

Sick, Safety and PTO Leave Laws



Please Note: The information contained in this brochure is not legal advice and should not be relied upon or construed as legal advice. This brochure is for general informational purposes only and does not purport to be complete or cover every situation. Please consult your own legal advisors to determine how these laws affect you.

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Statutory Paid Sick, Safety, and PTO Leaves

- ▶ This guide provides an overview of various State and Municipal Paid Sick, Safety, and PTO Leaves. And, while MetLife does not provide administrative services for statutory paid Sick, Safety, or PTO leaves laws, these laws often work in coordination with other company specific sick time, PTO or Paid Family & Medical Leave programs that MetLife may administer. Many states allow paid Sick, Safety, or PTO leaves to be used during the waiting period for the more generous Paid Family & Medical Leave laws.
- ▶ In general, Paid Sick, Safety, and PTO leave may be taken for health reasons including but not limited to, family care, pregnancy, an employee's mental or physical illness, injury or health condition, an employee's need for medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition, an employee's need for preventive medical care, or an employee's need to address certain safety issues, such as domestic violence, sexual assault, or stalking. In 2019, the States of Nevada and Maine passed laws allowing employees to take time off for any reason.
- ▶ Paid Sick, Safety, and PTO leave laws typically accrue at a rate of one hour for every 30, 35, or 40 hours worked. They usually allow for a maximum of 40, 48, or 64 hours taken per year. For simplicity, some states allow you to estimate the amount of leave an employee will be eligible for and provide or "front load" that amount at the beginning of the year instead of waiting for the hours worked to accrue the leave time available.

This guide is designed to assist with permanent sick, safety, and PTO leaves. It does not include temporary paid leaves due to COVID-19

State Sick and Safety Leave Laws

State	Leave Law Name and Number	Overview	Exemption from the Law	Annual Accruals and Maximums
Arizona https://www.azica.gov/frequently-asked-questions-about-wage-and-earned-paid-sick-time-laws	Fair Wages and Healthy Families Act Ariz. Rev. Stat. §§ 23-371 to 23-381 & 23-364	Employees accrue one hour of paid sick time for every 30 hours worked. Employees whose place of business has 15 or more employees can accrue and use up to 40 hours per year. Employees at smaller employers accrue and can use up to 24 hours per year. Covers sick time for employee or family member's medical care; employee or family member's status as a victim of domestic violence, sexual violence, abuse or stalking; closures of employee's place of business due to a public health emergency; employee's need to care for a child whose school or place of care has been closed due to a public health emergency; and care for employee or family member's exposure to a communicable disease.	Does not apply to state or federal government employees; persons employed by a parent or a sibling; persons performing babysitting services in employer's home on a casual basis; or some union employees.	Small employers (1-14 employees): One hour for every 30 hours worked, can accrue and use up to 24 hours. Large employers (15 or more employees): One hour for every 30 hours worked, can accrue and use up to 40 hours.
California https://leginfo.ca.gov/faces/billNavClient.xhtml?bill_id=20132014_0AB1522	Healthy Workplaces, Healthy Families Act Cal. Labor Code §§ 245 to 249 & 2810.5	Employees accrue one hour of paid sick time for every 30 hours worked and can use up to 24 hours and accrue at least 48 hours. Employers may use alternate accrual method if accrual is regular and provides a sufficient amount of time. Beginning in 2018, in-home supportive services employees accrue paid sick time at the same rate, and can use eight hours per year, gradually increasing to 24 hours per year. Covers sick time for employee or family member's care and for employee who is a victim of domestic violence, sexual assault or stalking.	Does not apply to employees of any governmental entity who receive a retirement allowance and are now reemployed without reinstatement into retirement system; employees covered by a CBA with sick time and other benefits; certain construction employees covered by a CBA; certain airline flight deck or cabin crew members; employees who have worked less than 30 days for the same employer.	One hour for every 30 hours worked, can use up to 24 hours and can accrue at least 48 hours. In-Home Supportive Service workers: 16 hours of leave after working 100 hours that can be used after working 200 hours or after working 60 days; scheduled to increase to 24 hours in January 2021.
Colorado https://leg.colorado.gov/bills/sb20-205	Healthy Families and Workplaces Act CB20-205	Employees can use Paid sick leave for: (i) employees' own mental or physical illnesses, need for diagnosis or treatment, or preventative care; (ii) caring for sick family members (defined as a person who is related by blood, marriage, civil union, or adoption; a child to whom the employee stands in loco parentis or a person who stood in loco parentis to the employee when the employee was a minor; or a person for whom the employee is responsible for providing or arranging health- or safety-related care) requiring diagnosis, treatment, or preventative care; (iii) victims of domestic violence, harassment, or sexual abuse or need to assist family members who are victims of such conduct, and seek medical attention or counseling relating to such abuse; or (iv) instances where a public health official has ordered the closure of the employee's place of business or the employee's child's school or place of care due to a public health emergency and the employee must therefore provide care to the child.	Does not apply to employees of the federal government. Employee's under collective bargaining agreements may have access to equal or better benefits under the CBA.	Starting January 1, 2021, for employers with 16 or more employees. Starting January 1, 2022, for all employers, the act requires employers to provide paid sick leave to their employees, accrued at one hour of paid sick leave for every 30 hours worked, up to a maximum of 48 hours per year. Employee's may carry up to 48 hours of paid sick leave forward. An employer is not required to allow the employee to use more than 48 hours of paid sick leave in a year
Connecticut http://www.ctdol.state.ct.us/wgwkstn/SickLeaveLaw.htm	Paid Sick Leave Conn. Gen. Stat. §§ 31-57r to 31-57w	Employees whose place of business has 50 or more employees accrue one hour of paid sick time for every 40 hours worked and can accrue and use up to 40 hours. Covers sick time for employee or family member's care and for employee who is a victim of family violence or sexual assault.	Does not apply to employees not employed in one of the enumerated service occupations or by employers with fewer than 50 employees; salaried or exempt workers; temporary workers; certain state employees; manufacturing employers; and nationally chartered nonprofits.	50 or more employees: One hour for every 40 hours worked, up to 40 hours.
District of Columbia https://does.dc.gov/sites/default/files/dc/sites/does/publication/attachments/ASSLA.pdf	Accrued Sick & Safe Leave Act D.C. Stat. §§ 32-131.01 to 32-531.17	Employees accrue one hour of paid sick time for every 37 to 87 hours worked and can accrue and use up to three to seven days, depending on employer's size. Tipped restaurant and bar workers earn one hour for every 43 worked and can accrue and use up to five days regardless of employer size. Covers sick time for employee or family member's care and for employees or family members who are a victim of domestic violence, sexual abuse or stalking.	Does not apply to independent contractors; students employed by their higher education institution for less than 25 hours/week; health care workers in premium pay programs; volunteers that engage in activities of an educational, charitable, religious, or nonprofit organization; casual babysitter; some religious organization members; and certain union employees.	Small employers (1-24 employees): One hour for every 87 hours worked, up to three days. Medium Size employers (25-99 employees): One hour for every 43 hours worked, up to 5 days. Large employers (100 or more employees): One hour for every 37 hours worked, up to seven days. All restaurant and bar workers earning tips: One hour for every 43 hours worked, up to five days.

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Georgia http://www.legis.ga.gov/Legislation/en-US/display/20172018/SB/201	Kin Care Law GA Code § 34-1-10	The law does not require employers to provide sick leave. Employers that choose to provide sick leave must allow employees to use up to 5 days to care for an immediate family member. The law is scheduled to be repealed on July 1, 2020, unless extended by the General Assembly	Employees who work less than 30 hours per week; and employers that have less than 25 employees or that offer to their employees an employee stock ownership plan.	Employees do not accrue sick leave under this law. If a covered employer provides sick leave, it must allow an employee to use up to 5 days of such leave to care for an immediate family member.
Illinois https://www2.illinois.gov/idol/FAQs/Pages/Employee-Sick-Leave-Act-FAQs.aspx	Employee Sick Leave Act Ill. Compiled Stat. 191/1 to 191/99	The law does not require employers to provide sick leave. Employers that choose to provide sick leave must allow employees to use sick leave benefits for reasonable periods of time to care for a family member	Employers subject to Title II of the Railway Labor Act and employers or employees as defined in the Railroad Unemployment Insurance Act, Federal Employers' Liability Act or other comparable federal law.	Employees do not accrue sick leave under this law. If a covered employer provides sick leave, it must allow an employee to use sick leave to care for a family member. Employers may limit family sick leave to the amount of sick leave that would normally accrue during a 6-month period. For employees that do not accrue sick leave, employers can limit sick leave to half of the employee's annual grant.
Massachusetts https://www.mass.gov/files/document_s/2016/08/tx/earned-sick-time-law.pdf	Earned Sick Time Law Mass. Gen. Laws ch. 149, §§ 148C to 148D	Employees whose place of business has 11 or more employees accrue one hour of paid sick time for every 30 hours worked and can accrue and use up to 40 hours. Employees at smaller employers earn unpaid time at the same accrual rate. Covers sick time for employee or family member's care and to address effects of domestic violence against employee or employee's dependent child.	Does not apply to city or town employees; federal government employees; certain students; certain personal care attendants and family childcare providers; and certain union employees.	Small employers (1-10 employees): One hour of unpaid time off for every 30 hours worked, up to 40 hours. Large employers (11 or more employees): One hour of paid sick time for every 30 hours worked, up to 40 hours.
Maryland http://mgaleg.maryland.gov/2018RS/Chapters_noln/CH_1_hb0001e.pdf	Healthy Working Families Act MD Code, Lab. & Empl. §§ 2-106(b), 3-103(k), 3-1301-1311	Employees whose place of business has 15 or more employees accrue one hour of paid sick time for every 30 hours worked and can accrue up to 40 hours in a year and 64 hours at any time; and can use up to 64 hours in a year. Smaller employers earn unpaid time based on the same accrual and usage amounts. Covers sick time for employee or family member's care; maternity or paternity leave; and for employee or family member's status as a victim of domestic violence, sexual assault or stalking.	Does not apply to independent contractors; certain licensed real estate salespersons and brokers; employees who are under the age of 18; certain employees in the agricultural sector; employees who regularly work less than 12 hours a week; certain temporary employees; employees in the construction industry and covered by a CBA that expressly waives the terms of the law; and certain union employees.	Small employers (1-14 employees): One hour of unpaid time off for every 30 hours worked; can earn up to 40 hours in a year, use up to 64 hours in a year, and accrue up to 64 hours at any time. Large employers (15 or more employees): One hour of paid time off for every 30 hours worked; can earn up to 40 hours in a year; use up to 64 hours in a year and accrue up to 64 hours at any time.
Maine http://www.mainelegislature.org/legis/bills/getPDF.asp?paper=SP0110&item=4&snum=129	Earned Employee Leave S.P. 110 – L.D. 369	Effective January 1, 2021. Employees will earn one hour of paid leave for every 40 hours worked, up to a maximum of 40 hours per year. "Earned paid leave" is not defined in the law.	Does not apply to employers that employ fewer than 10 employees in the usual and regular course of business for less than 120 days in any calendar year. This new requirement does not apply to employment in a seasonal industry or to an employee covered by a CBA during the period between January 1, 2021 and the expiration of the CBA.	An employee is entitled to earn one hour of paid leave from a single employer for every 40 hours worked, up to 40 hours in one year of employment.
Michigan https://www.michigan.gov/leo/0,5863,7-336-78421_94422_59886_91049--,00.html	Paid Medical Leave Act Mich. Compiled Laws §§ 408.961 to 408.974	Employees accrue one hour of paid sick time for every 35 actual hours worked. Employers may limit accrual and sick time usage to 40 hours in a benefit year. Covers sick time for an employee or family member's care; for employee or family member who is a victim of domestic violence or sexual assault; closures for public health emergencies; and exposure of employee or family member to a communicable disease.	Does not apply to employers with fewer than 50 employees or to the United States government, other states, or to political subdivisions of other states. The law has 12 specific employee exemptions, most notably employees who worked less than 25 hours per week on average in the preceding calendar year and employees exempt from the overtime requirements of the FLSA. Does not apply to certain union employees.	Accrual begins on March 29, 2019, or upon commencement of the employee's employment, whichever is later. Paid medical leave is accrued at a rate of 1 hour for every 35 actual hours worked; however, an employer is not required to allow accrual of over 1 hour in a calendar week or more than 40 hours in a benefit year. Employers are not required to allow employees to use more than 40 hours in a single benefit year.
New Jersey https://www.njleg.state.nj.us/2018/Bills/A2000/1827_R1.PDF	New Jersey Paid Sick Leave Act N.J. Stat. 34:11-D-1 to 34:11D-11	Employees accrue one hour of paid sick time for every 30 hours worked and can accrue and use up to 40 hours in a year. Covers sick time for employee or family member's care; for employee or family member's status as a victim of domestic or sexual violence; closures for public health emergencies; or to attend child's school-related conference, meeting or event.	Does not apply to public employees provided with paid sick leave under any other NJ law, rule or regulation; construction workers covered under a collective bargaining agreement; per diem health care employees; or certain union employees.	One hour for every 30 hours worked, can accrue and use up to 40 hours.

State	Leave Law Name and Number	Overview	Exemption from the Law	Annual Accruals and Maximums
New York https://www.ny.gov/prgrams/new-york-paid-sick-leave	Paid Sick Leave law New York Labor Law § 196-b	All employers in New York are required to provide sick leave to their employees, though accrual amount and whether the leave is paid is dependent on employer size. Employers with between 5-99 employees, and employers with 4 or fewer employees and a net income of greater than \$1 million, must provide 40 hours of paid sick leave. Employers with 100 or more employees must provide 56 hours of paid sick leave. Those under 5 employees and a net income of \$1 million or less must allow for 40 hours of unpaid sick leave. Sick leave can be used for the employee's own needs, for family needs (including preventative care) and for victims of domestic violence, a family offense, sexual offense, stalking, or human trafficking.	Does not apply to certain union employees.	An employee shall accrue sick leave at a rate not less than one hour per every 30 hours worked. An employer may set a reasonable minimum increment for the use of sick leave which shall not exceed four hours. Unused sick leave shall be carried over to the following calendar year provided that an employer with fewer than 100 employees may limit the use of sick leave to 40 hours per calendar year, and an employer with 100+ employees may limit the use of sick leave to 56 hours per calendar year.
Nevada https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6553/Text	Paid Leave law Nevada Revised Statutes, Ch. 608	Private sector employers with at least 50 employees in the state must allow employees to accrue paid leave which may be used for any reason. Employers may limit the amount of paid leave an employee uses to 40 hours per benefit year.	Does not apply to: (a) an employer who, pursuant to a contract, policy, collective bargaining agreement or other agreement, provides employee with a policy for paid leave or a policy for paid time off to all scheduled employees at a rate of at least 0.01923 hours of paid leave per hour of work performed; (b) temporary, seasonal or on-call employees; and (c) employers with fewer than 50 employees in the state.	An employee is entitled to at least 0.01923 hours of paid leave for each hour of work performed. Employers may limit the accrual amount to 40 hours per benefit year.
Oregon https://www.oregon.gov/BOLI/WHD/OST/Pages/index.aspx	Sick Leave Law Oregon Revised Statutes §§ 653.601 through 653.990	Employees who place of business has 10 or more employees (six or more employees if employer is in a city with population above 500K, such as Portland) accrue one hour of paid sick time for every 30 hours worked, or 1 ½ hours for every 40 hours worked, and can accrue and use up to 40 hours. Employees at smaller employers earn unpaid time under the same terms and conditions. Covers sick time for employee or family member's care; for Oregon family leave purposes: for reasons related to public health emergency; and employee or minor child/dependent's status as a victim of domestic violence, harassment, assault or stalking.	Does not apply to employees who are covered by a CBA; who are employed through a labor organization referral system; who are covered by a joint multi-employer-employee trust or benefit plan; are employer's child, spouse or parent; employees who earn paid sick time under federal law; independent contractors; work-study students; work training program participants; railroad workers exempted under the Federal Railroad Insurance Act; certain corporate directors, members of an LLC, partners in an LLP or their immediate family members; certain home care workers; and certain public employees in Linn, Douglas, and Yamhill Counties.	Small employers (1-9/1-5 employees in large cities): One hour of unpaid time off for every 30 hours worked or 1 ½ hours for every 40 hours worked, up to 40 hours. Large employees (10 or more/6 or more employees in large cities): One hour of paid time off for every 30 hours worked or 1 ½ hours for every 40 hours worked, up to 40 hours.

State	Leave Law Name and Number	Overview	Exemption from the Law	Annual Accruals and Maximums
Rhode Island http://www.dlt.ri.gov/is/HSFWact.htm	Healthy and Safe Families and Workplaces Act Rhode Island General Laws §§ 28-57-1 through 28-57-15	Employees of employers with 18 or more employees accrue one hour of paid sick time for every 35 hours worked and can accrue and use up to 40 hours. Employers who employ fewer than 18 employees are not required to allow workers to accrue paid sick days but must allow use of unpaid sick time of up to 40 hours. Covers sick time for employee or family member's care, for employee or family member's status as a victim of domestic violence, sexual assault or stalking, and closures for public health or safety reasons.	Does not apply to federal, state or municipal employees; employers with fewer than 18 employees, provided they do not take adverse action against employees based on their use of up to 40 hours of unpaid sick time per calendar year; employers with a paid time off policy or paid sick and safe leave policy that makes available at least the same amount of sick time as the law; construction employees covered by a CBA; certain licensed nurses employed by a health care facility; domestic service employees; volunteers or non-employees of educational, charitable, religious, or nonprofit organizations; newspaper deliverers on home delivery; shoe shiners; golf caddies; pin persons in bowling alleys; ushers in theaters; travelling or outside salespersons; individuals employed by their children or spouses; individuals under the age of 21 employed by their parents; and certain resort and camp employees.	Small employers (1-17 employees): One hour for every 35 hours worked, can accrue and use of up to 40 hours of unpaid sick time. Large employers (18 or more employees): One hour for every 35 hours worked, can accrue and use up to 40 hours of paid sick time.
Vermont https://labor.vermont.gov/sites/labor/files/doc_library/Earned%20Sick%20Time%20FAQ%20modified.pdf	Earned Sick Time Law 21 Vt. Stat. §§ 345, 384, 481-487; and 29 Vt. Stat. § 161	Employees accrue one hour of paid sick time for every 52 hours worked and can accrue or use up to 40 hours. Covers sick time for employee or family member's care (including long-term care appointments for parent, grandparent, spouse or parent-in-law); absences associated with employee or family member's status as a victim of domestic violence, assault or stalking; and closures for public health or safety reasons.	Does not apply to workers who average fewer than 18 hours of work per week in a year; federal government employees; state government employees who are exempt from state classified service; employees who work for an employer for 20 or fewer weeks in a year on a job scheduled to last 20 weeks or fewer; per diem/intermittent health care or long-term care facility employees; substitute teachers who are not contracted to provide long-term substitute coverage; employees under age 18; certain executives; per diem or temporary employees who work only when they indicate they are available, are under no obligation to work for employer and have no expectation of continuing employment with the employer; new employers are not subject to the law for one-year period after hiring first employee.	One hour for every 52 hours worked. Employees can accrue and use up to 40 hours. NOTE: New businesses have a one-year period of exemption before paid sick time requirements apply.
Washington http://ini.wa.gov/workplaceemployerinfo/LeaveBenefits/VacaySick/PaidSickLeave.asp	Paid Sick Leave RCW 49.46.005, 49.46.020, 49.46.090, 49.46.100, 49.46.180, 49.46.200, 49.46.210	Employees accrue one hour of paid sick time for every 40 hours worked. Covers sick time for employee or a family member's care; absences associated with employee or a family member's domestic violence, sexual assault, or stalking; and closures for public health reasons.	Does not apply to workers who are exempt from Washington state minimum wage law, such as certain hand harvest laborers, casual workers in a private home, volunteers of state or local governments, employees of educational, charitable, religious, state or local governmental agencies, and others specified by statute.	One hour for every 40 hours worked. Although there is no cap on accrual or usage, an employer is not required to allow more than 40 hours to carry over to the following year.

Municipality Sick and Safety Leave Laws

California

Municipality	Leave Law Name and Number	Covered Employers	Overview	Exemption from the Law	Annual Accruals and Maximums
Berkeley https://www.cityofberkeley.info/PSLO/	Paid Sick Leave Ordinance Berkeley Mun. Code Ch. 13.100	All	Employees accrue one hour of paid sick time for every 30 hours worked and can accrue and use up to 48 or 72 hours, depending on ER's size. Covers sick time for employee or family member's care.	Does not apply to employees who work less than two hours in a week in the city; to most employees not entitled to minimum wage under California Law; and to certain union employees.	Small Business (1- 24 employees): One hour for every 30 hours worked, up to 48 hours. Large Business (25 or more employees): One hour for every 30 hours worked, up to 72 hours.
Emeryville https://www.codepublishing.com/CA/Emeryville/#!/Emeryville05/Emeryville0537.html#5-37	Minimum Wage, Paid Sick Leave, and Other Employment Standards Emeryville Mun. Code § 5-37.01 to 5-37.09	All	Employees accrue one hour of paid sick time for every 30 hours worked and can accrue and use up to 48 or 72 hours, depending on employers' size. Covers sick time for employee or family member's care; addressing issues of an employee who is a victim of domestic violence, sexual assault or stalking; and aiding or caring of employee or family member's service dog.	Does not apply to employees who work less than two hours in a week in the city; to most employees not entitled to minimum wage under California Law; and to certain union employees.	Small Business (1-55 EEs): One hour for every 30 hours worked, up to 48 hours. Large Business (56 or more employees): One hour for every 30 hours worked, up to 72 hours.
Long Beach https://library.municode.com/ca/long-beach/codes/municipal_code?nodeId=TIT5REBUTRPR_CH5_48HOMO_5_48.020PAMICOSIDAHOWO	Payment of minimum compensation and sick days to hotel workers Long Beach Mun. Code 5.48.020	Hotel employers only	Hotel workers who work at one or more hotels in the city accrue five-twelfths (5/12) of a day of sick leave for each full month of employment. Hotel employers must pay covered employees for at least 5 sick days per year. Covers "sick leave" but does not define sick leave.	Does not apply to certain union employees.	Hotel workers accrue five-twelfths (5/12) of a day of compensated time for each full month in a calendar year that the hotel worker has been employed by the hotel employer.
Los Angeles https://wagesla.lacity.org/	Los Angeles Minimum Wage Ordinance Ord. Nos.184319 & 184320	All	Employees accrue one hour of paid sick time for every 30 hours worked and can use up to 48 hours. Employers may cap accrued sick time at 72 hours. Covers sick time for employee or family member's care and for employee who is a victim of domestic violence, sexual assault or stalking.	Does not to employees who work less than two hours in a week in the city; employees not entitled to minimum wage under California Law. Certain non-profit employers can apply for an extension or deferral.	One hour for every 30 hours worked, up to 48 hours. Employers may cap accruals at 72 hours.
Los Angeles https://bca.lacity.org/eeo_hotel	Citywide Hotel Worker Minimum Wage Ordinance Ord. No. 183,241	Certain hotel employers only	Hotel employees accrue paid time off depending on their full-time or part-time status, up to 96 hours per year. Covers sick leave, vacation, or personal leave. Employers must also allow employees to take at least 80 hours of unpaid leave for care of employee or family member if paid time is exhausted.	Does not apply to certain union employees.	Full-time employees (40+ hours per week): Accrue 96/52 hours for each week employed in a calendar year. Part-time employees (less than 40 hours): Accrual is proportional to full-time employees, depending on hours worked.

California (Continued)

Municipality	Leave Law Name and Number	Covered Employers	Overview	Exemption from the Law	Annual Accruals and Maximums
Oakland https://www.oaklandca.gov/topics/minimum-wage-paid-leave-service-charges	City Minimum Wage, Sick Leave, and Other Employment Standards Municipal Code Ch. 5.92	All	Employees accrue one hour of paid sick time for every 30 hours worked and can accrue and use up to 40 or 72 hours, depending on employer's size. Covers sick time for employee or family member's care.	Does not apply to employees who work less than two hours in a week in Oakland and employees not entitled to minimum wage under California Law.	Small Business (1-9 employees): One hour for every 30 hours worked, up to 40 hours. Large Business (10 or more employees): One hour for every 30 hours worked, up to 72 hours.
San Diego https://www.sandiego.gov/treasurer/minimum-wage-program	Earned Sick Leave and Minimum Wage Ordinance Municipal Code §§ 39.0101 to 39.0115 (Ord. No. O-20390)	All	Employees accrue one hour of paid sick time for every 30 hours worked and use up to 40 hours. Employers may cap accrual at 80 hours. Covers sick time for employee or family member's care; for absences associated with domestic violence, sexual assault or stalking; and closures due to a public health emergency.	Does not apply to employees who work less than two hours per week in San Diego; employees not entitled to minimum wage under California Law; participants in the California Welfare-to-Work program; publicly subsidized summer or short-term youth employment program employees; any student employee, camp counselor, or program counselor of an organized camp; and independent contractors.	One hour for every 30 hours worked, can use up to 40 hours. Employers may cap accrual at 80 hours
San Francisco https://sfgov.org/olse/paid-sick-leave-ordinance-pslo	Sick Leave Ordinance S.F. Admin. Code Ch. 12W	All	Employees in the private sector accrue one hour of paid sick time for every 30 hours worked within the city and can accrue and use up to 40 or 72 hours, depending on employer's size. Covers sick time for employee or family member's care; employee who is a victim of domestic violence, sexual assault or stalking; and purposes related to employee or family member's bone marrow or organ donation.	Does not apply to employees who work inside of San Francisco for less than 56 hours per year; governmental entities; and certain union employees.	Small Business (1-9 employees): One hour for every 30 hours worked, up to 40 hours. Large Business (10 or more employees): One hour for every 30 hours worked, up to 72 hours.
Santa Monica https://beta.smgov.net/strategic-goals/inclusive-diverse-community/minimum-wage-ordinance	Minimum Wage Ordinance Santa Monica Mun. Code Ch. 4.62	All	Employees accrue one hour of paid sick time for every 30 hours worked and employers can cap accrual up to 40 or 72 hours, depending on the employer size. Aside from an accrual cap set by an employer, there is no annual cap on use of paid sick time. Covers sick time for employee or family member's care and for employee who is a victim of domestic violence, sexual assault or stalking.	Does not to governmental agencies; employees who work less than two hours in a year in the city; employees not entitled to minimum wage under California Law; and certain union employees.	Small Business (1-25 employees): One hour for every 30 hours worked, up to 40 hours. Large Business (26 or more employees): One hour for every 30 hours worked, up to 72 hours.

Illinois

Municipality	Leave Law Name and Number	Covered Employers	Overview	Exemption from the Law	Annual Accruals and Maximums
Chicago https://chicago.legistar.com/LegislationDetail.aspx?ID=2688219&GUID=C-AFDC647-4F3F-4CE6-90D0-101B4728A10A&FullText=1%20	Chicago Minimum Wage and Paid Sick Leave Ordinance Mun. Code Chs. 1-24 & 2-25	All	Employees accrue one hour of paid sick time for every 40 hours worked and can accrue and use up to 40 hours. Covers sick time for employee or family member's care; for employees who are a victim of domestic violence, sexual assault or stalking; or closures due to a public health emergency.	Does not apply to employees who have worked less than 80 hours for an employer in a 120-day period; employees who perform less than two hours of work within the city in a two-week period; construction employees covered by a CBA; and certain other union employees.	One hour for every 40 hours worked, up to 40 hours.
Cook County https://www.cookcountyil.gov/service/earned-sick-leave-ordinance-0	Cook County Earned Sick Leave Ordinance Ord. No. 16-4229	All, except for employers in municipalities that opt out	Employees accrue one hour of paid sick time for every 40 hours worked and can accrue and use up to 40 hours. Covers sick time for employee or family member's care; for employee who is a victim of domestic violence, sexual assault or stalking; or closures due to a public health emergency.	Does not apply to employees who perform less than two hours of work within the county in a two-week period; construction employees covered by a CBA; certain other union employees; federal, governmental employees; employees of an Indian tribe; railroad works; independent contractors. Law also does not apply to employers within municipalities that opt out of the law.	One hour for every 40 hours worked, up to 40 hours.

Louisiana

Municipality	Leave Law Name and Number	Covered Employers	Overview	Exemption from the Law	Annual Accruals and Maximums
New Orleans http://cityofno.granicus.com/MetaViewer.php?view_id=3&clip_id=2081&meta_id=287506	Living Wage Ordinance Ordinance No. 30,550	Certain city contractors & subcontractors, certain recipients of city financial assistance; certain subtenants of property receiving city financial assistance	Covers employees of a covered employer for all hours worked relating to a city contract or at a location that is the subject of city financial assistance. Employees accrue one sick day per month, up to seven days per year. Covers sick time for employee or immediate family member's care or for routine medical or dental visits.	Non-covered employers.	One hour per month, up to seven hours.

Maryland

Municipality	Leave Law Name and Number	Covered Employers	Overview	Exemption from the Law	Annual Accruals and Maximums
Montgomery County https://www.montgomerycountymd.gov/humanrights/EmployerCorner.html	Earned Sick and Safe Leave Montgomery County Code, Ch. 27	All	Employees whose place of business has five or more employees accrue one hour of paid sick time for every 30 hours worked and can accrue up to 56 hours and use up to 80 hours. Smaller employers earn 32 paid and 24 unpaid hours at the same accrual rate and maximum. Covers sick time for employee or family member's care; employee or family member's status as a victim of domestic violence, sexual assault or stalking; closures due to a public health emergency; care for a family member exposed to a communicable disease; and the birth, adoption or foster placement of a child.	Does not apply to employees of any non-county governmental entity; certain temporary employees; employees who regularly work 8 or fewer hours a week; and independent contractors.	Small Business (1-4 employees): One hour of time off for every 30 hours worked, can accrue up to 32 paid hours and 24 unpaid hours, use up to 80 hours. Large Business (5 or more employees): One hour of paid time off for every 30 hours worked, can accrue up to 56 hours, use up to 80 hours.

Minnesota

Municipality	Leave Law Name and Number	Covered Employers	Overview	Exemption from the Law	Annual Accruals and Maximums
Duluth https://duluthmn.gov/city-clerk/earned-sick-safe-time/about-earned-sick-safe-time/	Earned Sick and Safe Time Ordinance Ordinance No. 10571	Employers with 5 or more employees	Effective January 1, 2020. Employees whose place of business has five or more employees accrue one hour of paid sick time for every 50 hours of work employees can accrue up to 64 hours and use up to 40 hours in a year. Covers sick time for employee or family member's care and for employee or family member's status as a victim of domestic abuse, sexual assault or stalking.	Does not apply to employees of any government entity (except the city of Duluth); independent-contractors; student interns; seasonal employees; employees entitled to benefits under federal Railroad Unemployment-Insurance Act; employees who work in Duluth less than half the time; and certain construction employees.	One hour for every 50 hours worked. Can accrue up to 64 hours; can use and carry over up to 40 hours. Leave accrues starting on January 1, 2020 or the employee's first day of employment, whichever is later.
Minneapolis http://sicktimeinfo.minneapolismn.gov/	Sick and Safe Time Ordinance Ord. No. 2016-040	Employers with 6 or more employees	Employees accrue one hour of paid sick time for every 30 hours worked and can accrue up to 48 hours. (Minneapolis only: employees whose place of business has five or fewer employees must earn unpaid time at the same accrual rate.) There is no annual cap on use of paid sick time, but employees can have no more than 80 accrued but unused hours at one time. Covers sick time for employee or family member's care; for employee or family member who is a victim of domestic abuse, sexual assault or stalking; and closures due to a public health emergency or other unexpected cause, such as inclement weather or loss of power, heating or water.	Does not apply to employees who work less than 80 hours in a year in the city for their employer; independent contractors; employees of the federal, state, county or local government (but does apply to City employees); and certain construction employees.	Small Business (1-5 employees): One hour of unpaid time off for every 30 hours worked, up to 48 hours. Large Business (6 or more employees): One hour of paid time off for every 30 hours worked, up to 48 hours. New Businesses: until June 30, 2023, new employers in their first year of operation (other than chain establishments) are only required to provide unpaid sick time.
St. Paul https://stpaul.legistar.com/LegislationDetail.aspx?ID=2801386&GUID=D3340F14-A618-4A88-8D04-E820E6C352C7&FullText=1%20	Earned Sick and Safe Leave Ordinances Ord. No. 16-29	All	Employees accrue one hour of paid sick time for every 30 hours worked and can accrue up to 80 hours per year and use up to 80 hours per year. Covers sick time for employee or family member's care; for employee or family member's status as a victim of domestic violence, sexual assault or stalking; and closures due to a public health emergency or other unexpected cause, such as inclement weather or loss of power, heating or water.	Does not apply to employees who work less than 80 hours in a year in the city for their employer; independent contractors; employees of the federal, state, county or local government (but does apply to City employees); and certain construction employees.	One hour of unpaid time off for every 30 hours worked, up to 80 hours per year. Employees can use up to 80 hours of sick time per year. New Businesses: new employers are only required to provide unpaid sick time for a period of six months after the hire date of their first employee. This provision sunsets on January 1, 2023.

New York

Municipality	Leave Law Name and Number	Covered Employers	Overview	Exemption from the Law	Annual Accruals and Maximums
New York City https://www1.nyc.gov/site/dca/about/paid-sick-leave-law.page	Earned Safe and Sick Time Act NYC Admin. Code. 20-911	Employers with 5 or more employees	Employees whose place of business has five or more employees accrue one hour of paid sick time for every 30 hours worked and can accrue and use up to 40 hours. Employers with fewer than five employees must provide unpaid safe and sick leave. Employees in certain industries can accrue and use two paid days after one year of employment regardless of employer size. Covers sick time for employee or family member's care; safe time to address an employee or family member's status as a victim of domestic violence, sexual contact, stalking, or human trafficking; and closures due to a public health emergency.	Does not apply to employees who work less than 80 hours in a calendar year; employees of any federal, state, or local governmental entity; federal work-study programs; independent contractors; certain physical, occupational and speech therapists; certain speech language pathologists and audiologists; certain employees subject to a collective bargaining agreement; participants in the Work Experience Programs; employees whose work is compensated by qualified scholarships.	Small Business (1-4 employees): One hour of unpaid time off for every 30 hours worked, up to 40 hours. Large Business (5 or more employees): One hour of paid time off for every 30 hours worked, up to 40 hours. Domestic Workers: Earn two days of paid time off after one year worked, then continue to earn two days/year.
Westchester County https://humanrights.westchestergov.com/resources/earned-sick-leave-law	Earned Sick Leave Law West. City., NY Code of Ordinances, Ch. 585	Employers with 5 or more employees	Employees whose place of business has five or more employees accrue one hour of paid sick time for every 30 hours of work. Employees can accrue and use up to 40 hours in a year. Employees whose place of business has fewer than five employees can accrue and use up to 40 hours of unpaid sick time. Domestic workers can accrue one hour of paid sick time for every seven days worked and can accrue and use up to 40 hours in a year, regardless of the number of employees. Covers sick time for employee or family member's care; care for employee's or family member's potential exposure to a communicable disease; closure of school or business due to a public health emergency.	Does not apply to employees who work less than 80 hours in a calendar year; work performed as part of a federal work study program; employees compensated by or through qualified scholarships; employees whose work is performed as a participant in a work experience program established by a social services district.	Small Business (1-4 employees): One hour of unpaid time off for every 30 hours worked, up to 40 hours. Large Business (5 or more employees): One hour for every 30 hours worked, can accrue and use up to 40 hours. Domestic workers: Can accrue one hour of paid time for every seven days worked.

New Mexico

Municipality	Leave Law Name and Number	Covered Employers	Overview	Exemption from the Law	Annual Accruals and Maximums
Bernalillo County http://bernalillocountynm.ig2.com/Citizens/Detail_Legislation.aspx?ID=10287&highlightTerms=paid	Employee Wellness Act		Employees are eligible to take paid leave for any reason.	Companies in their first year of operation are exempt.	Requires all businesses with at least 2 employees offer 1 hour of paid time off to all employees for any use for every 32 hours worked, up to a maximum of 56 hours a year over 3 years.

Pennsylvania

Municipality	Leave Law Name and Number	Covered Employers	Overview	Exemption from the Law	Annual Accruals and Maximums
Philadelphia https://www.phila.gov/MDO/Pages/PaidSickLeave.aspx	Promoting Healthy Families and Workplaces Ordinance Ord. No. 141026	Employers with 10 or more employees; certain chain establishments	Employees whose place of business has 10 or more employees accrue one hour of paid sick time for every 40 hours worked and can accrue and use up to 40 hours. Employees working at smaller employers earn equivalent unpaid time. Covers sick time for employee or family member's care and for employee or family member's status as a victim of domestic violence, harassment, assault or stalking.	Does not apply to employees covered by a CBA; independent contractors; seasonal employees; adjunct professors; interns; health care professional pool employees; state and federal workers; certain temporary employees; and employees covered by the sick leave provisions of the Philadelphia 21 st Century Minimum Wage Act.	Small Business (1-9 employees): One hour of unpaid time off for every 40 hours worked, up to 40 hours. Large Business (10 or more employees): One hour of paid time off for every 40 hours worked, up to 40 hours.
Pittsburgh https://apps.pittsburghpa.gov/redtail/images/6540_Legislation_Text_(21).pdf	Paid Sick Days Act Pittsburgh Code, Title VI, Article 1, § 626	All	Employees whose place of business has 15 or more employees accrue one hour of paid sick time for every 35 hours worked and can accrue up to 40 hours. Employees working at smaller employers accrue sick time at the same rate up to 24 unpaid hours in the first year the law is in effect, followed by 24 paid hours after the first year. Covers sick time for employee or family member's care; closures due to a public health emergency; and for care of a family member exposed to a communicable disease.	Does not apply to seasonal employees; state and federal employees; independent contractors; construction employees covered by a CBA.	Small Business (1-14 employees): One hour of time off for every 35 hours worked. During first year in effect, employees can accrue up to 24 unpaid hours; after one year, employees can accrue up to 24 paid hours. Large Business (15 or more employees): One hour of paid time off for every 35 hours worked, can accrue up to 40 hours.

Texas

Municipality	Leave Law Name and Number	Covered Employers	Overview	Exemption from the Law	Annual Accruals and Maximums
Austin http://www.austintexas.gov/EarnedSickTime	Earned Sick Time Austin City Code §§ 4-19-1 to 4-19-9 Based upon the Aug. 17, 2018 Third Court of Appeals Order in No. 03-18-00445-CV; Texas Association of Business et al. and The State of Texas, Intervenor v. City of Austin, Texas et al., The City is temporarily postponing the effective date for the Earned Sick Time Ordinance, No. 20180215-049, which is the subject of the rule. The rule-making process, including the appeals process outlined in section 1-2-10 of the City Code is temporarily abated while the Aug. 17, 2018, Order remains in effect.	Before Oct. 1, 2020: Employers with 6 or more employees On and after Oct. 1, 2020: All employers	Employees whose place of business has 15 or more employees accrue one hour of paid sick time for every 30 hours worked and accrue and use up to 64 hours. All others accrue at the same rate and can accrue and use up to 48 hours. Covers sick time for employee or family member's care and employee or family member's status as a victim of domestic violence, sexual assault, or stalking.	Does not apply to employees who are city, state or federal employees; independent contractors; unpaid interns; who work less than 80 hours within the City of Austin within a year; and certain union employees.	Small Business (1-14 employees, excluding family members): One hour for every 30 hours worked, up to 48 hours. Large Business (15 or more employees, excluding family members): One hour for every 30 hours worked, up to 64 hours.

Texas (Continued)

Municipality	Leave Law Name and Number	Covered Employers	Overview	Exemption from the Law	Annual Accruals and Maximums
<p>Dallas https://dallascityhall.com/departments/fairhousing/paid-sick-leave/Pages/default.aspx</p>	<p>Earned Paid Sick Time Ordinance Dallas Code of Ordinances, Vol. I, Ch. 20</p>	<p>All</p>	<p>Employees whose place of business has more than 15 employees accrue one hour of paid sick time for every 30 hours of work, up to 64 hours in a year. Employees whose place of business has 15 or fewer employees can accrue and use up to 48 hours of paid sick time in a year. Covers sick time for employee or family member's care and for employee or family member's status as a victim of domestic abuse, sexual assault or stalking.</p> <p>The Ordinance went into effect on August 1, 2019 for employers with 6 or more employees. The City will not enforce the Ordinance, except for violations of the anti-retaliation provision, until April 1, 2020. No part of the Ordinance goes into effect for employers with 5 or fewer employees until August 1, 2021.</p>	<p>Does not apply to employees who work less than 80 hours in a calendar year in the city of Dallas; independent contractors; unpaid interns; employees who are city, state or federal employees; or any agencies that cannot be regulated by city ordinance.</p>	<p>Small Business (1-15 employees): One hour for every 30 hours worked, up to 48 hours. Large Business (more than 15 employees): One hour for every 30 hours worked, up to 64 hours.</p>
<p>San Antonio https://www.sanantonio.gov/Health/Paid-Sick-Leave</p>	<p>Sick and Safe Leave Benefits Ord. No. 2019-10-03-0795</p> <p>Due to pending litigation, this ordinance did not go into effect on December 1, 2019 as originally intended.</p>	<p>All</p>	<p>Employees accrue one hour of paid sick time for every 30 hours worked and can accrue and use up to 56 hours. Covers sick time for employee or family member's care, absences associated with employee or family member's status as a victim of domestic abuse, sexual assault, or stalking.</p>	<p>Does not apply to employees who are city, state or federal employees; independent contractors; certain temporary employees; unpaid interns; employers subject to the Railway Labor Act; or any agencies that cannot be legal regulated by city ordinance.</p>	<p>One hour of paid sick time for every 30 hours worked; can use and accrue up to 56 hours.</p>

Washington

Municipality	Leave Law Name and Number	Covered Employers	Overview	Exemption from the Law	Annual Accruals and Maximums
Seattle https://www.seattle.gov/laborstandards/ordinances/paid-sick-and-safe-time	Paid Sick and Safe Time Seattle Mun. Code Ch. 14.16	All	Employees accrue one hour of paid sick time for every 30 to 40 hours worked and use up to 40 to 108 hours, depending on employer's size. Accrual is unlimited but carry over is capped depending on the size of the employer. Covers sick time for employees or family member's care; employee or family member's status as a victim of domestic violence, sexual assault or stalking; and closures due to health-related reasons.	The provisions of the ordinance that are more generous than the state's sick leave law does not apply to new employers with fewer than 250 employees until 24 months after the hire date of the first employee; federal, state and local government workers, except for employees of the city of Seattle; and certain union employees.	Tier 1 (1-49 Full Time employees): One hour for every 40 hours worked; no usage cap but can carry over up to 40 hours. Tier 2 (50- 249 Full Time employees): One hour for every 40 hours worked; no usage cap but can carry over up to 56 hours. Tier 3 (250 or more Full Time employees): One hour for every 30 hours worked; no usage cap but can carry over up to 72 hours. Tier 3 with paid time off (PTO) policy: One hour for every 30 hours worked; no usage cap but can carry over up to 108 hours.
Tacoma https://www.cityoftacoma.org/cms/one.aspx?pageid=75860	Minimum Employment Standards Ord. No. 28275	All	Employees accrue one hour of paid sick time for every 40 hours worked. Accrual is unlimited but carry over is capped at 40 hours per year. Covers sick time for employee or family member's care; closures due to health-related reasons; for employee or family member's status as a victim of domestic violence, assault or stalking; and bereavement for a family member's death.	Does not apply to employees of any governmental entity (other than the City of Tacoma); independent contractors; self-employed; employees who work less than 80 hours in a year in Tacoma; and certain union employees.	One hour for every 40 hours worked; no usage cap but can carry over up to 40 hours.
SeaTac https://www.seatacwa.gov/Home/ShowDocument?id=8233	Ordinance Setting Minimum Employment Standards for Hospitality and Transportation Industry Employees SeaTac, Wash. Mun. Code Ch. 7.45	Certain hospitality and transportation employers only	Eligible hospitality and transportation employees accrue one hour of paid sick and safe time for every 40 hours worked. Covers sick and safe time for employee or family member's care; closures due to a public health emergency; or absences associated with employee or family member's status as a victim of domestic violence, sexual assault or stalking.	Non-hospitality or non-transportation employers; certain hospitality and transportation employers; certain union employers.	One hour for every 40 hours worked. Although there is no cap on accrual or usage, an employer is required to pay out lump sum payment to employees at the end of the year equivalent to the compensation due for any unused compensated time.