

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. 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://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.
Illinois	https://www.ilga.gov/legislation/publicacts/102/PDF/102-0697.pdf	Legislation	Paid administrative leave for certain school employees for specified reasons related to COVID-19.	April 5, 2022 and does not expire
Maine	https://legislature.maine.gov/statutes/26/title26sec875.html#:~:text=The%20employee%20to%20be%20granted,unless%20there%20are%20no%20other	Legislation	Unpaid leave for needs arising from a public health emergency, for employees who need to care for themselves or a family member affected by the emergency. For more information about laws relating to COVID-19 in Maine, click here .	This law became effective in 2005 and does not expire.
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	The emergency law became effective on

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

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			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 .	March 25, 2020 and is permanent.
New York	https://assembly.state.ny.us/leg/?default_fld=&bn=S08091&term=2019&Summary=Y&Actions=Y&Text=Y&Committee%26nbsppVotes=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. For more information about New York State permanent paid sick time law, click here .	The emergency law became effective on March 18, 2020 and does not expire.
Oregon	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 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.
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.
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)

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

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San Francisco, CA	https://sfgov.org/olse/sites/default/files/OLSE%20Guidance%20-%20PSLO%20%20Coronavirus%20-%20Updated%2002.22.2022.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 in response to COVID-19 and does not expire.
Chicago, IL	https://www.chicago.gov/content/dam/city/depts/bacp/OSL/so20211219.pdf	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 here .	April 21, 2021 until the Commissioner of Public Health determines the threat to public health by COVID-19 has diminished
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.
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.

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

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Philadelphia, PA	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
	http://regulations.phila-records.com/pdfs/03162020142718-0001.pdf ; https://www.phila.gov/media/20230228115357/Final-Third-Supplemental-Covid-19-Leave-Regs-1.pdf	Regulation	Clarifies that sick leave provided by the city's permanent law can be used for specified reasons related to COVID-19.	March 16, 2020 and does not expire
Seattle, WA	http://seattle.legistar.com/View.aspx?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.

* 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.

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

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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California	https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202120220SB114 ; https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202120220AB152	Legislation	Emergency paid leave for certain workers for specified reasons related to COVID-19 and the COVID-19 vaccine. 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 December 31, 2022
	https://www.dir.ca.gov/OSHSB/documents/COVID-19-Prevention-Emergency-approvdtxt.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 January 1, 2023
	https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202120220SB95	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 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 were retroactive to January 1, 2021.)
	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).

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

Jurisdiction	Link to Text	Type	Basic Summary	Effective Period
	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.
Colorado	https://leg.colorado.gov/sites/default/files/2020a_205_signed.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 .	The paid sick leave law, which includes public health emergency paid sick leave when a public health emergency is declared, is a permanent law that does not expire. However, public health emergency paid sick leave in response to the COVID-19 public health emergency was available from January 1, 2021 until June 8, 2023.
	https://leg.colorado.gov/sites/default/files/2020a_205_signed.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 was effective until December 31, 2020.

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

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	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.
Idaho	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/COVID19VaccineIncentiveGuidance8.5.2021.pdf	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 here .	Until November 30, 2021
Maryland	https://mgaleg.maryland.gov/2021RS/bills/hb/hb0581T.pdf	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 here . For more information from the State of Maryland, click here .	May 28, 2021 until August 15, 2021; January 1, 2022 until the state of emergency declared by the governor due to COVID-19 expires
Massachusetts	https://malegislature.gov/Bills/192/H3702 ; https://malegislature.gov/Bills/192/H4127	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 from the Massachusetts Commonwealth, click here . For more information about paid sick time rights in Massachusetts, click here .	June 7, 2021 until March 15, 2022

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

Jurisdiction	Link to Text	Type	Basic Summary	Effective Period
Michigan	https://www.michigan.gov/documents/mdcs/SPDOC_21-01_725330_7.pdf	Regulation	One-time paid leave grant for certain state employees to receive the COVID-19 vaccine.	May 16, 2021 until December 31, 2021
	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.
Nevada	https://www.leg.state.nv.us/Session/81st2021/Bills/SB/SB209_EN.pdf	Legislation	Paid leave to receive the COVID-19 vaccine for certain private sector employees.	June 9, 2021 until December 31, 2023
New Jersey	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 and the COVID-19 vaccine.	January 1, 2021 until July 4, 2021
New York	https://legislation.nysenate.gov/pdf/bills/2021/A3354B	Legislation	Paid leave to receive the COVID-19 vaccine for public and private sector employees.	March 12, 2021 until December 31, 2023
North Carolina	https://files.nc.gov/dpi/document/s/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.
Oregon	https://www.oregon.gov/dcbs/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 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 here .	September 16, 2020 until September 30, 2021
Washington, D.C.	https://code.dccouncil.us/us/dc/council/acts/24-209 ; https://lirms.dccouncil.gov/downloads/LIMS/47929/Signed_Act/B	Legislation	Paid leave to receive and recover from the COVID-19 vaccine and to help children receive and recover from the vaccine for certain employees.	November 5, 2021 until October 1, 2022

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

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	24-0405-Signed_Act.pdf?Id=131488 https://aboutblaw.com/P7k ; https://lms.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 February 4, 2022
Washington State	https://www.governor.wa.gov/sites/default/files/proclamations/21-08.1%20-%20COVID-19%20Safe%20Workers%20%28tmp%29_0.pdf?utm_medium=email&utm_source=govdelivery	Executive order	Prohibits employers operating within Washington State from taking adverse actions against workers who need to take a reasonable amount of leave, which may be unpaid, for specified reasons related to COVID-19 and the COVID-19 vaccine (allowing workers to use available paid leave for specified COVID-19 purposes or take unpaid leave for those purposes if no paid leave is available).	February 17, 2022 until October 31, 2022
	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
Daly City, CA	https://www.dalycity.org/DocumentCenter/View/4633/Urgency-Ordinance-1445---Hazard-Pay-PDF	Legislation	Paid leave for certain essential workers to receive the COVID-19 vaccine. For more information from Daly City, click here .	March 8, 2021 until July 8, 2021
Fairfax, CA	https://storage.googleapis.com/roundcity/fairfaxca/uploads/2021/09/Supp-Item-12-Urg-Ord-re-COVID-19-Paid-Sick-Leave-redline.pdf	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
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 until February 28, 2022.

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

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	https://longbeach.legistar.com/LegislationDetail.aspx?ID=5339572&GUID=88A8490D-C156-49F6-8CCE-2C42F76DC0A0&Options=ID%7CText%7C&Search=sick+leave&FullText=1			
Los Angeles, CA	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	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 about paid sick time rights in Los Angeles, click here .	April 7, 2020 until February 15, 2023
	https://web.archive.org/web/20210629180428/https://wagesla.lacity.org/sites/g/files/wph471/f/PS_LCOVID20200611.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 is no longer available.
	https://www.lamayor.org/sites/g/files/wph1781/files/page/file/20210624%20COVID-19%20Vaccine%20Paid%20Sick%20Leave%20Public%20Order%20%281%29.pdf	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	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 April 14, 2023
	http://file.lacounty.gov/SDSInter/bos/supdocs/158362.pdf	Legislation	Paid leave related to the COVID-19 vaccine for workers who have exhausted other emergency paid	January 1, 2021 until April 14, 2023

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

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	http://file.lacounty.gov/SDSInter/bos/supdocs/160953.pdf		leave. For more information from Los Angeles County, click here .	
	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.
Marin County, CA	http://marin.granicus.com/DocumentViewer.php?file=marin_8ebc32f4f2659d4572a51fa89a9001e6.pdf	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	https://portal.laserfiche.com/Portal/DocView.aspx?id=13515&repo=r-c2783ec8	Legislation	Paid leave for certain essential workers to receive the COVID-19 vaccine.	March 9, 2021 until July 8, 2021
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
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

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

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San Anselmo, CA	https://www.townofsananselmo.org/DocumentCenter/View/27587/Attachment-1---COVID-19-Paid-sick-leave---DRAFT-Urgency-Ordinance-821	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 here .	August 16, 2021 until September 30, 2021
San Diego, CA	https://web.archive.org/web/20210629180431/https://www.sandiego.gov/sites/default/files/esl_covid_faq.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 is no longer available.
San Francisco, CA	https://sfgov.org/olse/sites/default/files/OLSE%20Guidance%20-%20PSLO%20%20Coronavirus%20-%20Updated%2002.22.2022.pdf	Administrative guidance	A temporary rule, which deems employer policies requesting a doctor’s note or other documentation from employees taking leave under the city’s permanent sick leave ordinance for five or fewer consecutive work days unreasonable.	February 22, 2022 until February 28, 2023
	https://sfgov.legistar.com/View.aspx?M=F&ID=8256102&GUID=D72AD621-6A22-43B3-AF8B-A447165D6984; https://sfgov.legistar.com/View.aspx?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
	https://sfgov.org/olse/sites/default/files/OLSE%20Guidance%20-%20PSLO%20%20Coronavirus%20-%20Updated%2003.24.20.pdf	Administrative guidance	While the administrative guidance is still in effect (see above), the temporary rule, which banned employers from requesting a doctor’s note or other documentation from employees taking leave under the city’s permanent sick leave ordinance has expired.	The temporary rule is in effect from March 24, 2020 until February 22, 2022.
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	January 1, 2021 until June 30, 2021

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

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			related to COVID-19). For an FAQ from the San Jose Department of Public Works, click here .	
	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
San Mateo, CA	https://www.cityofsanmateo.org/DocumentCenter/View/83654/Emergency-Ordinance-Hazard-Pay-for-Grocery-Pharmacy-Workers-3121	Legislation	Paid leave for certain essential workers to receive the COVID-19 vaccine. For more information from the City of San Mateo, click here .	March 1, 2021 until July 13, 2021
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;https://sanmateocounty.legistar.com/LegislationDetail.aspx?ID=4916232&GUID=5CFFCA6C-5800-460B-91AA-F66CF771BEBF&Options=ID Text &Search=sick+leave;https://sanmateocounty.legistar.com/LegislationDetail.aspx?ID=5134160&GUID=2D9F95A3-12A1-4E40-8F5A-C6D14BB7C108&Options=ID Text &Search=sick+leave;	Legislation	Emergency paid leave for county employees for specified reasons related to COVID-19 and the COVID-19 vaccine. For more information from San Mateo County, click here .	July 8, 2020 until April 1, 2023

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

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	https://sanmateocounty.legistar.com/LegislationDetail.aspx?ID=5370324&GUID=ADC9D75B-2A82-4FF6-A7DB-A6BD6F2F3548&Options=&Search=; https://sanmateocounty.legistar.com/LegislationDetail.aspx?ID=5461888&GUID=DC464162-5FF2-4AF3-8E68-79D5BE165F54 https://sanmateocounty.legistar.com/LegislationDetail.aspx?ID=5851305&GUID=5E00C549-1EC8-4070-B3A4-A5C5EF65F45F&Options=ID Text &Search=22-726			
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
	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
Sonoma County, CA	https://sonoma-county.legistar.com/LegislationDetail.aspx?ID=4790305&GUID=99E980C7-54DB-4CF0-AD09-8FCD5609BDA4; https://sonoma-county.legistar.com/LegislationDetail.aspx?ID=4969654&GUI	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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	D=8E3178D0-5376-49FB-ACCO-2271D03E6984			
Flemington, NJ	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	Resolution	Emergency paid leave for city employees for specified reasons related to COVID-19.	March 18, 2020 until June 4, 2021
Wilmington, NC	https://wilmington.granicus.com/MetaViewer.php?view_id=25&clip_id=5408&meta_id=210915 ; https://governor.nc.gov/media/3334/open	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 (August 15, 2022)
New York, NY	https://web.archive.org/web/2021108212335/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 is no longer available.
	https://legistar.council.nyc.gov/LegislationDetail.aspx?ID=5209882&GUID=760C4EFA-B5FD-4256-B842-4B821A3C221C&Options=ID%7cText%7c&Search=2448	Legislation	Paid leave to help children receive the COVID-19 vaccine and recover from related side effects.	November 2, 2021 until December 31, 2022
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

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	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 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 here .	March 29, 2021 until the Proclamation of Disaster Emergency of the Governor of Pennsylvania related to the COVID-19 pandemic expired on June 10, 2021
	https://phila.legistar.com/LegislationDetail.aspx?ID=5396412&GUID=88F0EF12-0938-4AF0-8DFA-C6CB92173D38&Options=ID%7cText%7c&Search=220051-A&FullText=1	Legislation	Emergency paid leave for specified reasons related to COVID-19 and the COVID-19 vaccine. For more information about paid sick time rights in Philadelphia, click here .	March 9, 2022 until December 31, 2023
Pittsburgh, PA	https://pittsburgh.legistar.com/LegislationDetail.aspx?ID=5036037&GUID=F215435F-126F-45BC-805D-1204CDACD9A6&Options=ID%7CText%7C&Search=sick+leave&FullText=1	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 here . For more information from the City of Pittsburgh, click here .	July 27, 2021 until July 27, 2022
	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 from the City of Pittsburgh, click here . 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 expired on June 10, 2021
Shelby County, TN	https://www.shelbycountyttn.gov/DocumentCenter/View/38843/HELBY-COUNTY-MAYOR-	Executive order	Paid leave to receive the COVID-19 vaccine for certain public sector county employees.	July 26, 2021 until September 30, 2021

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	LEE-HARRIS-LAUNCHES-NEW-INITIATIVE-TO-PROVIDE-PAID-TIME-OFF-FOR-EMPLOYEES-TO-GET-COVID-19-VACCINE			
Burlington, VT	https://www.burlingtonvt.gov/sites/default/files/Emergency%20Leave%20Policy%2008.10.2020%20-%2004%2026%202021.pdf	Policy approved by Council	Emergency paid leave for certain city employees for specified reasons related to COVID-19 and the COVID-19 vaccine.	March 23, 2020 (amended on April 26, 2021) until September 30, 2021
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
	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.