

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 has only provided tax credits to reimburse employers for voluntarily-provided COVID-19 paid leave, which remain in effect through 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	https://www.azica.gov/sites/default/files/media/03-17-20%20FREQUENTLY%20ASKED%20QUESTIONS%20RE%20COVID-19_MasterwTOC%20FINAL.pdf	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 here .	The guidance was issued in response to COVID-19 and does not expire.
California	https://leginfo.ca.gov/faces/billTextClient.xhtml?bill_id=202120220SB95	Legislation	Emergency paid leave for certain workers for specified reasons related to COVID-19 (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 here . For an FAQ from the California Department of Industrial Relations, click here .	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 are retroactive to 1/1/2021.)
	https://www.dir.ca.gov/dlse/2019-Novel-Coronavirus.htm	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 here .	The guidance was issued in response to COVID-19 and does not expire.

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	https://www.dir.ca.gov/OSHSB/documents/COVID-19-Prevention-Emergency-apprvd.txt.pdf	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 here .	November 30, 2020 until October 2, 2021
Colorado	https://leg.colorado.gov/sites/default/files/2020a_205_sig_ned.pdf	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 here . For more information on the Colorado law, click here .	Public health emergency paid sick leave is available upon the date a public health emergency is declared until 4 weeks after the termination/suspension of the emergency
Massachusetts	https://www.mass.gov/service-details/frequently-asked-questions-about-covid-19-employee-rights-and-employer-obligations	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 here .	The guidance was issued in response to COVID-19 and does not expire.
New Jersey	https://www.njleg.state.nj.us/2020/Bills/S2500/2304_11.PDF	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 here .	The emergency law became effective on March 25, 2020 and is permanent.
	https://www.nj.gov/csc/about/about/regulations/2-03-covid.pdf	Regulation	Emergency paid leave for certain state employees for specified reasons related to COVID-19.	January 1, 2021 until 30 days after the date of expiration of the state’s COVID-19 public health emergency declaration

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New York	https://assembly.state.ny.us/leg/?default_fld=&bn=S08091&term=2019&Summary=Y&Actions=Y&Text=Y&Committee%26nbspVotes=Y&Floor%26nbspVotes=Y#S08091	Legislation	Emergency paid leave for covered workers for specified reasons related to COVID-19. * For more information, see A Better Balance’s fact sheet about this emergency law. Note that New York State also passed a permanent paid sick time law 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	https://www.oregon.gov/dcb/s/covid-pl/pages/index.aspx?utm_source=DCBS&utm_medium=egov_redirect&utm_campaign=https%3A%2F%2Fwww.oregon.gov%2F covidpaidleave	Legislation	Emergency payment 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 here .	September 16, 2020 until funds run out
	https://www.oregon.gov/boli/WHD/OST/pages/index.aspx	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 here .	The guidance was issued in response to COVID-19 and does not expire.
Washington, D.C.	https://aboutblaw.com/P7k ; https://lims.dccouncil.us/downloads/LIMS/45021/Signed_Act/B23-0758-Signed_Act.pdf	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 here .	The emergency measure is in effect from April 10, 2020 and through amendments, will remain effective until June 10, 2021 (could be extended).
Washington State	https://lni.wa.gov/agency/outreach/paid-sick-leave-and-coronavirus-covid-19-common-questions	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 here .	The guidance was issued in response to COVID-19 and does not expire.

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Emeryville, CA	http://www.ci.emeryville.ca.us/DocumentCenter/View/12679/Emeryville-PSL-GuidanceCoronavirus-final	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 here .	The guidance was issued in response to COVID-19 and does not expire.
Long Beach, CA	https://longbeach.legistar.com/View.ashx?M=F&ID=8618801&GUID=6CD4F913-0943-423A-9F0B-0123AE3D0EA7	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	https://www.lamayor.org/sites/g/files/wph446/f/page/file/20210210%20Mayor%20Public%20Order%20re%20COVID-19%20SUPPLEMENTAL%20PAID%20SICK%20LEAVE%20Updated_0.pdf	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 here .	April 7, 2020 until 2 calendar weeks after the date of expiration of the COVID-19 local emergency period
	https://wagesla.lacity.org/sites/g/files/wph471/f/PSLCOVID20200611.pdf	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	http://file.lacounty.gov/SDSInter/bos/supdocs/153350.pdf	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 COVID-19 local emergency

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Oakland, CA	https://oakland.legistar.com/LegislationDetail.aspx?ID=4747379&GUID=2A928C9A-25C7-494B-999D-9F26BEA9C220&Options=ID Text &Search=sick	Legislation	Emergency paid leave for certain employees for specified reasons related to COVID-19. For an FAQ from the City of Oakland, click here . For more information about paid sick time rights in Oakland, click here .	May 12, 2020 until the expiration of the Oakland Declaration of COVID-19 Emergency declared on March 9, 2020 (could be extended)
Sacramento, CA	https://www.californiaworkplacelawblog.com/wp-content/uploads/sites/867/2020/07/2020-0026.pdf	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 here .	July 15, 2020 until June 30, 2021
San Diego, CA	https://www.sandiego.gov/sites/default/files/esl_covidFAQ.pdf	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 here .	The guidance was issued in response to COVID-19 and does not expire.
San Francisco, CA	https://sfgov.org/olse/sites/default/files/OLSE%20Guidance%20-%20PSLO%20-%20Coronavirus%20-%20Updated%2003.24.20.pdf	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.
San Jose, CA	https://sanjose.legistar.com/LegislationDetail.aspx?ID=4737646&GUID=1D07EA9D-947A-407A-91F5-41D078B38F54	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 here .	January 1, 2021 until June 30, 2021

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San Mateo County, CA	https://sanmateocounty.legistar.com/LegislationDetail.aspx?ID=4585430&GUID=287A9981-226D-488C-A7EE-D09266D9D6A2&Options=&Search=; https://sanmateocounty.legistar.com/LegislationDetail.aspx?ID=4713495&GUID=708AAA17-D0E5-44A5-845A-A7E00D120210&Options=ID Text &Search=emergency+sick+leave	Legislation	Emergency paid leave for certain workers not covered by the federal FFCRA for specified reasons related to COVID-19. For more information from San Mateo County, click here .	July 8, 2020 until June 30, 2021
Santa Rosa, CA	https://santa-rosa.legistar.com/LegislationDetail.aspx?ID=4766427&GUID=6CD277FC-78C3-4712-8F28-37E146E6E2E3&Options=&Search=	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 here .	February 2, 2021 until September 30, 2021 (may be extended)
Sonoma County, CA	https://sonoma-county.legistar.com/LegislationDetail.aspx?ID=4790305&GUID=99E980C7-54DB-4CF0-AD09-8FCD5609BDA4	Legislation	Emergency paid leave for specified reasons related to COVID-19 (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 26, 2021 until June 30, 2021 or until state or federal legislation affording a similar benefit is passed.

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Goshen, IN	https://aimindiana.org/wp-content/uploads/2020/04/Goshen-Ord5040.pdf ; https://goshenindiana.org/media/uploads/0/8346_2020.07.21CouncilPacket.pdf#page=38&zoom=100,0,0	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.
Duluth, MN	https://duluthmn.gov/media/9458/covid19-info.pdf	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 here .	The guidance was issued in response to COVID-19 and does not expire.
Minneapolis, MN	http://sicktimeinfo.minneapolismn.gov/uploads/9/6/3/1/96313024/covid-19_and_sst_final_3.30.20.pdf	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 here .	The guidance was revised on March 30, 2020 and does not expire.
St. Paul, MN	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	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 here .	The guidance was issued in response to COVID-19 and does not expire.
Wilmington, NC	https://wilmington.granicus.com/MetaViewer.php?view_id=25&clip_id=5408&meta_id=210915	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

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Flemington, NJ	https://www.historicflemington.com/government/documents/meetings/documents/mayor-council-meeting/2020-mayor-council-meeting-documents/2020-agendas-mayor-council/330-03-18-2020-council-meeting-agenda/file	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
New York, NY	https://www1.nyc.gov/assets/dca/downloads/pdf/workers/Complying-with-NYC-Workplace-Laws-During-COVID-19.pdf	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 here .	The guidance was issued in response to COVID-19 and does not expire.
Philadelphia, PA	https://phila.legistar.com/LegislationDetail.aspx?ID=4796204&GUID=16E4DE55-A5A3-4070-A5CA-8C0FD73608F9&Options=ID%7CText%7C&Search=210122	Legislation	Emergency paid leave for specified reasons related to COVID-19 (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 here .	March 29, 2021 until the Proclamation of Disaster Emergency of the Governor of Pennsylvania related to the COVID-19 pandemic expires
	https://www.phila.gov/media/20200918123626/PSL-Pandemic-Amendment-for-Healthcare-and-Pool-employee-law.pdf	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 here .	September 9, 2020 and does not expire

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	http://regulations.phila-records.com/pdfs/03162020142718-0001.pdf	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 local disaster emergency declared by the Mayor in response to COVID-19 is lifted
Pittsburgh, PA	https://pittsburgh.legistar.com/LegislationDetail.aspx?ID=4701797&GUID=2D2C3863-DF9E-4127-A514-976420C4A7FD&Options=ID%7CText%7C&Search=2020-0927&FullText=1	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 about paid sick time rights in Pittsburgh, click here .	December 9, 2020 until the date Pennsylvania’s COVID-19 Emergency Disaster Declaration or Pittsburgh’s COVID-19 Emergency Disaster Declaration expires, whichever is sooner
Burlington, VT	https://www.burlingtonvt.gov/sites/default/files/Emergency%20Leave%20Policy%2008.10.2020%20-%20Final%20approved.pdf	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	http://seattle.legistar.com/View.ashx?M=F&ID=8235716&GUID=35CBCB14-E1CC-4D12-9610-283BCA5CFF84	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 here .	This law became effective on March 18, 2020 and does not expire.

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	https://seattle.legistar.com/LegislationDetail.aspx?ID=4538824&GUID=D6D81875-E8F2-4C8D-B9B1-4B623D196828&Options=ID%7cText%7c&Search=paid+sick+time	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 here .	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.

* Certain workers may not qualify 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.

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Colorado	https://leg.colorado.gov/sites/default/files/2020a_205_sig_ned.pdf	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 here .	The emergency leave portion of the law became effective upon signing on July 14, 2020 and is effective until December 31, 2020.
	https://www.colorado.gov/pacific/cdle/colorado-health-emergency-leave-pay-%E2%80%9Ccolorado-help%E2%80%9D-rules	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.
California	https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201920200AB1867	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 here . For an FAQ from the California Department of Industrial Relations, click here .	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).

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	https://www.gov.ca.gov/wp-content/uploads/2020/04/4.16.20-EO-N-51-20.pdf	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 here .	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	https://www.michigan.gov/whitmer/0,9309,7-387-90499_90705-524136--,00.html	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 here .	April 3, 2020 until Michigan’s States of Emergency and Disaster declarations expired in October 2020.
North Carolina	https://files.nc.gov/dpi/documents/fbs/emergencysickleavepolicy.pdf	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 extended through May 31, 2020.
Washington State	https://www.governor.wa.gov/sites/default/files/proclamations/proc_20-67.pdf?utm_medium=email&utm_source=govdelivery	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
Los Angeles County, CA	http://file.lacounty.gov/SDSInter/bos/supdocs/145514.pdf	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.

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Sacramento County, CA	https://www.calpeculiarities.com/wp-content/uploads/sites/221/2020/10/Sac-Cnty-Worker-Protection-Ordinance.pdf ; http://www2.agendanet.saccounty.net/BoardOfSupervisors/Documents/ViewDocument/12-08-2020%20-%20ORD-Clean.PDF.pdf?meetingId=6508&documentType=Agenda&itemId=374918&publishId=890215&isSection=false	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 Francisco, CA	https://sfgov.legistar.com/View.ashx?M=F&ID=8256102&GUID=D72AD621-6A22-43B3-AF8B-A447165D6984 ; https://sfgov.legistar.com/View.ashx?M=F&ID=9112714&GUID=EEF906D9-5821-43B6-A4ED-61FD75CD473B	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 here . For more information about paid sick time rights in San Francisco, click here .	April 17, 2020 until April 12, 2021
San Jose, CA	https://records.sanjoseca.gov/Ordinances/ORD30390.pdf	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 here .	April 7, 2020 until December 31, 2020
Santa Rosa, CA	https://srcity.org/DocumentCenter/View/28948/CC-ORD-2020-006_Temporary-Sick-Leave?bidId=	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

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Philadelphia, PA	https://phila.legistar.com/LegislationDetail.aspx?ID=4432789&GUID=727CFD5B-E677-4893-95E0-4D3177DA6BF5&Options=ID%7CText%7C&Search=sick+leave&FullText=1	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 here .	September 17, 2020 until December 31, 2020.
Seattle, WA	https://www.seattle.gov/Documents/Departments/LaborStandards/PSST%20Verification%20ER_04-08-2020_for%20Web.pdf	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