

## 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 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. A growing number of cities and states are acting to guarantee emergency sick leave during the pandemic, especially due to federal inaction in 2021. Congress did not extend the emergency paid sick leave guaranteed through December 31, 2020 by the federal Families First Coronavirus Response Act. Rather, Congress only provided tax credits to reimburse employers for voluntarily-provided COVID-19 paid leave, which expired on September 30, 2021 (learn more about the tax credits [here](#)). Beyond a few examples, this document does not provide a comprehensive tracking of local and state emergency leave policies that only pertain to state or local government 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.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. For more information on the California law, click <a href="#">here</a> .	The guidance was issued in response to COVID-19 and does not expire.
	<a href="https://www.dir.ca.gov/OSHSB/documents/COVID-19-Prevention-Emergency-apprvd.txt.pdf">https://www.dir.ca.gov/OSHSB/documents/COVID-19-Prevention-Emergency-apprvd.txt.pdf</a>	Regulation	Occupational safety and health regulation providing paid time off (known as “medical removal”) for certain workers when they are excluded from the workplace for work-related COVID-19 exposure. For an FAQ from Cal/OSHA, click <a href="#">here</a> .	November 30, 2020 until January 14, 2022
Colorado	<a href="https://leg.colorado.gov/sites/default/files/2020a_205_signed.pdf">https://leg.colorado.gov/sites/default/files/2020a_205_signed.pdf</a>	Legislation	Public health emergency paid sick leave that is in addition to 2020 emergency COVID-19 sick leave and permanent paid sick time law available as of January 1, 2021. For more information from the State of Colorado, click <a href="#">here</a> . For more information on the Colorado law, click <a href="#">here</a> .	Public health emergency paid sick leave is available upon the date a public health emergency is declared until 4 weeks after the termination/suspension

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				of the emergency
Idaho	<a href="https://dhr.idaho.gov/wp-content/uploads/2020/COVID-19/Gov.-Little-to-state-employees-new-benefit.pdf">https://dhr.idaho.gov/wp-content/uploads/2020/COVID-19/Gov.-Little-to-state-employees-new-benefit.pdf</a> ; <a href="https://dhr.idaho.gov/wp-content/uploads/COVID19VaccineIncentiveGuidance8.5.2021.pdf">https://dhr.idaho.gov/wp-content/uploads/COVID19VaccineIncentiveGuidance8.5.2021.pdf</a>	Executive Proclamation	Paid leave for certain state government employees to receive the COVID-19 vaccine. For more information from the Idaho Division of Human Resources, click <a href="#">here</a> .	Until November 30, 2021
Maryland	<a href="http://mgaleg.maryland.gov/2021RS/bills/hb/hb0581T.pdf">http://mgaleg.maryland.gov/2021RS/bills/hb/hb0581T.pdf</a>	Legislation	Public health emergency leave for certain essential workers for specified reasons related to a declared public health emergency where the federal or state government provides funding. For more information about the Maryland law, click <a href="#">here</a> .	May 28, 2021 until the state of emergency declared by the Governor due to COVID-19 expires
Massachusetts	<a href="https://malegislature.gov/Bills/192/H3702">https://malegislature.gov/Bills/192/H3702</a> ; <a href="https://malegislature.gov/Bills/192/H4127">https://malegislature.gov/Bills/192/H4127</a>	Legislation	Emergency paid leave for workers for specified reasons related to COVID-19 and the COVID-19 vaccine. Employers may be eligible for reimbursements related to emergency paid leave. For more information about paid sick time rights in Massachusetts, click <a href="#">here</a> .	June 7, 2021 until funds run out or April 1, 2022, whichever is first
	<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/documents/mdcs/SPDOC_21-01_725330_7.pdf">https://www.michigan.gov/documents/mdcs/SPDOC_21-01_725330_7.pdf</a>	Regulation	One-time paid leave grant for certain state employees to receive the COVID-19 vaccine.	May 16, 2021 and does not expire
Nevada	<a href="https://www.leg.state.nv.us/Session/81st2021/Bills/SB/SB209_EN.pdf">https://www.leg.state.nv.us/Session/81st2021/Bills/SB/SB209_EN.pdf</a>	Legislation	Paid leave to receive the COVID-19 vaccine for certain private sector employees.	June 9, 2021 until December 31, 2023

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New Jersey	<a href="https://www.njleg.state.nj.us/2020/Bills/S2500/2304_1I.PDF">https://www.njleg.state.nj.us/2020/Bills/S2500/2304_1I.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.
	<a href="https://www.nj.gov/csc/about/about/regulations/2-03-covid.pdf">https://www.nj.gov/csc/about/about/regulations/2-03-covid.pdf</a>	Regulation	Emergency paid leave for certain state employees for specified reasons related to COVID-19 and the COVID-19 vaccine.	January 1, 2021 until 30 days after the date of expiration of the state's COVID-19 public health emergency declaration or January 11, 2022 per A5820
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%26nbsppVotes=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%26nbsppVotes=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.
	<a href="https://legislation.nysenate.gov/pdf/bills/2021/A3354B">https://legislation.nysenate.gov/pdf/bills/2021/A3354B</a>	Legislation	Paid leave to receive the COVID-19 vaccine for public and private sector employees.	March 12, 2021 until December 31, 2022
Oregon	<a href="https://www.oregon.gov/dcbs/covid-pl/pages/index.aspx?utm_source=DCBS&amp;utm_medium=egov_re_direct&amp;utm_campaign=https%3A%2F%2Fwww.oregon.gov%2F covidpaidleave">https://www.oregon.gov/dcbs/covid-pl/pages/index.aspx?utm_source=DCBS&amp;utm_medium=egov_re_direct&amp;utm_campaign=https%3A%2F%2Fwww.oregon.gov%2F covidpaidleave</a>	Legislation	Emergency payment for quarantine or isolation periods from September 16, 2020 through June 30, 2021 for certain workers who don't qualify for COVID-19-related paid sick time or have access to paid sick leave for specified reasons related to COVID-19. For an FAQ from Oregon's Department of Consumer and Business Services, click <a href="#">here</a> .	September 16, 2020 until funds run out

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	<a href="https://www.oregon.gov/boli/WD/OST/pages/index.aspx">https://www.oregon.gov/boli/WD/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.
Washington, D.C.	<a href="https://aboutblaw.com/P7k">https://aboutblaw.com/P7k</a> ; <a href="https://lms.dccouncil.us/downloads/LIMS/45021/Signed_Act/B23-0758-Signed_Act.pdf">https://lms.dccouncil.us/downloads/LIMS/45021/Signed_Act/B23-0758-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 February 4, 2022 (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="https://longbeach.legistar.com/view.ashx?M=F&amp;ID=8618801&amp;GUID=6CD4F913-0943-423A-9F0B-0123AE3D0EA7">https://longbeach.legistar.com/view.ashx?M=F&amp;ID=8618801&amp;GUID=6CD4F913-0943-423A-9F0B-0123AE3D0EA7</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/wph1781/files/page/file/20210624%20COVID-19%20Supplemental%20Paid%20Sick%20Leave%20Public%20Order%20Revised%20%281%29.pdf">https://www.lamayor.org/sites/g/files/wph1781/files/page/file/20210624%20COVID-19%20Supplemental%20Paid%20Sick%20Leave%20Public%20Order%20Revised%20%281%29.pdf</a>	Executive order	Emergency paid leave for certain workers not covered by the federal FFCRA for specified reasons related to COVID-19 and the COVID-19 vaccine. Note that the Mayor's executive order suspended and superseded earlier emergency leave legislation passed by the City Council. For more information	April 7, 2020 until 2 calendar weeks after the date of expiration of the <a href="#">COVID-19 local emergency</a> period

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			about paid sick time rights in Los Angeles, click <a href="#">here</a> .	
	<a href="https://wagesla.lacity.org/sites/g/files/wph471/f/PSLCOVID20200611.pdf">https://wagesla.lacity.org/sites/g/files/wph471/f/PSLCOVID20200611.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 (revised on June 11, 2020) and does not expire.
Los Angeles County, CA	<a href="http://file.lacounty.gov/SDSInter/bos/supdocs/153350.pdf">http://file.lacounty.gov/SDSInter/bos/supdocs/153350.pdf</a>	Legislation	Emergency paid leave for specified reasons related to COVID-19 (expanded and extended an earlier emergency paid leave ordinance that—prior to January 1, 2021—covered certain workers not covered by the federal FFCRA for specified reasons related to COVID-19).	January 1, 2021 until 2 calendar weeks after the date of expiration of the <a href="#">COVID-19 local emergency</a>
	<a href="http://file.lacounty.gov/SDSInter/bos/supdocs/158362.pdf">http://file.lacounty.gov/SDSInter/bos/supdocs/158362.pdf</a> ; <a href="http://file.lacounty.gov/SDSInter/bos/supdocs/160953.pdf">http://file.lacounty.gov/SDSInter/bos/supdocs/160953.pdf</a>	Legislation	Paid leave related to the COVID-19 vaccine for workers who have exhausted other emergency paid leave. For more information from Los Angeles County, click <a href="#">here</a> .	January 1, 2021 until 14 days after the expiration of the COVID-19 local emergency
Oakland, CA	<a href="https://oakland.legistar.com/LegislationDetail.aspx?ID=4747379&amp;GUID=2A928C9A-25C7-494B-999D-9F26BEA9C220&amp;Options=ID Text &amp;Search=sick">https://oakland.legistar.com/LegislationDetail.aspx?ID=4747379&amp;GUID=2A928C9A-25C7-494B-999D-9F26BEA9C220&amp;Options=ID Text &amp;Search=sick</a>	Legislation	Emergency paid leave for certain employees for specified reasons related to COVID-19. For an FAQ from the City of Oakland, click <a href="#">here</a> . For more information about paid sick time rights in Oakland, click <a href="#">here</a> .	May 12, 2020 until the expiration of the Oakland Declaration of COVID-19 Emergency declared on March 9, 2020 (could be extended)
San Diego, CA	<a href="https://www.sandiego.gov/sites/default/files/esl_covid_faq.pdf">https://www.sandiego.gov/sites/default/files/esl_covid_faq.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.org/olse/sites/default/files/OLSE%20Guidance%20-%20PSLO%20%20Coronavirus%20-">https://sfgov.org/olse/sites/default/files/OLSE%20Guidance%20-%20PSLO%20%20Coronavirus%20-</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	The guidance was issued in response to COVID-19 and does not expire. However, the temporary

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	<a href="#">%20Updated%2003.24.20.pdf</a>		requesting a doctor's note or other documentation from employees taking leave under the city's permanent sick leave ordinance.	rule is in effect from March 24, 2020 until the date the <a href="#">local health emergency regarding COVID-19</a> ends.
San Mateo County, CA	<a href="https://sanmateocounty.legistar.com/LegislationDetail.aspx?ID=4585430&amp;GUID=287A9981-226D-488C-A7EE-D09266D9D6A2&amp;Options=&amp;Search=">https://sanmateocounty.legistar.com/LegislationDetail.aspx?ID=4585430&amp;GUID=287A9981-226D-488C-A7EE-D09266D9D6A2&amp;Options=&amp;Search=</a> ; <a href="https://sanmateocounty.legistar.com/LegislationDetail.aspx?ID=4713495&amp;GUID=708AAA17-D0E5-44A5-845A-A7E00D120210&amp;Options=ID Text &amp;Search=emergency+sick+leave">https://sanmateocounty.legistar.com/LegislationDetail.aspx?ID=4713495&amp;GUID=708AAA17-D0E5-44A5-845A-A7E00D120210&amp;Options=ID Text &amp;Search=emergency+sick+leave</a> ; <a href="https://sanmateocounty.legistar.com/LegislationDetail.aspx?ID=4916232&amp;GUID=5CFFCA6C-5800-460B-91AA-F66CF771BEBF&amp;Options=ID Text &amp;Search=sick+leave">https://sanmateocounty.legistar.com/LegislationDetail.aspx?ID=4916232&amp;GUID=5CFFCA6C-5800-460B-91AA-F66CF771BEBF&amp;Options=ID Text &amp;Search=sick+leave</a> ; <a href="https://sanmateocounty.legistar.com/LegislationDetail.aspx?ID=5134160&amp;GUID=2D9F95A3-12A1-4E40-8F5A-C6D14BB7C108&amp;Options=ID Text &amp;Search=sick+leave">https://sanmateocounty.legistar.com/LegislationDetail.aspx?ID=5134160&amp;GUID=2D9F95A3-12A1-4E40-8F5A-C6D14BB7C108&amp;Options=ID Text &amp;Search=sick+leave</a>	Legislation	Emergency paid leave for certain workers not covered by the federal FFCRA for specified reasons related to COVID-19 and the COVID-19 vaccine. For more information from San Mateo County, click <a href="#">here</a> .	July 8, 2020 until December 31, 2021
Chicago, IL	<a href="https://www.chicago.gov/content/dam/city/depts/bacp/OSL/so20211219.pdf">https://www.chicago.gov/content/dam/city/depts/bacp/OSL/so20211219.pdf</a>	Legislation	Paid leave to receive the COVID-19 vaccine for workers whose employers require workers to get vaccinated. For more information from the City of Chicago, click <a href="#">here</a> .	April 21, 2021 until the Commissioner of Public Health determines the threat to public health by COVID-19 has diminished
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> ; <a href="https://goshenindiana.org/media/uploads/0/8346_2020.07.21CouncilPacket.pdf#page=38&amp;zoom=100,0,0">https://goshenindiana.org/media/uploads/0/8346_2020.07.21CouncilPacket.pdf#page=38&amp;zoom=100,0,0</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 was amended on July 22, 2020) and does not expire.

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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%20PDF.pdf">https://www.stpaul.gov/sites/default/files/Media%20Root/Human%20Rights%20%26%20Equal%20Economic%20Opportunity/Earned%20Sick%20and%20Safe%20Time%20FAQ%20COVID%20PDF.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
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="https://www.phila.gov/media/20200918123626/PSL-Pandemic-Amendment-for-Healthcare-and-Pool-employee-law.pdf">https://www.phila.gov/media/20200918123626/PSL-Pandemic-Amendment-for-Healthcare-and-Pool-employee-law.pdf</a>	Legislation	During a pandemic or epidemic, reimburses certain healthcare workers who contract the disease related to the pandemic or epidemic for both related medical expenses and regular lost wages for the days they’re unable to work. For more information from the City of Philadelphia, click <a href="#">here</a> .	September 9, 2020 and does not expire

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	<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.	March 16, 2020 until the date the <a href="#">local disaster emergency</a> declared by the Mayor in response to COVID-19 is lifted
Pittsburgh, PA	<a href="https://pittsburgh.legistar.com/LegislationDetail.aspx?ID=5036037&amp;GUID=F215435F-126F-45BC-805D-1204CDACD9A6&amp;Options=ID%7CText%7C&amp;Search=sick+leave&amp;FullText=1">https://pittsburgh.legistar.com/LegislationDetail.aspx?ID=5036037&amp;GUID=F215435F-126F-45BC-805D-1204CDACD9A6&amp;Options=ID%7CText%7C&amp;Search=sick+leave&amp;FullText=1</a>	Legislation	Emergency paid leave for certain workers for specified reasons related to COVID-19 and the COVID-19 vaccine. For more information about paid sick time rights in Pittsburgh, click <a href="#">here</a> . For more information from the City of Pittsburgh, click <a href="#">here</a> .	July 27, 2021 until July 27, 2022
Burlington, VT	<a href="https://www.burlingtonvt.gov/sites/default/files/Emergency%20Leave%20Policy%2008.10.2020%20-%20Final%20approved.pdf">https://www.burlingtonvt.gov/sites/default/files/Emergency%20Leave%20Policy%2008.10.2020%20-%20Final%20approved.pdf</a>	Policy approved by Council	Emergency paid leave for certain city employees for specified reasons related to COVID-19.	March 23, 2020 (amended on August 10, 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). For more information from the City of Seattle, click <a href="#">here</a> .	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.



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

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\* Under a now rescinded Executive Order that was in effect between June 25, 2020 and June 25, 2021, certain workers may not have qualified for NYS emergency paid sick leave due to travel to certain other countries or designated states.

*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.*

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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
California	<a href="https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202120220SB95">https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202120220SB95</a>	Legislation	Emergency paid leave for certain workers for specified reasons related to COVID-19 and the COVID-19 vaccine (expanded and extended an earlier emergency paid leave law that—prior to January 1, 2021—covered certain workers not covered by the federal FFCRA and food sector workers for specified reasons related to COVID-19). For more information on the California law, click <a href="#">here</a> . For an FAQ from the California Department of Industrial Relations, click <a href="#">here</a> .	January 1, 2021 until September 30, 2021 (employers are required to comply with the new paid sick leave requirements as of March 29, 2021, but the law’s protections were retroactive to January 1, 2021.)
Colorado	<a href="https://leg.colorado.gov/sites/default/files/2020a_205_signed.pdf">https://leg.colorado.gov/sites/default/files/2020a_205_signed.pdf</a>	Legislation	Emergency paid sick leave for workers not covered under the federal FFCRA’s emergency paid sick leave provisions, in the amount and for the purposes provided in the federal law. Note that the legislation in Colorado also passed a permanent paid sick time law—with supplemental paid sick leave during a public health emergency—that will take effect on January 1, 2021. For more information on the Colorado law, click <a href="#">here</a> .	The emergency leave portion of the law became effective upon signing on July 14, 2020 and was effective until December 31, 2020.
	<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 stayed in effect until Colorado’s paid sick time law took effect (described earlier in the chart) on July 14, 2020.

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California	<a href="https://leginfo.ca.gov/faces/billTextClient.xhtml?bill_id=201920200AB1867">https://leginfo.ca.gov/faces/billTextClient.xhtml?bill_id=201920200AB1867</a>	Legislation	Emergency paid leave for certain workers not covered by the federal FFCRA and food sector workers for specified reasons related to COVID-19. For more information on the California law, click <a href="#">here</a> . For an FAQ from the California Department of Industrial Relations, click <a href="#">here</a> .	September 9, 2020 until December 31, 2020 (employers of non-food-sector workers are required to comply with the new paid sick leave requirements as of September 19, 2020).
	<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. On September 9, 2020, this order was codified into law.
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 Michigan’s States of Emergency and Disaster declarations expired in October 2020.
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.
Washington State	<a href="https://www.governor.wa.gov/sites/default/files/proclamations/pr_oc_20-67.pdf?utm_medium=email&amp;utm_source=govdelivery">https://www.governor.wa.gov/sites/default/files/proclamations/pr_oc_20-67.pdf?utm_medium=email&amp;utm_source=govdelivery</a>	Executive order	Emergency paid leave for food production workers (defined in the order) for specified reasons related to COVID-19.	August 18, 2020 until November 13, 2020

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Daly City, CA	<a href="https://www.dalycity.org/DocumentCenter/View/4633/Urgency-Ordinance-1445---Hazard-Pay-PDF">https://www.dalycity.org/DocumentCenter/View/4633/Urgency-Ordinance-1445---Hazard-Pay-PDF</a>	Legislation	Paid leave for certain essential workers to receive the COVID-19 vaccine. For more information from Daly City, click <a href="#">here</a> .	March 8, 2021 until July 8, 2021
Fairfax, CA	<a href="https://storage.googleapis.com/prodcity/fairfaxca/uploads/2021/09/Supp-Item-12-Urg-Ord-re-COVID-19-Paid-Sick-Leave-redline.pdf">https://storage.googleapis.com/prodcity/fairfaxca/uploads/2021/09/Supp-Item-12-Urg-Ord-re-COVID-19-Paid-Sick-Leave-redline.pdf</a>	Legislation	Emergency paid leave for certain employees for specified reasons related to COVID-19 and the COVID-19 vaccine.	September 1, 2021 until September 30, 2021
Los Angeles, CA	<a href="https://www.lamayor.org/sites/g/files/wph1781/files/page/file/20210624%20COVID-19%20Vaccine%20Paid%20Sick%20Leave%20Public%20Order%20%281%29.pdf">https://www.lamayor.org/sites/g/files/wph1781/files/page/file/20210624%20COVID-19%20Vaccine%20Paid%20Sick%20Leave%20Public%20Order%20%281%29.pdf</a>	Executive order	Paid leave related to the COVID-19 vaccine for private sector employees.	January 1, 2021 until September 30, 2021
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.
Marin County, CA	<a href="http://marin.granicus.com/DocumentViewer.php?file=marin_8eb32f4f2659d4572a51fa89a9001e6.pdf">http://marin.granicus.com/DocumentViewer.php?file=marin_8eb32f4f2659d4572a51fa89a9001e6.pdf</a>	Legislation	Emergency paid leave for certain workers for specified reasons related to COVID-19 and the COVID-19 vaccine.	June 8, 2021 until September 30, 2021
Millbrae, CA	<a href="https://portal.laserfiche.com/Portal/DocView.aspx?id=13515&amp;repo=r-c2783ec8">https://portal.laserfiche.com/Portal/DocView.aspx?id=13515&amp;repo=r-c2783ec8</a>	Legislation	Paid leave for certain essential workers to receive the COVID-19 vaccine.	March 9, 2021 until July 8, 2021
Sacramento, CA	<a href="https://www.californiaworkplacelawblog.com/wp-content/uploads/sites/867/2020/07/2020-0026.pdf">https://www.californiaworkplacelawblog.com/wp-content/uploads/sites/867/2020/07/2020-0026.pdf</a>	Legislation	Emergency paid leave for certain workers not covered by the federal FFCRA for specified reasons related to COVID-19. For more information from the City of Sacramento, click <a href="#">here</a> .	July 15, 2020 until June 30, 2021

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Sacramento County, CA	<a href="https://www.calpeculiarities.com/wp-content/uploads/sites/221/2020/10/Sac-Cnty-Worker-Protection-Ordinance.pdf">https://www.calpeculiarities.com/wp-content/uploads/sites/221/2020/10/Sac-Cnty-Worker-Protection-Ordinance.pdf</a> ; <a href="http://www2.agendanet.saccounty.net/BoardOfSupervisors/Documents/ViewDocument/12-08-2020%20-%20ORD-Clean.PDF.pdf?meetingId=6508&amp;documentType=Agenda&amp;itemId=374918&amp;publishId=890215&amp;isSection=false">http://www2.agendanet.saccounty.net/BoardOfSupervisors/Documents/ViewDocument/12-08-2020%20-%20ORD-Clean.PDF.pdf?meetingId=6508&amp;documentType=Agenda&amp;itemId=374918&amp;publishId=890215&amp;isSection=false</a>	Legislation	Emergency paid leave for certain workers not covered by the federal FFCRA for specified reasons related to COVID-19.	October 1, 2020 until March 31, 2021
San Anselmo, CA	<a href="https://www.townofsananselmo.org/DocumentCenter/View/27587/Attachment-1---COVID-19-Paid-sick-leave---DRAFT-Urgency-Ordinance-821">https://www.townofsananselmo.org/DocumentCenter/View/27587/Attachment-1---COVID-19-Paid-sick-leave---DRAFT-Urgency-Ordinance-821</a>	Legislation	Emergency paid leave for certain employees for specified reasons related to COVID-19 and the COVID-19 vaccine. For more information from the Town of San Anselmo, click <a href="#">here</a> .	August 16, 2021 until September 30, 2021
San Francisco, CA	<a href="https://sfgov.legistar.com/View.aspx?M=F&amp;ID=8256102&amp;GUID=D72AD621-6A22-43B3-AF8B-A447165D6984">https://sfgov.legistar.com/View.aspx?M=F&amp;ID=8256102&amp;GUID=D72AD621-6A22-43B3-AF8B-A447165D6984</a> ; <a href="https://sfgov.legistar.com/View.aspx?M=F&amp;ID=9112714&amp;GUID=EEF906D9-5821-43B6-A4ED-61FD75CD473B">https://sfgov.legistar.com/View.aspx?M=F&amp;ID=9112714&amp;GUID=EEF906D9-5821-43B6-A4ED-61FD75CD473B</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 April 12, 2021
San Jose, CA	<a href="https://sanjose.legistar.com/LegislationDetail.aspx?ID=4737646&amp;GUID=1D07EA9D-947A-407A-91F5-41D078B38F54">https://sanjose.legistar.com/LegislationDetail.aspx?ID=4737646&amp;GUID=1D07EA9D-947A-407A-91F5-41D078B38F54</a>	Legislation	Emergency paid leave for specified reasons related to COVID-19 (expanded and extended an earlier emergency paid leave ordinance that—prior to January 1, 2021—covered certain workers not covered by the federal FFCRA for specified reasons related to COVID-19). For an FAQ from the San Jose Department of Public Works, click <a href="#">here</a> .	January 1, 2021 until June 30, 2021

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	<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. For an FAQ from the San Jose Department of Public Works, click <a href="#">here</a> .	April 7, 2020 until December 31, 2020
San Mateo, CA	<a href="https://www.cityofsanmateo.org/DocumentCenter/View/83654/Emergency-Ordinance-Hazard-Pay-for-Grocery-Pharmacy-Workers-3121">https://www.cityofsanmateo.org/DocumentCenter/View/83654/Emergency-Ordinance-Hazard-Pay-for-Grocery-Pharmacy-Workers-3121</a>	Legislation	Paid leave for certain essential workers to receive the COVID-19 vaccine. For more information from the City of San Mateo, click <a href="#">here</a> .	March 1, 2021 until July 13, 2021
Santa Rosa, CA	<a href="https://srcity.org/DocumentCenter/View/28948/CC-ORD-2020-006_Temporary-Sick-Leave?bidId=">https://srcity.org/DocumentCenter/View/28948/CC-ORD-2020-006_Temporary-Sick-Leave?bidId=</a>	Legislation	Emergency paid leave for certain workers not covered by the federal FFCRA for specified reasons related to COVID-19.	July 7, 2020 until December 31, 2020
	<a href="https://santa-rosa.legistar.com/LegislationDetail.aspx?ID=4766427&amp;GUID=6CD277FC-78C3-4712-8F28-37E146E6E2E3&amp;Options=&amp;Search=">https://santa-rosa.legistar.com/LegislationDetail.aspx?ID=4766427&amp;GUID=6CD277FC-78C3-4712-8F28-37E146E6E2E3&amp;Options=&amp;Search=</a>	Legislation	Emergency paid leave for specified reasons related to COVID-19 (amended and extended an earlier emergency paid leave ordinance that—prior to January 1, 2021—covered certain workers not covered by the federal FFCRA for specified reasons related to COVID-19). For more information from the City of Santa Rosa, click <a href="#">here</a> .	February 2, 2021 until September 30, 2021
Sonoma County, CA	<a href="https://sonoma-county.legistar.com/LegislationDetail.aspx?ID=4790305&amp;GUID=99E980C7-54DB-4CF0-AD09-8FCD5609BDA4">https://sonoma-county.legistar.com/LegislationDetail.aspx?ID=4790305&amp;GUID=99E980C7-54DB-4CF0-AD09-8FCD5609BDA4</a> ; <a href="https://sonoma-county.legistar.com/LegislationDetail.aspx?ID=4969654&amp;GUID=8E3178D0-5376-49FB-ACC0-2271D03E6984">https://sonoma-county.legistar.com/LegislationDetail.aspx?ID=4969654&amp;GUID=8E3178D0-5376-49FB-ACC0-2271D03E6984</a>	Legislation	Emergency paid leave for specified reasons related to COVID-19 and the COVID-19 vaccine (expanded and extended an earlier emergency paid leave ordinance that—prior to February 9, 2021—covered certain workers not covered by the federal FFCRA for specified reasons related to COVID-19).	August 18, 2020 until December 31, 2020; January 1, 2021 until September 30, 2021 or until state or federal legislation affording a similar benefit is passed.

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Flemington, NJ	<a href="https://www.historicflemington.com/government/documents/meeting-documents/mayor-council-meeting/2020-mayor-council-meeting-documents/2020-agendas-mayor-council/330-03-18-2020-council-meeting-agenda/file">https://www.historicflemington.com/government/documents/meeting-documents/mayor-council-meeting/2020-mayor-council-meeting-documents/2020-agendas-mayor-council/330-03-18-2020-council-meeting-agenda/file</a>	Resolution	Emergency paid leave for city employees for specified reasons related to COVID-19.	March 18, 2020 until June 4, 2021
Philadelphia, PA	<a href="https://phila.legistar.com/LegislationDetail.aspx?ID=4432789&amp;GUID=727CFD5B-E677-4893-95E0-4D3177DA6BF5&amp;Options=ID%7CText%7C&amp;Search=sick+leave&amp;FullText=1">https://phila.legistar.com/LegislationDetail.aspx?ID=4432789&amp;GUID=727CFD5B-E677-4893-95E0-4D3177DA6BF5&amp;Options=ID%7CText%7C&amp;Search=sick+leave&amp;FullText=1</a>	Legislation	Emergency paid leave for certain workers, including certain gig workers for food delivery network companies or transportation network companies, not covered by the federal FFCRA for specified reasons related to a declared public health emergency. For more information about paid sick time rights in Philadelphia, click <a href="#">here</a> .	September 17, 2020 until December 31, 2020.
	<a href="https://phila.legistar.com/LegislationDetail.aspx?ID=4796204&amp;GUID=16E4DE55-A5A3-4070-A5CA-8C0FD73608F9&amp;Options=ID%7CText%7C&amp;Search=210122">https://phila.legistar.com/LegislationDetail.aspx?ID=4796204&amp;GUID=16E4DE55-A5A3-4070-A5CA-8C0FD73608F9&amp;Options=ID%7CText%7C&amp;Search=210122</a>	Legislation	Emergency paid leave for specified reasons related to COVID-19 and the COVID-19 vaccine (amended an earlier emergency paid leave ordinance that covered certain workers not covered by the federal FFCRA for specified reasons related to COVID-19). For more information about paid sick time rights in Philadelphia, click <a href="#">here</a> .	March 29, 2021 until the <a href="#">Proclamation of Disaster Emergency</a> of the Governor of Pennsylvania related to the COVID-19 pandemic expired on June 10, 2021
Pittsburgh, PA	<a href="https://pittsburgh.legistar.com/LegislationDetail.aspx?ID=4701797&amp;GUID=2D2C3863-DF9E-4127-A514-976420C4A7FD&amp;Options=ID%7CText%7C&amp;Search=2020-0927&amp;FullText=1">https://pittsburgh.legistar.com/LegislationDetail.aspx?ID=4701797&amp;GUID=2D2C3863-DF9E-4127-A514-976420C4A7FD&amp;Options=ID%7CText%7C&amp;Search=2020-0927&amp;FullText=1</a>	Legislation	Emergency paid leave for certain workers for specified reasons related to COVID-19. Additionally, temporarily requires employers to provide the maximum amount of sick time under Pittsburgh's permanent sick time law to workers affected by COVID-19. For more information from the City of Pittsburgh, click <a href="#">here</a> . For more information about paid sick time rights in Pittsburgh, click <a href="#">here</a> .	December 9, 2020 until the date <a href="#">Pennsylvania's COVID-19 Emergency Disaster Declaration</a> expired on June 10, 2021

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Shelby County, TN	<a href="https://www.shelbycountyttn.gov/DocumentCenter/View/38843/HELBY-COUNTY-MAYOR-LEE-HARRIS-LAUNCHES-NEW-INITIATIVE-TO-PROVIDE-PAID-TIME-OFF-FOR-EMPLOYEES-TO-GET-COVID-19-VACCINE">https://www.shelbycountyttn.gov/DocumentCenter/View/38843/HELBY-COUNTY-MAYOR-LEE-HARRIS-LAUNCHES-NEW-INITIATIVE-TO-PROVIDE-PAID-TIME-OFF-FOR-EMPLOYEES-TO-GET-COVID-19-VACCINE</a>	Executive order	Paid leave to receive the COVID-19 vaccine for certain public sector county employees.	July 26, 2021 until September 30, 2021
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