

## KNOW YOUR RIGHTS: COVID-19 Vaccination Leave

*Workers who need time off to receive the COVID-19 vaccine, recover from related side effects, or help family members receive the COVID-19 vaccine may be entitled to paid leave. **Workers protected under any one of the 34 permanent paid sick time laws in the U.S. can also use their sick time to receive and recover from the vaccine and help loved ones receive and recover from the vaccine.** This fact sheet covers laws at the federal,<sup>1</sup> state, and local level that may help workers access paid leave in relation to the COVID-19 vaccine.*

### I. Permanent Paid Sick Time and the COVID-19 Vaccine

#### Workers Protected Under Any of the Paid Sick Time Laws Nationwide Can Use Accrued Sick Time in Relation to the COVID-19 Vaccine

Various states and localities (listed below) across the country have passed permanent paid sick time laws, which allow workers to earn paid sick time based on hours worked.<sup>2</sup> Generally, permanent paid sick time can be used for several purposes, including to recover from physical or mental illness or injury and to seek preventive care. Thus, workers are likely able to use their accrued permanent paid sick time under these laws to **receive the COVID-19 vaccine, recover from related side effects, and help covered family members access and recover from the COVID-19 vaccine.** For more information on your sick time rights under these laws, click [here](#).

- [Arizona](#)
- [California](#)
  - [Berkeley, CA](#)
  - [Emeryville, CA](#)
  - [Los Angeles, CA](#)
  - [Oakland, CA](#)
  - [San Diego, CA](#)
  - [San Francisco, CA](#)
  - [Santa Monica, CA](#)
- [Colorado](#)
- [Connecticut](#)
- [Maryland](#)
- [Montgomery County, MD](#)
- [Massachusetts](#)
- [Michigan](#)
- [Minnesota](#)
  - [Bloomington, MN](#)
  - [Minneapolis, MN](#)
  - [Saint Paul, MN](#)
- [New Jersey](#)
- [New Mexico](#)
- [New York State](#)
  - [New York City, NY](#)
- [Oregon](#)
- [Rhode Island](#)
- [Vermont](#)
- [Washington State](#)
  - [Seattle, WA](#)
  - [Tacoma, WA](#)
- [Washington, D.C.](#)
- [Chicago, IL](#)
- [Allegheny County, PA](#)
- [Philadelphia, PA](#)
- [Pittsburgh, PA](#)

Additionally, **Illinois, Maine, Nevada, Bernalillo County, NM, and West Hollywood, CA** have enacted paid time off laws, which provide covered workers with paid time off that can be used for any reason, including reasons related to the COVID-19 vaccine. For more information, click [here](#).

### II. COVID-19 Vaccination Leave Laws and Emergency Paid Sick Leave

#### Emergency Paid Sick Time in Response to COVID-19 and Public Health Emergencies

In response to the COVID-19 pandemic, several states and localities throughout the country enacted emergency paid sick time laws, which grant workers sick time to use for purposes related to COVID-19 or public health emergencies in general. While many are no longer in effect, a list of emergency paid sick time measures, including now expired measures, is available [here](#).

## Vaccination Leave for Essential Workers and Government Employees

Localities have enacted laws regarding paid time off for obtaining the COVID-19 vaccine.

- In Chicago, employers that require workers to be vaccinated must pay the worker for the time it takes to get vaccinated, up to 4 hours; and no employer can require that a worker only get vaccinated during non-shift hours. For more information from the City of Chicago, click [here](#).

Many public sector workers may be entitled to paid vaccination leave.

- Federal employees can receive paid leave to receive each dose of the COVID-19 vaccine, including booster shots, and up to 2 days of paid leave to recover from related adverse reactions. Additionally, federal employees may take up to 4 hours of paid leave to help family members<sup>3</sup> receive each dose of the vaccine, including booster shots. For more information from the federal government, click [here](#).

**If you have a question or want more information about COVID-19 sick leave or your workplace rights, call [A Better Balance's free legal helpline](#) at 1-833-NEED-ABB.**

*Please note that this fact sheet does not represent an exhaustive overview of the laws described, and it does not constitute legal advice. It is possible that additional provisions, laws, or protections not described in this fact sheet may apply to a worker's specific circumstances or category of employment.*

<sup>1</sup> On January 26, 2022, OSHA (the U.S. Occupational Safety and Health Administration) withdrew an [emergency temporary standard](#) ("ETS") that it issued on November 5, 2021. Under the ETS, many workers would have been entitled to paid sick time to receive vaccines and recover from side effects. However, the ETS is still being considered as a proposed rule. Return to this document for any updates on the status of the proposed rule.

<sup>2</sup> Note Bloomington, MN recently passed a paid sick time law that is effective beginning July 1, 2023. For more information, click [here](#).

<sup>3</sup> Family members include an employee's spouse or domestic partner, parent-in-law, child, child-in-law, parent, step-parent, sibling, sibling-in-law, grandparent, grandchild, spouse or domestic partner of a grandparent or grandchild, and any individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship. See 5 C.F.R. § 630.201(b).