up to 5 days (15 hours) per year.
  - Emeryville: up to 5 days (15 hours) per year.
  - Santa Monica: up to 5 days (15 hours) per year.
  - San Diego: up to 5 days (15 hours) per year.
  - Los Angeles: up to 5 days (15 hours) per year.
  - Berkeley: up to 5 days (15 hours) per year.

- **Workers in businesses with 50 or more workers:**
  - San Francisco: up to 5 days (15 hours) per year.
  - Oakland: up to 5 days (15 hours) per year.
  - Emeryville: up to 5 days (15 hours) per year.
  - Santa Monica: up to 5 days (15 hours) per year.
  - San Diego: up to 5 days (15 hours) per year.
  - Los Angeles: up to 5 days (15 hours) per year.
  - Berkeley: up to 5 days (15 hours) per year.

- **Workers in businesses with 75 or more workers:**
  - San Francisco: up to 5 days (15 hours) per year.
  - Oakland: up to 5 days (15 hours) per year.
  - Emeryville: up to 5 days (15 hours) per year.
  - Santa Monica: up to 5 days (15 hours) per year.
  - San Diego: up to 5 days (15 hours) per year.
  - Los Angeles: up to 5 days (15 hours) per year.
  - Berkeley: up to 5 days (15 hours) per year.

- **Workers in businesses with 100 or more workers:**
  - San Francisco: up to 5 days (15 hours) per year.
  - Oakland: up to 5 days (15 hours) per year.
  - Emeryville: up to 5 days (15 hours) per year.
  - Santa Monica: up to 5 days (15 hours) per year.
  - San Diego: up to 5 days (15 hours) per year.
  - Los Angeles: up to 5 days (15 hours) per year.
  - Berkeley: up to 5 days (15 hours) per year.

- **Workers in businesses with 200 or more workers:**
  - San Francisco: up to 5 days (15 hours) per year.
  - Oakland: up to 5 days (15 hours) per year.
  - Emeryville: up to 5 days (15 hours) per year.
  - Santa Monica: up to 5 days (15 hours) per year.
  - San Diego: up to 5 days (15 hours) per year.
  - Los Angeles: up to 5 days (15 hours) per year.
  - Berkeley: up to 5 days (15 hours) per year.

- **Workers in businesses with 500 or more workers:**
  - San Francisco: up to 5 days (15 hours) per year.
  - Oakland: up to 5 days (15 hours) per year.
  - Emeryville: up to 5 days (15 hours) per year.
  - Santa Monica: up to 5 days (15 hours) per year.
  - San Diego: up to 5 days (15 hours) per year.
  - Los Angeles: up to 5 days (15 hours) per year.
  - Berkeley: up to 5 days (15 hours) per year.

- **Workers in businesses with 1000 or more workers:**
  - San Francisco: up to 5 days (15 hours) per year.
  - Oakland: up to 5 days (15 hours) per year.
  - Emeryville: up to 5 days (15 hours) per year.
  - Santa Monica: up to 5 days (15 hours) per year.
  - San Diego: up to 5 days (15 hours) per year.
  - Los Angeles: up to 5 days (15 hours) per year.
  - Berkeley: up to 5 days (15 hours) per year.
San Francisco

When do workers begin to earn paid sick time?
90 calendar days after the commencement of employment. For workers hired on or after January 1, 2017, paid sick time begins to accrue at the commencement of employment, but workers aren’t entitled to use paid sick time until 90 days of employment.

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

Although not explicitly stated in the law and future enforcement initiatives may address it, paid sick time will likely be earned in the same manner as the remainder of the law is enforced, which is effective the first day of employment, but workers aren’t entitled to use paid sick time until 90 days of employment.

At the commencement of a worker’s employment with the employer, but workers aren’t entitled to use paid sick time until the first 90 days of employment following the commencement of employment (or sooner if provided for in the employer’s policies).

At the commencement of employment or July 1, 2016, whichever is later. A worker is entitled to use paid sick time beginning on the 90th day of employment after July 1, 2016, whichever is later. As noted earlier, the law covers a worker when they work on or after July 1, 2016, works in Los Angeles for the same employer for 90 days or more within a year from the commencement of employment.

On the first day of employment or October 1, 2017, whichever is later. A worker is entitled to use paid sick time beginning on the 90th day of employment after October 1, 2017, whichever is later. A worker aren’t entitled to use paid sick time until 90 calendar days after commencement of employment.

When do workers begin to earn 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 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 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 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 size). 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 the current year (calendar year, fiscal year, or year of employment).

Workers are entitled to carry forward unused paid sick time. An employer may satisfy the law’s carry-over provisions of this 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 unused paid sick time to the following year, but employers may cap it at 72 hours.

Workers are entitled to carry forward unused paid sick time for the same employer for 30 days.

Workers are entitled to carry forward unused paid sick time for the same employer for 30 days.

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Workers are entitled to carry forward unused paid sick time for the same employer for 30 days.

Workers who perform work in Tacoma for at least 40 hours in a year.

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Can sick time be used to care for loved ones? 

Yes: children; parents and legal guardians of the worker; spouse, parents, grandparents; the spouse of a grandparent; grandparents, grandchildren, siblings; and the spouse of a sibling

Biological, adopted or foster children, stepchildren, legal wards, or the child of a worker standing in loco parentis

Yes: children, parents, grandparents; the spouse of a grandparent; and grandchildren

Yes: spouses; domestic partners; grandchildren; the spouse of a grandparent; and grandchildren

Yes: children, parents, grandparents, grandchildren; and registered domestic partners

Yes: children, parents; the spouse of a grandparent; the spouse of a grandchild; siblings; children, parents; and grandchildren

Yes: children, parents; the spouse of a grandparent; the spouse of a grandchild; siblings; and the child of a worker standing in loco parentis

Yes: children; legal wards; registered domestic partners; children; and parents

Yes: children, spouses; registered domestic partners; parents; grandparents; grandchildren; the spouse of a grandparent; and the children or parents of a spouse or domestic partner

Yes: children; parents; the spouse of a grandparent; siblings; and any individual related by blood or whose close association with the worker is the equivalent of a family relationship

No. 

Yes. Also includes need to care for family member whose school/place of care is closed due to inclement weather; loss of power/heating/water, or other unexpected closure.

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 closures.

Any specific “side time” purposes included? (See endnote 16.)

Yes: when the worker or the worker’s family member is the victim

Yes: the worker or the worker’s family member is the victim

No.

Yes: when the worker or the worker’s family member is the victim

Yes: the worker or the worker’s family member is the victim

No.

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Yes: the worker or the worker’s family member is the victim

No.

Yes: the worker or the worker’s family member is the victim

Yes: the worker or the worker’s family member is the victim

No.
Amount of paid sick time that can be earned under the law per year? (Note: All of these paid sick time laws make clear that these laws establish a minimum requirement, and employers can provide more generous paid sick time benefits to their workers.)

Workers in businesses with 2 or more workers: up to 56 hours a year. Workers in businesses with fewer than 2 workers: up to 40 hours of paid sick time a year. Workers in businesses with fewer than 5 workers: up to 40 hours of paid sick time a year. Tier 1 (workers in businesses with more than 6 fewer than 10 workers): up to 40 hours of paid sick time a year. Tier 2 (workers in businesses with more than 5 to 50 full-time workers or full-time equivalents—FT/TE): up to 40 hours. Tier 3 (workers in businesses with 50 or more full-time workers, or FT/TE of 40 or more, or up to 108 hours if the employer has a universal paid time off policy). Tier 4 (workers in businesses with 10 or more workers and all child care, home care, health care, and food service workers, regardless of the size of their employer): up to 40 hours a year. Workers in businesses with fewer than 10 workers: up to 24 hours a year.

When do workers begin to earn paid sick time?

When the first day of employment, or July 1, 2017, whichever is later, but workers can be required to wait up to 90 days before using their sick time.

Workers are entitled to carry forward up to 40 hours of unused paid sick time to the subsequent 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 on file, or up to 90 days after employment commenced, whichever is later, but workers can be required to wait up to 180 calendar days after commencement of employment.

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 on file, or up to 90 days after employment commenced, whichever is later, but workers can be required to wait up to 180 calendar days after commencement of employment.

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31, 2017 before
Portland must provide unpaid sick time. For employers who are not located in Portland, the size threshold
ownly scheduled to go into effect on July 1, 2015
Monica, Los Angeles,
covered domestic workers, paid sick time usage and carry forward will differ from what is described in this chart, and the la
2
government workers.
1
Washington State
California’s statewide paid sick time law took effect in July 2015. On April 4, 2016, the Governor signed into law minimum wa
voters overwhelmingly approved a paid sick time law on November 8, 2016.
In New York City, the law directs a workgroup to issue guidance in 2017; officials are also likely to issue related regulations prior
to July 1, 2018. The California statewide law explicitly states that it establishes minimum requirements on sick time and does not preempt or limit other laws or policies that provide for more favorable paid sick time rights to workers. Therefore, the more expansive San Francisco, Oakland, Emeryville, Santa Monica, Los Angeles, San Diego, and Berkeley paid sick time laws will still apply to workers covered by those laws, and other cities or counties in California may continue to pass broader paid sick time laws.
2
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.
3
On February 17, 2016, the Vermont Legislature provided final passage of a paid sick time bill, and the Governor signed it into law on March 9, 2016. With the exception of provisions around small business planning/implementation assistance and a business survey that took effect earlier, Vermont’s paid sick time law became effective for employers with more than 5 workers (employed for an average of no less than 30 hours per week) on January 1, 2017; these employers could have required workers who existed on January 1, 2017 to wait up to December 31, 2017 before using paid sick time accrued during this first year. An employer with 5 or fewer workers (employed for an average of no less than 30 hours per week) became subject to the paid sick time law on January 1, 2018; these employers may require workers who existed on January 1, 2018 to wait up to December 31, 2018 before using paid sick time accrued during this first year. Also, as described in the chart, new businesses will not be subject to the paid sick time law for a period of one year after hiring their first worker.
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### What Agency or Official Enforces the Bill?

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<td>Chicago Department of Business Affairs and Consumer Protection</td>
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<td>The Finance Director or his designate</td>
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<td>The Finance Director or his designate</td>
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<td>The Finance Director or his designate</td>
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<td>Minneapolis Department of Civil Rights</td>
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<td>Saint Paul, MN</td>
<td>Saint Paul Department of Human Rights and Equal Economic Opportunity</td>
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1 Please note that this chart does not provide an exhaustive overview of these state, county, and city paid sick time laws, and it does not constitute legal advice. It is possible that additional provisions not described in this fact sheet may apply to a worker’s specific circumstances or category of employment (such as welfare participants, for example). City paid sick time laws cannot cover state government workers, and neither city nor state paid sick time laws are able to cover federal government workers.

2 California’s statewide paid sick time law took effect in July 2015. On April 4, 2016, the Governor signed into law minimum wage legislation that also expanded the existing paid sick time law to cover providers of in-home supportive care, beginning July 1, 2018. For these newly covered domestic workers, paid sick time usage and carry forward will differ from what is described in this chart, and the law directs a workgroup to issue guidance in 2017; officials are also likely to issue related regulations prior to July 1, 2018. The California statewide law explicitly states that it establishes minimum requirements on sick time and does not preempt or limit other laws or policies that provide for more favorable paid sick time rights to workers. Therefore, the more expansive San Francisco, Oakland, Emeryville, Santa Monica, Los Angeles, San Diego, and Berkeley paid sick time laws will still apply to workers covered by those laws, and other cities or counties in California may continue to pass broader paid sick time laws.

3 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.

4 On February 17, 2016, the Vermont Legislature provided final passage of a paid sick time bill, and the Governor signed it into law on March 9, 2016. With the exception of provisions around small business planning/implementation assistance and a business survey that took effect earlier, Vermont’s paid sick time law became effective for employers with more than 5 workers (employed for an average of no less than 30 hours per week) on January 1, 2017; these employers could have required workers who existed on January 1, 2017 to wait up to December 31, 2017 before using paid sick time accrued during this first year. An employer with 5 or fewer workers (employed for an average of no less than 30 hours per week) became subject to the paid sick time law on January 1, 2018; these employers may require workers who existed on January 1, 2018 to wait up to December 31, 2018 before using paid sick time accrued during this first year. Also, as described in the chart, new businesses will not be subject to the paid sick time law for a period of one year after hiring their first worker.

5 Washington State voters overwhelmingly approved a paid sick time law on November 8, 2016. The law took effect on January 1, 2017, and the right to begin earning paid sick time began on January 1, 2018. The statewide law in Washington explicitly states that it establishes minimum requirements on sick time and does not preempt or limit other laws or policies that provide for greater accrual or use of paid sick time. Therefore, the local paid sick time laws in Seattle, Spokane, Tacoma, and SeaTac (described in part IV below) remain in effect, and other localities in Washington may continue to pass broader paid sick time laws.

6 Rhode Island’s Legislature passed a statewide paid sick and safe time bill on September 19, 2017, and the Governor signed it into law on September 28, 2017. Workers will begin earning paid sick and safe time on July 1, 2018.

7 In July 2014, the San Diego City Council passed a paid sick time and minimum wage ordinance and then voted to override the mayor’s veto of the ordinance on August 18, 2014. However, opponents collected signatures to put the paid sick time and minimum wage ordinance to a vote in a June 2016 referendum, and the law was delayed from going into effect. On June 7, 2016, voters in San Diego approved the paid sick time and minimum wage ordinance. The law went into effect on July 11, 2016. An implementing ordinance that made some amendments was passed by the Council and later approved by the Mayor on August 3, 2016. The implementing ordinance took effect on September 2, 2016.
On August 3, 2015, the Pittsburgh City Council passed a paid sick time law by a vote of 7-2. For employers with 24 or more workers, the law became effective July 1, 2017. For employers with 23 or fewer workers, the law became effective January 1, 2018.

4 On August 12, 2017, the Tacoma City Council adopted an ordinance amending its paid sick time law to align with the minimum requirements of Washington State’s paid sick time law, which took effect on January 1, 2018.

5 On August 31, 2016, the Berkeley City Council unanimously passed a paid sick time ordinance, which was signed by the Mayor the following day. As described in greater detail in the chart, workers will begin earning paid sick time under the Berkeley law beginning on October 1, 2017.

6 The Chicago City Council unanimously adopted a paid sick time law, with the Mayor’s support, on June 22, 2016. In addition to the description of covered workers in the chart, note that the Chicago law exempts certain categories of short-term, temporary, or irregularly employed individuals who are not subject to the city’s minimum wage law—and who likely would not be employed for long enough to earn and then use sick time under the law (for example, certain day/temporary laborers, certain seasonal camp counselors, and certain learners as designated by the State Department of Labor). Also, workers who, in any 2-week period, perform fewer than 2 hours of work while physically present within Chicago are exempted. Following the passage of Chicago’s law, the Cook County Board of Commissioners approved a paid sick time law on October 5, 2016. In addition to the information in the chart, please note as well that the following workers are not covered by the Cook County Law: workers who, in any 2-week period, perform fewer than 2 hours of work while physically present within Cook County; and workers who are employed in municipalities within Cook County that have opted out of the law. This will take effect on May 5, 2018.

7 All of the local paid sick time laws in New Jersey are now in effect. In December 2015, the city of New Brunswick passed a narrower paid sick and safe time law that departs from the more comprehensive laws in the other 11 New Jersey cities listed in the chart. In covered businesses with 10 or more workers: full-time workers (averaging 35 hours/week) are entitled to earn up to 40 hours of paid sick/safe time per year, while part-time workers (averaging 20-35 hours/week) are entitled to earn up to 24 hours. In covered businesses with more than 5 full-time equivalent workers but fewer than 10 workers, workers are entitled to earn up to 24 hours a week. However, the law excludes all workers employed for an average of less than 20 hours per week. The law also exempts all government and board of education workers, independent contractors, individuals who work from home, and certain ‘per diem’ hospital workers who work on a flexible, ‘as needed’ basis to cover for other absent hospital workers. The New Brunswick law is now in effect. For more, go to: http://thecityofnewbrunswick.org/planninganddevelopment/paid-sick-safe-time-in-new-brunswick/.

8 On September 26, 2017, the Tacoma City Council adopted an ordinance amending its paid sick time law to provide for one week of paid sick time per year for religious holidays. The ordinance became effective January 1, 2017.

9 On November 1, 2016, the Spokane City Council passed a paid sick time law by a vote of 6-1. The Council then passed the bill into law over the Mayor’s veto on January 25, 2016. However, businesses that received their first business registration in Spokane after the enactment of the law—but before the law’s effective date of January 1, 2017—are not subject to the law until 1 year after the date of their first business registration.

10 On August 13, 2015, the Pittsburgh City Council passed a paid sick time law by a vote of 7-1. Although lower courts ruled against the law based on a unique provision in Pennsylvania law, the city is in the process of appealing the decision to the state’s Supreme Court.

11 On September 7, 2016, the Saint Paul City Council unanimously passed a paid sick time ordinance. While the ordinance is not in effect yet, as of the date of this chart, Saint Paul has been working with city attorneys to pass legislation that would allow workers to earn paid sick time.

12 On September 26, 2017, the Tacoma City Council adopted an ordinance amending its paid sick time law to allow workers to use paid sick time for “safe time” purposes (see endnote 16, below), when the worker or the worker’s family member has been the victim of a family offense matter, sexual offense, stalking, or human trafficking; and 2) allow workers to use earned sick time (and safe time) to care for any individual whose close association with the worker is the equivalent of a family relationship. The Mayor signed the ordinance into law on November 6, 2017. It will take effect on May 5, 2018.

13 All of these paid sick time laws include language making it clear that these laws establish a minimum requirement and employees can receive greater paid sick time rights through a contract, CBA, employment benefit plan, policy, standard, or other agreement.

14 All of these paid sick time laws include language making it clear that these laws establish a minimum requirement and employees can receive greater paid sick time rights through a contract, CBA, employment benefit plan, policy, standard, or other agreement.

15 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.

IV. Additional Paid Sick Time Laws

On February 16, 2018, the City Council in Austin, Texas voted to pass a paid sick time ordinance covering private sector employees. On March 1, 2018, the City Council passed a resolution to effectively expand the ordinance to cover all City employees as well. Workers who have worked within the City of Austin for at least 80 hours in a calendar year are covered. Independent contractors and unpaid interns are exempted. Beginning on October 1, 2018, individuals who work for employers with more than 15 employees can earn up to 64 hours of paid sick time per year, while individuals who work for employers with 6 to 15 employees can earn up to 48 hours of paid sick time per year. Beginning on October 1, 2020, individuals who work for employers with 5 or fewer employees can also earn up to 48 hours of paid sick time per year. Sick time is accrued at a rate of 1 hour of paid sick time per every 30 hours worked. 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. However, workers can begin accruing paid sick time upon the commencement of their employment or on the applicable effective date, whichever is later. Workers can carry over to the following year unused earned sick time up to the applicable yearly cap. Earned sick time can be used to care for family members including an employee’s spouse, child, parent, or any other individual related by blood or whose close association with the employee is the equivalent of a family relationship. Earned sick time can also be used for “safe time” purposes when the worker or the worker’s family member is a victim of domestic violence, sexual assault, or stalking. Workers do not have a private right of action to file a lawsuit in court to redress violations of the law.

On January 12, 2018, the Maryland Legislature voted to override Governor Hogan’s veto of a paid sick time bill passed by the Legislature in 2017. The right to begin earning paid sick time began on February 11, 2018. Workers who work for employers with at least 15 employees can earn up to 40 hours of paid sick time per year, at a rate of 1 hour of sick time for every 30 hours worked. Those who work for employers with fewer than 15 employees can earn the same amount of unpaid, job-protected sick time at the same rate. New employees can be required to wait 106 days before using sick time, though they begin accruing it as soon as they start working. Workers are entitled to carry forward up to 64 hours of unused sick time to the following year, but employers are allowed to cap the total amount of earned sick time accrued at 64 hours per year. Likewise, employers aren’t required to allow use of more than 80 hours of sick time per year. Workers do not have a private right of action to file a civil action in court to redress violations of the law (although they may file a civil action to enforce an order issued by the employment agency). Earned sick time can be used to care for family members including children, parents, parents-in-law, legal guardians, spouses, grandparents, siblings, and any individual 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. Earned sick time can also be used for maternity or paternity leave, or for “safe time” purposes when the worker or the worker’s family member is a victim of domestic violence, sexual assault, or stalking. All Maryland workers are covered except for the following: agricultural workers; realtors; workers under the age of 18; workers employed by a temporary staffing agency to provide temporary staffing services to another person; workers directly employed by an employment agency to provide part-time or temporary services to another person; workers that regularly work less than 12 hours per week; workers in the construction industry covered by a collective bargaining agreement waiving sick and safe leave in clear and unambiguous terms; workers that are on-call in the health or human services industry that can reject or accept a shift, not guaranteed to be called for work, and not employed by a temporary staffing agency.
In November 2013, voters in SeaTac, Washington passed a law that gives certain hospitality and transportation workers a variety of new labor rights, including the right to earn paid sick time (at a rate of 1 hour for every 40 hours worked). Covered employers are required to pay eligible workers a lump sum payment at the end of the calendar year equivalent to the compensation due for any unused compensated time. The law also raises the minimum wage for these workers, gives them a right to keep their tips, and requires hospitality and transportation employers to offer additional hours to part-time workers before they may hire new part-time staff.

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.

For more detailed information on the sick time laws and bills described in this document, see:

- Connecticut: http://www.ctdol.state.ct.us/wgwkstnd/SickLeave.htm
- California: http://www.dir.ca.gov/DLSE/ab1522.html
- Oakland: http://www2.oaklandnet.com/government/o/CityAdministration/d/MinimumWage/index.htm
- East Orange: http://eastorange.nj.gov/earned-sick-time/
- Trenton: http://www.trentonnj.org/trentonpaidsickleave
- San Diego: https://www.sandiego.gov/treasurer/minimum-wage-program
- Philadelphia: http://www.phila.gov/MDO/Pages/PaidSickLeave.aspx
- Emeryville: http://www.ci.emeryville.ca.us/1024/Minimum-Wage-Ordinance
- Spokane: https://my.spokanecity.org/citycouncil/itemsoforder/sick-leave/
- Santa Monica: https://www.smgov.net/departments/HEDEconomic_Development/Minimum_Wage_Proposal.aspx
- Minneapolis: http://www.minneapolismn.gov/sicktimeinfo/index.htm
- Los Angeles: http://wagesla.lacity.org/