

KNOW YOUR RIGHTS: Dallas, TX Paid Sick Time

Dallas will not enforce the paid sick time ordinance, except for violations of the anti-retaliation provision, until April 1, 2020. No part of the ordinance goes into effect for workplaces with 5 or fewer workers until August 1, 2021.

1) What does the Dallas Paid Sick Time law do?

It gives workers sick time that can be used to recover from physical/mental illness or injury; to seek medical diagnosis, treatment, or preventative care; to care for a family member who is ill or needs medical diagnosis, treatment, or preventative care; or to address needs that may arise if the worker or a family member is a victim of domestic violence, a sexual offense, or stalking.

2) Am I covered?

If you work for pay as an employee in Dallas for at least **80 hours** in a year, you are probably covered, whether you are a **full-time, part-time, or temporary** worker. However, the law does not cover **employees of employers with 5 or fewer employees until August 1, 2021** and does not cover federal, state, and municipal employees, independent contractors, and unpaid interns.

3) How much paid sick time can I earn?

You earn **1 hour** of paid sick time for every **30 hours worked**. If your workplace has **more than 15 workers**, you can earn up to **64 hours** of paid sick time per year. If your workplace has **between 6 and 15 workers**, you can earn up to **48 hours** of paid sick time per year. If your workplace has **5 or fewer workers**, you will be able to earn up to **48 hours** of paid sick time per year starting on August 1, 2021.

All covered employees are protected against being fired or punished for using or requesting their sick time (including threats, discipline, demotion, reduction in hours, termination, etc.).

4) What if my work or my child's school or daycare is closed for a health emergency?

You cannot use your sick time because your work or your child's school or day care is closed unless you would otherwise be able to use your sick time (for example, if you are sick or caring for a sick family member).

5) Which of my family members are covered by the law?

Under the law, you can take sick time to care for yourself or a child, spouse, parent, or for any other blood relative (such as an aunt, cousin, etc.) or any other individual whose close association with you is the equivalent of a family relationship (such as a close friend who is like family, a significant other, etc.).

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6) What if I already have paid leave or paid time off?

If you already get any paid leave (vacation, paid time off, etc.) that you can use as sick time *and* it's **at least** the same amount you would earn under this law, the law does **not** give you any additional paid time off.

7) When can I begin using my sick time?

If your workplace has **more than 5 workers**, you start earning sick time immediately. If your workplace has **5 or fewer workers**, you start earning sick time on August 1, 2021. You cannot use your sick time until 60 days after the start of your employment.

8) Do I need a doctor's note?

Only after more than 3 consecutive days of absence (and the note does not have to specify your illness).

*Suspected violations of the paid sick time law can be reported to the **Dallas Office of Fair Housing and Human Rights**.*

All covered workers are protected against being fired or punished for using or requesting sick or safe time. If you have a problem—or want more information—call A Better Balance's free legal clinic at **1-833-NEED-ABB**.

Please note that this fact sheet does not represent an exhaustive overview of the paid sick time law described, 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.