

## Emergency Paid Sick Leave Tracker: State, City, and County Developments

In response to the COVID-19 pandemic, states, cities, and counties throughout the U.S. have acted to protect workers affected by the virus by enacting emergency paid sick leave policies. This document tracks the growing list of emergency paid sick leave measures at the state and local level, and it will be updated with new developments periodically. Please note that this document is not exhaustive and only lists jurisdictions that have exceeded the federal [Families First Coronavirus Response Act](#) (FFCRA) requirements, and it does not include cities and states that have codified the FFCRA’s requirements for state or local workers. For more information related to COVID-19, please see A Better Balance’s website at <https://www.abetterbalance.org/covid19/>.

Jurisdiction	Link to Text	Type	Basic Summary	Effective Period
Arizona	<a href="https://www.azica.gov/sites/default/files/media/03-17-20%20FREQUENTLY%20ASKED%20QUESTIONS%20RE%20COVID-19_MasterwTOC%20FINAL.pdf">https://www.azica.gov/sites/default/files/media/03-17-20%20FREQUENTLY%20ASKED%20QUESTIONS%20RE%20COVID-19_MasterwTOC%20FINAL.pdf</a>	Administrative guidance	Clarifies that sick leave provided by the state’s permanent law can be used for specified reasons related to COVID-19. For more information about paid sick time rights in Arizona, click <a href="#">here</a> .	The guidance was issued in response to COVID-19 and does not expire.
California	<a href="https://www.gov.ca.gov/wp-content/uploads/2020/04/4.16.20-EO-N-51-20.pdf">https://www.gov.ca.gov/wp-content/uploads/2020/04/4.16.20-EO-N-51-20.pdf</a>	Executive order	Emergency paid leave for food sector workers (defined in the order) for specified reasons related to COVID-19. For more information about paid sick time rights in California, click <a href="#">here</a> .	April 16, 2020 until the date that California’s statewide stay-at-home order is lifted
	<a href="https://www.dir.ca.gov/dlse/2019-Novel-Coronavirus.htm">https://www.dir.ca.gov/dlse/2019-Novel-Coronavirus.htm</a>	Administrative guidance	Clarifies that sick leave provided by the state’s permanent law can be used for specified reasons related to COVID-19.	The guidance was issued in response to COVID-19 and does not expire.
Colorado	<a href="https://www.colorado.gov/pacific/cdle/colorado-health-emergency-leave-pay-%E2%80%9Ccolorado-help%E2%80%9D-rules">https://www.colorado.gov/pacific/cdle/colorado-health-emergency-leave-pay-%E2%80%9Ccolorado-help%E2%80%9D-rules</a>	Executive order requiring new regulations	Emergency paid leave for employees in a range of employment sectors for specified reasons related to COVID-19. For the full list of covered employment fields, see Rule 3.1 in the linked regulations.	The rule was first adopted on March 11, 2020 and then amended several times, most recently on April 27, 2020. It will stay in effect until July 19, 2020, or longer if the state of emergency declared by the Governor continues.

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Massachusetts	<a href="https://www.mass.gov/service-details/frequently-asked-questions-about-covid-19-employee-rights-and-employer-obligations">https://www.mass.gov/service-details/frequently-asked-questions-about-covid-19-employee-rights-and-employer-obligations</a>	Administrative guidance	Clarifies that sick leave provided by the state’s permanent law can be used for specified reasons related to COVID-19. For more information about paid sick time rights in Massachusetts, click <a href="#">here</a> .	The guidance was issued in response to COVID-19 and does not expire.
Michigan	<a href="https://www.michigan.gov/whitmer/0,9309,7-387-90499_90705-524136--,00.html">https://www.michigan.gov/whitmer/0,9309,7-387-90499_90705-524136--,00.html</a>	Executive order	Emergency leave for certain workers for specified reasons related to COVID-19. For more information about paid sick time rights in Michigan, click <a href="#">here</a> .	April 3, 2020 until the date when Michigan is no longer in States of Emergency and Disaster
New Jersey	<a href="https://www.njleg.state.nj.us/2020/Bills/S2500/2304_11.PDF">https://www.njleg.state.nj.us/2020/Bills/S2500/2304_11.PDF</a>	Legislation	Expands the purposes for which sick leave and paid family and medical leave can be used under the state’s permanent law during a declared state of emergency or when ordered/recommended to quarantine due to exposure to a communicable illness. For more information about paid sick time rights in New Jersey, click <a href="#">here</a> .	The emergency law became effective on March 25, 2020 and is permanent.
New York	<a href="https://assembly.state.ny.us/leg/?default_fld=&amp;bn=S08091&amp;term=2019&amp;Summary=Y&amp;Actions=Y&amp;Text=Y&amp;Committee%26nbspVotes=Y&amp;Floor%26nbspVotes=Y#S08091">https://assembly.state.ny.us/leg/?default_fld=&amp;bn=S08091&amp;term=2019&amp;Summary=Y&amp;Actions=Y&amp;Text=Y&amp;Committee%26nbspVotes=Y&amp;Floor%26nbspVotes=Y#S08091</a>	Legislation	Emergency paid leave for covered workers for specified reasons related to COVID-19. For more information, see A Better Balance’s <a href="#">fact sheet</a> about this emergency law. Note that New York State also passed a <a href="#">permanent paid sick time law</a> in April 2020, and workers will be able to use their accrued time under that law starting January 1, 2021.	The emergency law became effective on March 18, 2020 and does not expire.
Oregon	<a href="https://www.oregon.gov/boli/WH/OST/pages/index.aspx">https://www.oregon.gov/boli/WH/OST/pages/index.aspx</a>	Administrative guidance	Clarifies that sick leave provided by the state’s permanent law can be used for specified reasons related to COVID-19. For more information about paid sick time rights in Oregon, click <a href="#">here</a> .	The guidance was issued in response to COVID-19 and does not expire.

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Washington, D.C.	<a href="https://aboutblaw.com/P7k;https://lms.dccouncil.us/downloads/LIMS/45023/Signed_Act/B23-0759-Signed_Act.pdf">https://aboutblaw.com/P7k;https://lms.dccouncil.us/downloads/LIMS/45023/Signed_Act/B23-0759-Signed_Act.pdf</a>	Legislation	Emergency paid leave for certain employees for specified reasons related to COVID-19. For more information about paid sick time rights in Washington, D.C., click <a href="#">here</a> .	The emergency measure is in effect from April 10, 2020 and through amendments, will remain effective until September 6, 2020 (could be extended).
Washington State	<a href="https://lni.wa.gov/agency/outreach/paid-sick-leave-and-coronavirus-covid-19-common-questions">https://lni.wa.gov/agency/outreach/paid-sick-leave-and-coronavirus-covid-19-common-questions</a>	Administrative guidance	Clarifies that sick leave provided by the state's permanent law can be used for specified reasons related to COVID-19. For more information about paid sick time rights in Washington State, click <a href="#">here</a> .	The guidance was issued in response to COVID-19 and does not expire.
Emeryville, CA	<a href="http://www.ci.emeryville.ca.us/DocumentCenter/View/12679/Emeryville-PSL-GuidanceCoronavirus-final">http://www.ci.emeryville.ca.us/DocumentCenter/View/12679/Emeryville-PSL-GuidanceCoronavirus-final</a>	Administrative guidance	Clarifies that sick leave provided by the city's permanent law can be used for specified reasons related to a public health emergency. For more information about paid sick time rights in Emeryville, click <a href="#">here</a> .	The guidance was issued in response to COVID-19 and does not expire.
Long Beach, CA	<a href="http://longbeach.legistar.com/View.ashx?M=F&amp;ID=8561955&amp;GUID=FF810516-C2AE-439B-9AEA-598238F94463">http://longbeach.legistar.com/View.ashx?M=F&amp;ID=8561955&amp;GUID=FF810516-C2AE-439B-9AEA-598238F94463</a>	Legislation	Emergency paid leave for certain workers not covered by the federal FFCRA for specified reasons related to COVID-19.	The ordinance is effective beginning May 19, 2020; the City Council will determine a sunset date based on reports every 90 days.
Los Angeles, CA	<a href="https://www.lamayor.org/sites/g/files/wph446/f/page/file/20200519%20Mayor%20Public%20Order%20SUPPLEMENTAL%20PAID%20SICK%20LEAVE%20Revised.pdf">https://www.lamayor.org/sites/g/files/wph446/f/page/file/20200519%20Mayor%20Public%20Order%20SUPPLEMENTAL%20PAID%20SICK%20LEAVE%20Revised.pdf</a>	Executive order	Emergency paid leave for certain workers not covered by the federal FFCRA for specified reasons related to COVID-19. Note that the Mayor's executive order suspended and superseded earlier emergency leave legislation passed by the City Council. For more information about paid sick time rights in Los Angeles, click <a href="#">here</a> .	April 7, 2020 until 2 calendar weeks after the date of expiration of the COVID-19 local emergency period
	<a href="https://wagesla.lacity.org/sites/g/files/wph471/f/PSLCOVID20200318.pdf">https://wagesla.lacity.org/sites/g/files/wph471/f/PSLCOVID20200318.pdf</a>	Administrative guidance	Clarifies that sick leave provided by the city's permanent law can be used for specified reasons related to a public health emergency.	The guidance was issued on March 18, 2020 and does not expire.

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Los Angeles County, CA	<a href="http://file.lacounty.gov/SDSInter/bos/supdocs/145514.pdf">http://file.lacounty.gov/SDSInter/bos/supdocs/145514.pdf</a>	Legislation	Emergency paid leave for certain workers not covered by the federal FFCRA for specified reasons related to COVID-19.	Although the law took effect in April 2020, it requires employers to provide emergency leave as of March 31, 2020. The law is in effect until December 31, 2020.
Oakland, CA	<a href="https://cao-94612.s3.amazonaws.com/documents/EPSTL-FINAL-corrected-amended-5-12-20-Council-corrected.pdf">https://cao-94612.s3.amazonaws.com/documents/EPSTL-FINAL-corrected-amended-5-12-20-Council-corrected.pdf</a>	Legislation	Emergency paid leave for certain employees for specified reasons related to COVID-19. For more information about paid sick time rights in Oakland, click <a href="#">here</a> .	May 12, 2020 until December 31, 2020, unless extended by a resolution of the City Council.
San Diego, CA	<a href="https://www.sandiego.gov/sites/default/files/esl_covidFAQ.pdf">https://www.sandiego.gov/sites/default/files/esl_covidFAQ.pdf</a>	Administrative guidance	Clarifies that sick leave provided by the city's permanent law can be used for specified reasons related to COVID-19. For more information about paid sick time rights in San Diego, click <a href="#">here</a> .	The guidance was issued in response to COVID-19 and does not expire.
San Francisco, CA	<a href="https://sfgov.legistar.com/View.ashx?M=F&amp;ID=8256102&amp;GUID=D72AD621-6A22-43B3-AF8B-A447165D6984">https://sfgov.legistar.com/View.ashx?M=F&amp;ID=8256102&amp;GUID=D72AD621-6A22-43B3-AF8B-A447165D6984</a>	Legislation	Emergency paid leave for certain workers not covered by the federal FFCRA for specified reasons related to COVID-19. For an FAQ from the San Francisco Office of Labor Standards Enforcement, click <a href="#">here</a> . For more information about paid sick time rights in San Francisco, click <a href="#">here</a> .	April 17, 2020 until August 16, 2020 or upon the termination of the local emergency order declared by the Mayor on Feb. 25, 2020, whichever occurs first.
	<a href="https://sfgov.org/olse/sites/default/files/OLSE%20Guidance%20-%20PSLO%20-%20Coronavirus%20-%20Updated%2003.24.20.pdf">https://sfgov.org/olse/sites/default/files/OLSE%20Guidance%20-%20PSLO%20-%20Coronavirus%20-%20Updated%2003.24.20.pdf</a>	Administrative guidance	Clarifies that sick leave provided by the city's permanent law can be used for specified reasons related to a public health emergency. Also, includes a temporary rule, which bans employers from requesting a doctor's note or other documentation from employees taking leave under the city's permanent sick leave ordinance.	The guidance was issued in response to COVID-19 and does not expire. However, the temporary rule is in effect from March 24, 2020 until the date the local health emergency regarding COVID-19 ends.

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San Jose, CA	<a href="https://records.sanjoseca.gov/Ordinances/ORD30390.pdf">https://records.sanjoseca.gov/Ordinances/ORD30390.pdf</a>	Legislation	Emergency paid leave for certain workers not covered by the federal FFCRA for specified reasons related to COVID-19.	April 7, 2020 until December 31, 2020
Goshen, IN	<a href="https://aimindiana.org/wp-content/uploads/2020/04/Goshen-Ord5040.pdf">https://aimindiana.org/wp-content/uploads/2020/04/Goshen-Ord5040.pdf</a>	Legislation	Emergency paid leave for certain city employees during a declared national, state, or local emergency.	The ordinance became effective on April 16, 2020 and does not expire.
Duluth, MN	<a href="https://duluthmn.gov/media/9458/covid19-info.pdf">https://duluthmn.gov/media/9458/covid19-info.pdf</a>	Administrative guidance	Clarifies that sick leave provided by the city's permanent law can be used for specified reasons related to COVID-19. For more information about paid sick time rights in Duluth, click <a href="#">here</a> .	The guidance was issued in response to COVID-19 and does not expire.
Minneapolis, MN	<a href="http://sicktimeinfo.minneapolismn.gov/uploads/9/6/3/1/96313024/covid-19_and_sst_final_3.30.20.pdf">http://sicktimeinfo.minneapolismn.gov/uploads/9/6/3/1/96313024/covid-19_and_sst_final_3.30.20.pdf</a>	Administrative guidance	Clarifies that sick leave provided by the city's permanent law can be used for specified reasons related to COVID-19. For more information about paid sick time rights in Minneapolis, click <a href="#">here</a> .	The guidance was revised on March 30, 2020 and does not expire.
St. Paul, MN	<a href="https://www.stpaul.gov/sites/default/files/Media%20Root/Human%20Rights%20%26%20Equal%20Economic%20Opportunity/Earned%20Sick%20and%20Safe%20Time%20FAQ%20COVID%20PDE.pdf">https://www.stpaul.gov/sites/default/files/Media%20Root/Human%20Rights%20%26%20Equal%20Economic%20Opportunity/Earned%20Sick%20and%20Safe%20Time%20FAQ%20COVID%20PDE.pdf</a>	Administrative guidance	Clarifies that sick leave provided by the city's permanent law can be used for specified reasons related to COVID-19. For more information about paid sick time rights in St. Paul, click <a href="#">here</a> .	The guidance was issued in response to COVID-19 and does not expire.
Wilmington, NC	<a href="https://wilmington.granicus.com/MetaViewer.php?view_id=25&amp;clip_id=5408&amp;meta_id=210915">https://wilmington.granicus.com/MetaViewer.php?view_id=25&amp;clip_id=5408&amp;meta_id=210915</a>	Resolution	Provides an advance on paid leave for certain city employees for specified reasons related to COVID-19.	March 17, 2020 until the date when the Governor lifts the current state of emergency
Flemington, NJ	<a href="http://www.historicflemington.com/_Content/pdf/agendas/2020-03-18-Council-Agenda.pdf">http://www.historicflemington.com/_Content/pdf/agendas/2020-03-18-Council-Agenda.pdf</a>	Resolution	Emergency paid leave for city employees for specified reasons related to COVID-19.	March 18, 2020 until the date when the state is no longer in a declared health emergency

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New York, NY	<a href="https://www1.nyc.gov/assets/dca/downloads/pdf/workers/Complying-with-NYC-Workplace-Laws-During-COVID-19.pdf">https://www1.nyc.gov/assets/dca/downloads/pdf/workers/Complying-with-NYC-Workplace-Laws-During-COVID-19.pdf</a>	Administrative guidance	Clarifies that sick leave provided by the city’s permanent law can be used for specified reasons related to COVID-19. For more information about paid sick time rights in New York City, click <a href="#">here</a> .	The guidance was issued in response to COVID-19 and does not expire.
Philadelphia, PA	<a href="http://regulations.phila-records.com/pdfs/03162020142718-0001.pdf">http://regulations.phila-records.com/pdfs/03162020142718-0001.pdf</a>	Regulation	Temporarily clarifies that sick leave provided by the city’s permanent law can be used for specified reasons related to COVID-19. Also, temporarily limits employers from requiring a doctor’s note from employees taking sick leave. For more information about paid sick time rights in Philadelphia, click <a href="#">here</a> .	March 16, 2020 until the date the local disaster emergency declared by the Mayor in response to COVID-19 is lifted
Burlington, VT	<a href="https://www.burlingtonvt.gov/sites/default/files/Emergency%20Leave%20Policy.pdf">https://www.burlingtonvt.gov/sites/default/files/Emergency%20Leave%20Policy.pdf</a>	Policy approved by Council	Emergency paid leave for certain city employees for specified reasons related to COVID-19.	March 23, 2020 until the date the Mayor provides further notice
Seattle, WA	<a href="http://seattle.legistar.com/View.aspx?M=F&amp;ID=8235716&amp;GUID=35CBCB14-E1CC-4D12-9610-283BCA5CFF84">http://seattle.legistar.com/View.aspx?M=F&amp;ID=8235716&amp;GUID=35CBCB14-E1CC-4D12-9610-283BCA5CFF84</a>	Legislation	Expands the purposes for which sick leave can be used under the city’s permanent law. For more information about paid sick time rights in Seattle, click <a href="#">here</a> .	This law became effective on March 18, 2020 and does not expire.
	<a href="https://seattle.legistar.com/LegislationDetail.aspx?ID=4538824&amp;GUID=D6D81875-E8F2-4C8D-B9B1-4B623D196828&amp;Options=ID%7cText%7c&amp;Search=paid+sick+time">https://seattle.legistar.com/LegislationDetail.aspx?ID=4538824&amp;GUID=D6D81875-E8F2-4C8D-B9B1-4B623D196828&amp;Options=ID%7cText%7c&amp;Search=paid+sick+time</a>	Legislation	Temporary sick and safe leave for certain gig workers (food delivery network company workers or transportation network company drivers).	July 13, 2020 until 3 years after the termination of the civil emergency proclaimed by the Mayor on March 3, 2020 (and any concurrent proclamations) or on December 31, 2023, whichever is later.

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The following emergency paid sick leave measures were also enacted in response to the COVID-19 pandemic, however, they are no longer effective.

Jurisdiction	Link to Text	Type	Basic Summary	Effective Period
North Carolina	<a href="https://files.nc.gov/dpi/documents/fbs/emergencysickleavepolicy.pdf">https://files.nc.gov/dpi/documents/fbs/emergencysickleavepolicy.pdf</a>	Policy adopted by State Board of Education	Emergency paid leave for certain school employees for specified reasons related to COVID-19.	Adopted March 27, 2020 for the period of April 1 through April 30, 2020 and was <a href="#">extended</a> through May 31, 2020.
Seattle, WA	<a href="https://www.seattle.gov/Documents/Departments/LaborStandards/PSST%20Verification%20ER_04-08-2020_for%20Web.pdf">https://www.seattle.gov/Documents/Departments/LaborStandards/PSST%20Verification%20ER_04-08-2020_for%20Web.pdf</a>	Regulation	Temporarily limits employers from requiring a doctor's note from employees taking leave under the city's permanent sick leave ordinance.	April 8, 2020 until June 7, 2020

*This document is in progress and may not reflect all developments regarding emergency paid leave laws around the country. Additionally, this document does not provide an exhaustive overview of the measures described, and it does not constitute legal advice.*