

Roundup: State accrued paid leave mandates

Law & Policy Group

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Section 1

State paid sick and other accrued paid leave mandate overview

As of July 2025, 18 states — Alaska, Arizona, California, Colorado, Connecticut, Maryland, Massachusetts, Michigan, Minnesota, Missouri, Nebraska, New Jersey, New Mexico, New York, Oregon, Rhode Island, Vermont and Washington — along with Washington, DC, have comprehensive laws that mandate paid sick and safe leave (PSSL). A Missouri law, enacted in July 2025, repealed the state’s PSSL mandate, effective Aug. 28. Three states — Illinois, Maine and Nevada — have laws requiring accrued paid time off that employees can use for any reason. Puerto Rico requires employers to provide both paid vacation and paid sick leave. Now more than ever, the number of laws mandating accrued paid leave creates a compliance imperative for employers, especially those with workplaces in multiple states.

See [Section 2](#) for an overview of each mandate.

Recent state developments

In November 2024, voters in [Alaska](#), [Missouri](#) and [Nebraska](#) approved PSSL ballot initiatives. However, Missouri passed [HB 567](#) in July, repealing the state’s PSSL mandate, effective Aug. 28. In addition, the first half of 2025 saw legislative and regulatory developments in Alaska, Maine, Michigan, Minnesota, Nebraska, Oregon, Vermont and Washington.

Here is a table comparing 2024 voter-approved PSSL mandates with 2025 effective dates:

Provision	Alaska	Missouri	Nebraska
Accrual rate	1 hour of paid sick leave for every 30 hours worked	1 hour of paid sick leave for every 30 hours worked	1 hour of paid sick leave for every 30 hours worked
Annual accrual cap	If ≥15 employees: 56 hours If <15 employees: 40 hours	None	If ≥20 employees: 56 hours If 11-19 employees: 40 hours
Annual usage cap	If ≥15 employees: 56 hours If <15 employees: 40 hours	If ≥15 employees: 56 hours If <15 employees: 40 hours	If ≥20 employees: 56 hours If 11-19 employees: 40 hours
Carryover and payout of unused leave	<ul style="list-style-type: none"> • Must carry over • Payout is not required at separation. 	<ul style="list-style-type: none"> • Must carry over up to 80 hours unless leave is paid out at year-end and front-loaded at start of next year • Payout is not required at separation. 	<ul style="list-style-type: none"> • Must carry over unless leave is paid out at year-end and front-loaded at start of next year • Payout is not required at separation.

Provision	Alaska	Missouri	Nebraska
Permitted uses other than employee/family member sickness*	Domestic violence, sexual assault, or stalking of employee or family member	<ul style="list-style-type: none"> Domestic violence, sexual assault, or stalking of employee or family member School and business closures related to a public health emergency (PHE), as well as isolation orders for employee or family member 	<ul style="list-style-type: none"> School and business closures related to a PHE, as well as isolation orders for employee or family member School or place of care meeting necessitated by child's health condition
Effective date	July 1, 2025	May 1, 2025 (expires Aug. 28, 2025)	Oct. 1, 2025

*Sickness generally includes a mental or physical illness, injury, or health condition; medical diagnosis, care or treatment; and preventive care.

Other notable developments to date in 2025 include:

Alaska. The state [Department of Labor and Workforce Development](#) (DOLWD) issued [FAQs](#) and [proposed regulations](#) for the paid sick leave requirement enacted by voters and first effective on July 1. Employers must provide written notice at the start of employment and within the 30-day period before and after the law's effective date (i.e., June 1 – July 31) for current employees. DOLWD will not provide a model. If an employer satisfies the mandate with a combined PTO/sick leave plan, an employee who exhausts that balance for vacation is not entitled to any additional paid leave for sickness during the same year.

Maine. Under [2025 Ch. 438](#) (LD 55), any carryover of accrued, unused leave does not reduce the annual allotment for the following year, currently capped at 40 hours or the accrual limit specified in an employer's leave policy, whichever is higher. Previously, the carryover amount counted toward next year's accrual limit. For example, an employee carrying more than eight hours of paid leave will have up to 48 hours in the next year under the new law; previously, an employer could cap the leave at 40 hours. Employers can avoid the carryover cap by front-loading 40 hours at the start of each year. The law will take effect on or about Sept. 24.

Michigan. In 2024, the state supreme court [ruled](#) that the 2018 state legislature's "adopt-and-amend" actions to establish the [Earned Sick Time Act](#) (ESTA) violated the state constitution. As a result, major changes were set to take effect on Feb. 21, 2025. However, that day, Governor Whitmer signed [2025 Pub. Act 2](#) (HB 4002), further amending the law. Employers with fewer than 50 employees nationally are no longer exempt. The accrual rate is one hour for every 30 hours worked (rather than for every 35 hours worked), and the 40-hour accrual cap is gone. The annual usage cap increases from 40 to 72 hours for employers with more than 10 employees, but remains at 40 hours for smaller employers. Carryover of unused PSSL — previously limited to 40 hours — is now 72 hours (40 for small employers). Front-loading of 72 hours (40 for small employers) eliminates the need for carryovers; so does payout of unused time at the end of the year. The law no longer excludes exempt employees (as defined by the federal Fair Labor Standards Act), or part-time, seasonal, temporary, variable-hour or union employees. The only excluded employees are unpaid interns and trainees and employees who schedule their own work hours and are not subject to any minimum hours requirement. Union employees covered under a current collective

bargaining agreement (CBA) are also exempt until the CBA expires, but only if the CBA conflicts with the ESTA.

Minnesota. Under [2025 Ch. 6](#) (SB 17), employers can advance PSSL time based on the number of hours they anticipate an employee will work for the balance of an accrual year. If the advanced amount is less than the accrual based on the actual hours worked, the employer must make up the difference. The law decreased the threshold for employers requiring reasonable documentation from three to two consecutive days of absence. These amendments will take effect on Jan. 1, 2026.

Missouri. Before HB 567 repealed the law, the state supreme court [upheld](#) the [November 2024 ballot initiative](#) mandating PSSL benefits and changing the state's minimum wage. Accordingly, the PSSL provisions are effective from May 1 until Aug. 28. For details of the mandate, see the state Department of Labor [webpage](#) and [Roundup of selected state health developments, first-quarter 2025](#) (April 21, 2025).

Nebraska. [LB 415](#) makes the following changes to the Healthy Families and Workplaces Act, the state's earned paid sick time law that takes effect on October 1:

- **Small business definition revision.** Small businesses only need to accrue 40 hours of paid leave per year. The law changes the definition from employers with less than 20 employees to those in the 11-19 range.
- **Benefit credit.** Before Oct. 1, any employer-provided paid sick time provided this year will count toward an employer's obligations for calendar year 2025.
- **Employee eligibility.** Individual owner-operators, independent contractors, seasonal/temporary farm workers and employees under age 16 are not eligible.
- **Benefit calculation.** The average weekly rate will apply for employees paid on a commission, piece-rate, mileage or fee-for-service basis.
- **Accrual.** New hires will start to accrue paid sick time after 80 hours of consecutive employment, instead of right away.
- **Separation from employment.** The law clarifies that employers need not pay out unused accrued time upon separation. However, they must restore any unused balance for rehires occurring within 12 months of separation.
- **Private right of action.** The law eliminates an employee's right to bring a civil suit. The sole remedy is a citation from the state Department of Labor.

Also, the Nebraska Department of Labor issued [FAQs](#). Among the issues clarified was the fact that the paid leave accrual and usage statement required each pay period may be provided via an employee-accessible online system.

Oregon. As a result of [2025 Ch. 243](#) (SB 1108), voluntary blood donation — if approved or accredited by the American Association of Blood Banks or the American Red Cross — is a permitted use of earned sick time, effective Jan. 1, 2026.

Vermont. The Parental and Family Leave Act was expanded by [2025 Act 32](#) (HB 461). The law requires employers to provide up to 12 weeks of unpaid job-protected leave for reasons related to pregnancy, child bonding, the employee's own serious health condition or to care for a family member with a serious health condition. Here is a summary of the changes that took effect on July 1:

- Expands the family member definition to include domestic and civil union partners (and their parents), individuals to whom the employee is or was standing in *loco parentis*, grandparents, and grandchildren and siblings, among others
- Adds these permitted uses: recovery from childbirth or miscarriage, safe leave (domestic violence, sexual assault, or stalking), and military qualifying exigences
- Allows up to two weeks (of the 12-week entitlement) for bereavement leave with no more than five workdays taken consecutively

Employees may choose to use accrued sick leave, vacation, other accrued paid leave or short-term disability insurance during the leave.

Washington. Two leave laws were enacted during the 2025 legislative session (the first specifically related to PSSSL):

- [2025 Ch. 170 \(HB 1875\)](#). An eligible employee may use PSSSL to prepare for, or participate in, any judicial or administrative immigration proceeding involving the employee or employee's family member. Employers may request documentation, which can include an employee's written statement, but cannot include information about immigration status or underlying immigration protection. The law will take effect on July 27.
- [2025 Ch. 5101 \(SB 5101\)](#). The law providing for job-protected leave for victims of (or family member victims of) domestic violence, sexual assault and stalking is expanded to include hate crimes. Employees can choose to use available paid sick leave, other paid time off, or unpaid leave time. A hate crime is defined broadly to include harmful acts based on a person's race, color, religion, ancestry, national origin, gender, sexual orientation, gender expression or identity, or mental, physical or sensory disability. The amendment will take effect on Jan. 1, 2026.

Common elements

Key provisions of the accrued paid leave laws captured in the [Section 2](#) tables include:

- Which employers must comply, and which employees can accrue and take paid leave.
- How much paid leave employees may accumulate, use and carry over from one year to the next.
- Whether employers may impose a waiting period before a new hire can use accrued paid leave, and whether employees may accrue or take leave in increments other than one hour.
- Whether employers may front-load or credit total annual paid leave at the start of each year to avoid the need to track hourly accruals or provide year-end carryovers.
- What reasons — in addition to an employee's own illness — justify the use of accrued paid leave.
- What employee notice or documentation may employers require, and what information about the paid leave entitlement must employers provide to employees.
- What protections — in addition to job protections — apply to employees who exercise their rights to accrued paid leave.

- Whether employers have to pay out unused accrued leave when employees separate from service, and what rules apply upon rehire.

The following features are generally common to all of the accrued paid leave laws summarized in [Section 2](#)'s tables:

- Paid leave requirements are based on the employee's work location and accruals start on the date of hire.
- Employers whose existing paid leave programs (e.g., PTO, sick leave or personal leave) meet or exceed the law's maximum accrual and allow the same leave uses without imposing more restrictions or limitations don't have to provide additional paid leave.
- The term "health" includes mental health in addition to physical illness, as well as preventive care, and care for chronic conditions.
- Employees exempt from the federal Fair Labor Standards Act's minimum wage and overtime standards are considered to work 40 hours per week.
- Properly classified independent contractors are not eligible for accrued paid leave.
- Employers may require reasonable notice if the leave is foreseeable.
- If leave is unforeseeable, employees should provide notice as soon as practicable.
- Worker protections and antiretaliation provisions apply.
- Leave mandates don't apply to federal government employers but may cover state and/or local government employers.
- Workers covered under the federal Railroad Unemployment Insurance Act (RUIA) are excluded because RUIA [preempts](#) state laws.
- Requirements typically don't apply to employees covered by a collective bargaining agreement (CBA) in effect at the time of a law's passage. CBAs negotiated after a law's enactment typically would not be subject to these laws if the CBA expressly waives the law's requirements and provides for equivalent or more generous paid sick leave.

Local leave laws

Many cities and counties have accrued paid leave laws, which typically are not preempted by any state law. As a result, employers sometimes must comply with two sets of standards in a state, giving employees the best of both laws. Recent developments include:

Illinois — Cook County. [Amended rules](#) issued in April (and now in effect) removed the requirement that accrual continues while employees are on paid leave. Employers may set a minimum increment for using paid leave at two hours; school districts may set the minimum increment at one workday. Employers can choose to make accrued paid leave available to employees suspended or otherwise placed on leave for disciplinary reasons, but cannot require its use. Other changes addressed park and school district employees. For links to Cook County and other leave resources, see [Local leave laws](#).

New York — New York City. The Department of Consumer and Worker Protection [amended](#) the city's existing Earned Safe and Sick Time Act (ESSTA) rules, requiring employers to provide up to 20 hours per year of paid prenatal leave. The leave is in addition to the regular annual allotment of ESSTA leave: 56 hours for employers with 100 or more

employees, 40 hours for employers with 5-99 employees and employers with four or fewer employees and annual net income of at least \$1 million. The rules mirror the state’s paid prenatal leave law enacted in 2024. The effective date was July 2.

Pennsylvania — Philadelphia. The [Protect Our Workers, Enforce Rights \(POWER\) Act](#) amended existing law to strengthen employee protections and enforcement mechanisms. Among other changes, paid sick time for tipped employees (those receiving more than \$50 per month in tips) will be based on the hourly wage in the Standard Occupational Classification Code, as published by the Pennsylvania Department of Labor. A presumption of unlawful retaliation exists for any adverse employer action within 90 days of an employee taking sick leave or filing a complaint with the Office of Worker Protections. The law took effect on May 8.

Pennsylvania — Pittsburgh. The city’s [amended ordinance](#) changes the accrual rate from one hour of leave for every 35 hours worked to every 30 hours worked. The annual accrual increases from 40 to 72 hours for employers with 15 or more Pittsburgh employees and from 24 to 48 hours for employers with fewer than 15 employees. These changes will take effect on Jan. 1, 2026.

The table below shows a nonexhaustive list of jurisdictions with paid leave requirements and related resources.

State	Locality	Resources
California	Berkeley	Municipal code ; webpage
	Emeryville	Municipal code ; webpage
	Long Beach	Municipal code (hotel employers only)
	Los Angeles (city)	Municipal code ; FAQs ; webpage Municipal code (hotel employers only)
	Oakland	Municipal code ; FAQs ; webpage
	San Diego	Municipal code ; FAQs ; webpage
	San Francisco	Municipal code ; webpage Proposition G (PHE leave); webpage
	Santa Monica	Municipal code ; checklist for businesses ; webpage
	West Hollywood	Ordinance ; regulations ; webpage
	Illinois	Chicago
Cook County		Ordinance ; final rules ; webpage
Maryland	Montgomery County	Ordinance ; fact sheet ; webpage
Minnesota	Bloomington	Ordinance ; webpage
	Minneapolis	Municipal code ; FAQs ; webpage
	St. Paul	Ordinance ; final rules ; webpage
New Mexico	Bernalillo County	Ordinance (leave for any reason); guidance ; webpage
New York	New York City	Administrative code ; ordinance (private right of action); rules ; FAQs ; webpage
	Westchester County	Ordinance (safe leave); FAQs ; webpage
Pennsylvania	Allegheny County	Rules and regulations ; FAQs ; webpage

State	Locality	Resources
	Philadelphia	Ordinance ; POWER Act ; webpage
	Pittsburgh	Ordinance ; webpage
Washington	SeaTac	Ordinance ; sample policy (certain hospitality, transportation employers)
	Seattle	<ul style="list-style-type: none"> • Employment-based ordinance; rules; FAQs; webpage • App-based worker ordinance; fact sheet; webpage
	Tacoma	Municipal code ; rules ; employer checklist ; webpage

Note: Ordinances enacted in Austin, Houston and San Antonio never took effect due to court injunctions and a [Texas state law](#) preempting certain local ordinances that took effect on Sept. 1, 2023. Litigation challenging the Texas law is ongoing.

Other leave laws not covered

The [Section 2](#) tables do not cover other leave laws, such as:

- Puerto Rico’s paid vacation and paid sick leave requirements; for details, see [Puerto Rico’s benefit and leave laws sometimes differ from others](#) (Aug. 12, 2024)
- Paid disability or paid family and medical leave (PFML) programs required by state law; for details, see [2025 state paid family and medical leave contributions and benefits](#) (Jan. 29, 2025)
- Federal, state or local emergency paid leave laws related to COVID-19
- Unpaid job-protected leave under the federal Family and Medical Leave Act and similar state laws
- Separate laws requiring job-protected leave solely for bereavement, organ or bone marrow donation, voting, school activities, or matters relating to domestic violence or sexual assault

Section 2

Table: States requiring paid sick and other accrued paid leave

Alaska earned paid sick time	
Covered employers	All employers, including state and local governments
Covered employees	All employees working in Alaska, except: <ul style="list-style-type: none"> • Apprentices • Work therapy participants • Prison inmates • Specified industries (e.g., agriculture, fishing, domestic service)
Waiting period	None
Accrual rate/ front-loading	Credit 1 hour of paid sick leave for every 30 hours worked.
Accrual cap	<ul style="list-style-type: none"> • If ≥ 15 employees: 56 hours earned per year • If < 15 employees: 40 hours earned per year
Rehired employees	If employee is rehired within 6 months, restore previously unused balance for immediate use.
Leave increments	The smaller of 1 hour or smallest increment that employer's payroll system uses for absences or other time uses
Usage cap	<ul style="list-style-type: none"> • If ≥ 15 employees: 56 hours earned per year • If < 15 employees: 40 hours earned per year
Carryover and payout of unused leave	<ul style="list-style-type: none"> • Unused leave must carry over. • Payout is not required at separation.
Permitted uses	<ul style="list-style-type: none"> • Employee's own or family member's health needs, including diagnosis, care, treatment, and preventive care • Issues arising from domestic violence, sexual assault or stalking

Alaska earned paid sick time	
Family member	<ul style="list-style-type: none"> • Child, parent, spouse or domestic partner (person cohabiting with the employee in a conjugal relationship that is not a legal marriage) <ul style="list-style-type: none"> – Child includes employee’s biological, step-, adopted, or foster child; legal ward; and anyone for whom employee stands or has stood <i>in loco parentis</i>. – Parent includes employee’s or spouse’s biological, foster or adoptive parent; legal guardian; or person who stood <i>in loco parentis</i> for the employee as a minor child. • Employee’s sibling, grandparent, aunt or uncle • Parent or sibling of spouse • Any other person related by blood or whose close association is the equivalent of a family relationship
Employee notice	<ul style="list-style-type: none"> • For foreseeable leave, employees must make good-faith effort to provide advance notice and reasonable effort to schedule leave to avoid unduly disrupting employer operations. • It is unclear what standards apply if leave is unforeseeable.
Employee documentation	<p>Employer may require reasonable documentation for leave lasting 3 or more consecutive workdays.</p> <ul style="list-style-type: none"> • Treat information as confidential. • Gather specified documentation for leaves related to domestic violence, sexual assault or stalking.
Employer disclosures	<p>Give employees at hire or within 30 days of the law’s effective date, whichever is later, written notice of entitlement to paid sick leave, the amount of accrued paid sick leave and the prohibition on retaliation.</p>
Rights protected/retaliation	<p>Employer may not:</p> <ul style="list-style-type: none"> • Retaliate or discriminate against employee for exercising leave rights • Condition paid sick leave on employee’s searching for or finding replacement to work missed time • Count paid sick time as an absence that triggers retaliation or any other adverse action
Recordkeeping	<p>Not addressed in the law</p>
Other key provisions	<p>None</p>
State resources	<ul style="list-style-type: none"> • Ballot initiative • Proposed regulations • Ballot Measure 1 FAQs

Arizona earned paid sick time	
Covered employers	All employers, including local government, but not state government
Covered employees	All employees working in Arizona
Waiting period	May require new hires to wait 90 calendar days before using paid sick time
Accrual rate/ front-loading	<ul style="list-style-type: none"> • Credit 1 hour of paid sick leave for every 30 hours worked. • Alternatively, at start of year, front-load annual entitlement up to cap.
Accrual cap	<ul style="list-style-type: none"> • If ≥15 employees: 40 hours earned per year • If <15 employees: 24 hours earned per year
Rehired employees	If employee is rehired within 9 months, restore previously unused balance for immediate use.
Leave increments	Smallest increment — not exceeding 1 hour — that payroll system uses to account for absences or work time
Usage cap	<ul style="list-style-type: none"> • If ≥15 employees: 40 hours per year • If <15 employees: 24 hours per year
Carryover and payout of unused leave	<ul style="list-style-type: none"> • Unused leave must carry over, up to annual accrual limit unless unused leave is paid out at year-end and 40 hours (or 24 hours for smaller employers) are front-loaded at start of next year. • Payout is not required at separation.
Permitted uses	<ul style="list-style-type: none"> • Employee’s own or family member’s health needs, including preventive care, medical diagnosis, care, or treatment • PHE, including one causing officials to close school or care facility of employee’s child • Issues arising from domestic violence, sexual violence, abuse or stalking
Family member	<ul style="list-style-type: none"> • Child, parent, spouse or registered domestic partner <ul style="list-style-type: none"> — Child includes employee’s or domestic partner’s biological, step-, adopted, or foster child, including anyone for whom employee has served <i>in loco parentis</i>. — Parent includes employee’s, spouse’s or domestic partner biological, foster, step-, or adoptive parent or legal guardian, including anyone serving <i>in loco parentis</i> during childhood. • Employee’s, spouse’s or domestic partner’s grandparent, grandchild or sibling (biological, foster, adoptive or step-) • Anyone else related by blood or affinity whose close association with employee is equivalent to a family relationship
Employee notice	<ul style="list-style-type: none"> • For foreseeable leave, employee must make good-faith effort to provide advance notice and reasonable effort to schedule leave to avoid unduly disrupting employer operations. • For unforeseeable leave, may require notice only if a written policy communicates procedures.

Arizona earned paid sick time

- Employee documentation**
- Employer may require reasonable documentation for leave lasting 3 or more consecutive workdays.
 - Treat information as confidential.
 - May not require documents disclosing details about incident(s) requiring safe leave or specific health condition requiring sick leave.

- Employer disclosures**
- Unless a small employer (less than \$500,000 in gross annual revenue), give new hires [written notice](#) about paid sick leave rights.
 - Post the written notice in a conspicuous place in every workplace.
 - Report in regular paycheck or attachment employee's available accrued paid sick time, amount taken to date and amount of pay received as earned paid sick time in current year.
 - Must have written policy describing advance notice procedures, if required for expected absence
 - First disclosure violation is subject to \$250 penalty, and each subsequent or willful violation carries at least \$1,000 penalty.

- Rights protected/retaliation**
- Employer may not:
- Condition paid sick leave on employee's finding replacement to work missed time
 - Retaliate or discriminate against employee for exercising leave rights
 - Count paid sick time as an absence that triggers discipline, discharge, demotion, suspension or any other adverse action

- Recordkeeping**
- Unless a small employer, keep for at least 4 years records of each covered employee's hours worked; paid sick days accrued, taken and paid; and earned paid sick time balances.

- Other key provisions**
- Employers face \$250 penalty for first violation and at least \$1,000 for each subsequent or willful violation.
 - State law (AZ Rev. Stat. § [23-204](#)) bars local jurisdictions from imposing benefit mandates, unless limited to the locality's own employees.

- State resources**
- AZ Rev. Stat. §§ [23-371 et seq.](#)
 - AZ Admin. Code §§ [20-5-1201 et seq.](#)
 - [FAQs about minimum wage and earned paid sick time](#) (AZ Industrial Commission, Feb. 22, 2022)

California paid sick leave	
Covered employers	All employers, including state and local governments
Covered employees	<p>All employees who worked at least 30 days in a year in California unless:</p> <ul style="list-style-type: none"> • Employed by an air carrier as flight deck or cabin crew member • Employed by public employer and receiving public retirement allowance <p>If one of the above exceptions applies see CA Labor Code § 245.5 for specifics.</p>
Waiting period	May require new hires to wait 90 days before using leave
Accrual rate/ front-loading	<ul style="list-style-type: none"> • Credit 1 hour of paid sick leave per 30 hours worked; alternative accrual rate permitted as long as employee receives 24 hours by the 120th calendar day of employment or 40 hours by 200th calendar day. • Alternatively, front-load 40 hours or 5 days at start of the year; new hires must have 3 days or 24 hours available to use by the 120th calendar day of employment and 5 days or 40 hours by the 200th calendar day.
Accrual cap	80 hours (or 10 days)
Rehired employees	If employee is rehired within 1 year, restore previously unused balance for immediate use.
Leave increments	2-hour minimum permitted
Usage cap	40 hours (or 5 days) per calendar year or other 12-month period
Carryover and payout of unused leave	<ul style="list-style-type: none"> • Unused leave must carry over unless paid sick leave time is front-loaded at start of year. • Payout is not required at separation.
Permitted uses	<ul style="list-style-type: none"> • Employee’s own or family member’s health needs, including diagnosis, care, treatment, and preventive care • Issues arising from the employee or a family member being the victim of a crime, as defined by CA Govt Code § 12945.8(j) • For agricultural workers to avoid smoke, heat, or flooding created by a local or state emergency
Family member	<p>Spouse, registered domestic partner, child, parent, sibling, grandparent, grandchild and a person designated by the employee when requesting leave</p> <ul style="list-style-type: none"> • Child includes employee’s biological, adopted, step-, or foster child; legal ward; or anyone for whom employee has served <i>in loco parentis</i>. • Parent includes employee’s, spouse’s, or registered domestic partner’s biological, adoptive, step-, or foster parent; legal guardian; and anyone serving <i>in loco parentis</i> to employee while a minor.

California paid sick leave	
Employee notice	<ul style="list-style-type: none"> For foreseeable leave, employee must give notice reasonably in advance of leave. For unforeseeable leave, employee must give notice as soon as practicable.
Employee documentation	Employer may require documentation only if employee requests paid sick time in advance of accrual.
Employer disclosures	<ul style="list-style-type: none"> Give notice of paid sick leave rights at hire Display poster about employees' paid sick leave rights and remedies in conspicuous location in every workplace Report in itemized wage statement or separate written payday notice employee's unused paid sick leave or other paid leave alternative; if no limit on paid leave, simply report "unlimited." Willful posting violations carry \$100 penalty per offense.
Rights protected/retaliation	<p>Employer may not:</p> <ul style="list-style-type: none"> Condition paid sick leave on employee's finding replacement to work missed time Retaliate, discriminate or take other disciplinary action against employee for exercising leave rights Charge paid sick time as an "occurrence" that could trigger discipline under an attendance policy
Recordkeeping	Keep for at least 3 years records of each covered employee's hours worked and accrued paid sick days.
Other key provisions	<ul style="list-style-type: none"> Unlawful withholding of paid sick days is subject to penalty of at least \$250 (not to exceed \$4,000); other violations are subject to penalty of \$50 per day (up to \$4,000), As of 2024, must reinstate unused earned paid sick leave on rehire; notify employees about their balance each pay period; inform employees about pay rate and timing; and communicate notice requirements for planned and unplanned sick leave. In 2024, state law has limited preemption of local ordinances on paid sick leave advance. Prior to 2024, state law did not preempt any federal, other state, or local laws providing greater paid or unpaid leave rights (e.g., in San Francisco and West Hollywood).
State resources	<ul style="list-style-type: none"> CA Labor Code §§ 233, 245–249 Healthy Workplaces, Healthy Families Act of 2014 webpage (CA Department of Industrial Relations (DLIR)) Paid sick leave FAQs (CA DLIR, Dec. 2, 2024)

Colorado paid sick leave	
Covered employers	All employers, including state and local governments <ul style="list-style-type: none"> Employers with 15 or fewer employees (nationwide) did not have to comply until 2022 (but had to comply with supplemental paid sick leave requirements for PHEs).
Covered employees	All employees working in Colorado
Waiting period	None; employees may use paid sick leave as it accrues.
Accrual rate/ front-loading	<ul style="list-style-type: none"> Credit 1 hour of paid sick leave for every 30 hours worked. Alternatively, front-load 48 hours at start of each year. If subject to a multiemployer CBA, may instead contribute to a paid sick leave fund, plan or program at the law's required accrual rate. Federal contractors may count paid leave provided under Executive Order 13706 as paid sick leave. Unused accrued sick leave may offset supplemental paid sick leave (up to 80 hours or two weeks) required during a PHE.
Accrual cap	48 hours per year
Rehired employees	If employee is rehired within 6 months, restore previously unused balance for immediate use.
Leave increments	1 hour, unless employer policy allows smaller increments
Usage cap	48 hours per year
Carryover and payout of unused leave	<ul style="list-style-type: none"> Unused leave must carry over, up to 48 hours, even if paid sick leave is front-loaded. Payout is not required at separation.
Permitted uses	<ul style="list-style-type: none"> Employee's own or family member's health needs, including preventive care Closure of a business, school or care facility due to a PHE Employee's or family member's needs related to domestic violence, sexual assault, or harassment Bereavement and other reasons related to family member's death Closure of family member's school or place of care due to inclement weather or other unexpected event (e.g., power, heat, or water loss) Evacuation of residence due to inclement weather or other unexpected event (e.g., power, heat, or water loss) Specific reasons permitted during a PHE (see CO Rev. Stat. § 8-13.3-405(3))
Family member	<ul style="list-style-type: none"> Immediate family members related by blood, marriage, civil union or adoption Someone for whom the employee stands or stood <i>in loco parentis</i> or who stood <i>in loco parentis</i> for the employee as a child Anyone for whom the employee is responsible for providing or arranging health and safety-related care

Colorado paid sick leave	
Employee notice	<ul style="list-style-type: none"> • For foreseeable leave, employee must make good-faith effort to provide advance notice and reasonable effort to schedule leave to avoid unduly disrupting employer operations. • For foreseeable leave related to a PHE, employee must give notice as soon as practicable unless workplace is closed.
Employee documentation	<ul style="list-style-type: none"> • Employer may require reasonable documentation for leave lasting 4 or more consecutive workdays. • Cannot require disclosure of details relating to domestic violence, sexual assault or health • Must keep health and safety information confidential and store separately from personnel file
Employer disclosures	<ul style="list-style-type: none"> • Give employees written notice of paid leave rights. <ul style="list-style-type: none"> – Guidance does not specify when or in what form, – Displaying the poster satisfies this notice requirement. • Conspicuously display Paid Leave, Whistleblowing, & Protective Equipment poster in workplace <ul style="list-style-type: none"> – May provide notice and poster electronically or on web platform to telecommuters or employees with no physical workplace • Using any reasonable system, respond to employee request for record of paid sick leave accrued, available and used during the current year • Willful notice violation is subject to \$100 penalty per occurrence.
Rights protected/retaliation	<p>Employer may not:</p> <ul style="list-style-type: none"> • Deny paid sick leave for employee’s failure to comply with notice requirements • Condition paid sick leave on employee’s finding replacement to work missed time • Retaliate, discriminate or take other disciplinary action against employee for exercising leave rights • Charge paid sick time as an absence under an attendance policy that could trigger discipline
Recordkeeping	<p>Keep records of each employee’s hours worked and paid sick leave accrued and used for at least 2 years.</p>
Other key provisions	<ul style="list-style-type: none"> • Violations are subject to unspecified civil penalties. • Law does not preempt any other law, leave mandate or CBA that provides greater paid leave.

Colorado paid sick leave

- State resources**
- [CO Rev. Stat. § 8-13.3-401 et seq.](#)
 - [Wage and hour laws \(including paid sick leave\)](#) (CO Department of Labor and Employment (CDLE))
 - [Interpretive notices, formal opinions and other published guidance](#) (CDLE)
 - [Wage protection rules](#) (7 CO Code Regs. § 1103-7)
 - [INFO #6B](#), Paid sick leave under the Healthy Families & Workplaces Act (HFWA) (CDLE, May 29, 2024)
 - [INFO #6C](#), Differences & overlap between Colorado's two paid leave laws: HFWA and FAMLII (CDLE, Nov. 17, 2023)
 - [INFO #6](#), Summary: Paid leave under HFWA (CDLE, Sept. 1, 2023)

Connecticut paid sick leave	
Covered employers	All employers, including state and local governments, with 25 or more Connecticut employees Jan. 1, 2026: ≥11 Connecticut employees Jan. 1, 2027: ≥1 Connecticut employee
Covered employees	All employees except seasonal employees who work 120 or fewer days in a year
Waiting period	May make new hires wait 120 calendar days to use leave
Accrual rate/ front-loading	<ul style="list-style-type: none"> • Credit 1 hour of paid sick leave for every 30 hours worked. • Alternatively, front-load 40 hours at start of the year.
Accrual cap	40 hours per benefit year
Rehired employees	<ul style="list-style-type: none"> • Do not need to restore previously unused balance. • Must credit toward waiting period hours worked prior to break in service
Leave increments	1 hour
Usage cap	40 hours per benefit year
Carryover and payout of unused leave	<ul style="list-style-type: none"> • Unused leave of at least 40 hours must carry over unless time is front-loaded. <ul style="list-style-type: none"> — May offer (but cannot require) payout in lieu of carryover. • Payout is not required at separation.
Permitted uses	<ul style="list-style-type: none"> • Employee’s own or family member’s health needs, including preventive care, diagnosis, care, or treatment • Issues arising from employee or family member experiencing family violence or sexual assault (see CT Gen. Stat. § 31-51ss for additional unpaid safe leave) • Employee’s mental health wellness day • PHE or risk of exposure to a communicable disease at work or school
Family member	Spouse, registered domestic partner, child and parent, grandparent, grandchild, sibling, and anyone related to the employee by blood or whose close association with employee is akin to family <ul style="list-style-type: none"> • Child includes any age and means biological, step-, adopted, or foster child; legal ward; or child for whom employee serves <i>in loco parentis</i>. • Parent includes employee’s or employee’s spouse’s stepparent, parent-in-law, legal guardian, and individual <i>in loco parentis</i>. • Sibling includes relation by blood, marriage, adoption or foster care placement
Employee notice	Employees should provide notice as soon as practicable in compliance with the employer’s regular policy for calling out the day of an absence.
Employee documentation	Employer cannot require documentation if employee uses PSSS for a permitted purpose.

Connecticut paid sick leave	
Employer disclosures	<ul style="list-style-type: none">• Give new hires notice about leave rights and retaliation protections.<ul style="list-style-type: none">– Conspicuously displaying English and Spanish posters in workplace satisfies the notice requirement.• Report PSSL accrued and used in employee wage records.• Willful notice violation is subject to \$100 penalty per occurrence.
Rights protected/retaliation	Employer may not: <ul style="list-style-type: none">• Retaliate, discriminate or take other disciplinary action against employee for exercising leave rights• Require paid sick leave for incidents related to family violence or domestic assault to run concurrently with unpaid time off provided by the family-violence leave law (CT Gen. Stat. § 31-51ss)• Require employees to search for or find a replacement• Require employee documentation if PSSL is for a permitted use
Recordkeeping	Not addressed by law or rules
Other key provisions	<ul style="list-style-type: none">• Unlawful retaliation or discrimination carries \$500 penalty per violation; all other violations are subject to \$100 penalty per occurrence.• Law does not address preemption of other accrued paid leave laws.
State resources	<ul style="list-style-type: none">• CT Gen. Stat. §§ 31-57r – 31-57w• Paid sick leave webpage (CT Labor Department)• FAQs (CT Labor Department)• Q&A and survey questions (CT Labor Department)

Illinois paid leave for all workers (PLAWA)	
Covered employers	All employers, including state and local governments, except: <ul style="list-style-type: none"> • Public school districts organized under the School Code • Public park districts organized under the Park District Code
Covered employees	All full- and part-time employees working in Illinois, except part-time student and short-term (as defined by statute) employees at state colleges and universities
Waiting period	May require new hires wait 90 days before using leave
Accrual rate/ front-loading	<ul style="list-style-type: none"> • Credit 1 hour of paid leave for every 40 hours worked. • Alternatively, front-load 40 hours each year (or pro-rata amount for part-time employees).
Accrual cap	40 hours per 12-month period
Rehired employees	If employee is rehired within 12 months, restore previously unused balance for immediate use.
Leave increments	2 hours or shorter amount, at employer's discretion
Usage cap	40 hours per year
Carryover and payout of unused leave	<ul style="list-style-type: none"> • Unused leave must carry over, up to 40 hours unless paid leave time is front-loaded at start of year. • Payout is not required at separation unless paid leave is credited to PTO bank or vacation account; in that event, payout is subject to existing wage payment law.
Permitted uses	Any reason
Family member	Not applicable
Employee notice	<ul style="list-style-type: none"> • Employees can give notice in writing or orally in accordance with employer's reasonable notification requirements, which must be communicated to employees in writing. • For foreseeable leave, may require up to 7 calendar days' advance notice. • For unforeseeable leave, employee must give notice as soon as practicable.
Employee documentation	Employer cannot require documentation or certification for leave.
Employer disclosures	<ul style="list-style-type: none"> • Provide written notice of 12-month period designation. • Display poster in a conspicuous place. • Include notice in employee manual or policy • Notice failures are subject to \$500 fine for first violation and \$1,000 for subsequent violations.

Illinois paid leave for all workers (PLAWA)

Rights protected/retaliation

Employer may not:

- Condition paid leave on employee's finding replacement to work missed time
- Charge paid leave as an absence under an attendance policy or otherwise make paid leave a negative factor in work evaluations or promotion considerations
- Retaliate against employee for using sick leave or otherwise exercising rights under the law

Recordkeeping

Keep records of paid leave earned and used by each employee for at least 3 years.

Other key provisions

- Noncompliant employers are subject to liability for underpayment, compensatory damages, penalties of up to \$1,000, and other equitable relief
- IDOL can fine noncompliant employers up to \$2,500 for each offense.
- Local accrued paid leave ordinances are not preempted (i.e., [Chicago](#) and [Cook County](#)); employers in municipalities that opted out of the Cook County ordinance must comply with PLAWA.

State resources

- [820 ILCS 192 et seq.](#)
- [Final regulations](#) (IDOL)
- [Paid Leave for All Workers Act FAQ](#) (IDOL)

Maine earned paid leave	
Covered employers	Employers, including state and local governments, that routinely have more than 10 employees in Maine for more than 120 days in a calendar year
Covered employees	<p>All employees working in Maine except:</p> <ul style="list-style-type: none"> • Seasonal employees in a seasonal industry • Certain agricultural workers • Certain commission employees <p>See “employer” and “employment” definitions in 26 ME Rev. Stat. Ann. § 1043(9) and (11) for specifics.</p>
Waiting period	May require new hires to wait 120 calendar days before using leave
Accrual rate/ front-loading	<ul style="list-style-type: none"> • Credit 1 hour of earned paid leave for every 40 hours worked. • Alternatively, front-load 40 hours each year.
Accrual cap	40 hours per year or limit established in employer policy, whichever is higher
Rehired employees	If employee is rehired within 1 year, restore previously unused balance for immediate use.
Leave increments	1 hour or shorter, at employer’s discretion
Usage cap	40 hours per year
Carryover and payout of unused leave	<ul style="list-style-type: none"> • Unused leave must carry over, up to 40 hours, unless paid leave time is front-loaded at start of year. Carryover does not count toward annual accrual cap. • May offer (but cannot require) payout in lieu of carryover. • Payout is not required at separation unless employer policy provides for this (but see ME Rev. Stat. Ann. tit. 26 § 626, requiring payout of unused vacation).
Permitted uses	Any reason
Family member	Not applicable
Employee notice	<ul style="list-style-type: none"> • For leaves other than emergency, illness or other sudden necessity, employees must give reasonable advance notice and schedule leave to prevent undue hardship to employer. <ul style="list-style-type: none"> – May have written policy requiring up to 4 weeks’ advance notice • For emergency, illness and other sudden necessity where advance notice not possible, employee must make good-faith effort to provide as much notice as feasible under the circumstances.
Employee documentation	Employer may require documentation for leave lasting more than 3 consecutive days.
Employer disclosures	<p>Display Regulation of Employment poster in accessible workplace location.</p> <ul style="list-style-type: none"> • If all employees work remotely, may post on business intranet.

Maine earned paid leave

Rights protected/retaliation

Employer may not:

- Retaliate against employee for using paid leave
- Discipline employee for absenteeism if employee complied with notice requirements and didn't use more leave than accrued

Recordkeeping

Not addressed in the law or rules

Other key provisions

- Penalties of up to \$1,000 for each willful violation are possible but subject to the Bureau of Labor's discretion.
- State law preempts similar local laws.

State resources

- ME Rev. Stat. tit. 26 § [637](#)
- [Rules governing earned paid leave](#) (12-17-10 ME Code R. §§ I–VI)
- [Earned paid leave webpage](#) (ME Labor Department)
- [FAQs and answers on earned paid leave \(LD 369\)](#) (ME Labor Department, Jan. 26, 2021)

Maryland earned sick and safe leave	
Covered employers	All employers, including state and local governments, as follows: <ul style="list-style-type: none"> • If ≥15 Maryland employees: Provide PSSL. • If <15 Maryland employees: Provide unpaid sick and safe leave.
Covered employees	All employees regularly working ≥12 hours per week in Maryland, except certain temporary employees, on-call employees, agricultural employees, and real estate salespeople or brokers
Waiting period	May require new hires to wait 106 days before using leave.
Accrual rate/ front-loading	<ul style="list-style-type: none"> • Credit 1 hour of PSSL for every 30 hours worked. • Alternatively, front-load 40 hours at the start of each year. • If using accruals, do not need to credit accruals during: <ul style="list-style-type: none"> — 2-week pay period in which employee worked fewer than 24 hours in total — 1-week pay period if employee worked fewer than a combined total of 24 hours in the current and immediately preceding pay period — Bimonthly pay period in which employee worked fewer than 26 hours
Accrual cap	40 hours per year; 64 hours at any time
Rehired employees	If employee is rehired within 37 weeks, restore previously unused balance for immediate use.
Leave increments	4 hours or less
Usage cap	64 hours per year
Carryover and payout of unused leave	<ul style="list-style-type: none"> • Unused leave must carry over, up to 40 hours, unless 40 hours is front-loaded at start of year. • Cashing out at year-end is optional. • Payout is not required at separation.
Permitted uses	<ul style="list-style-type: none"> • Employee’s own or family member’s health needs, including preventive care and treatment • Maternity or paternity leave • Issues arising from domestic violence, sexual violence, abuse or stalking affecting employee or employee’s family member • Bereavement leave under the state’s Flexible Leave Act for the death of an immediate family member (child, parent, spouse)
Family member	Child, spouse, parent, grandparent, grandchild and sibling (biological, adoptive, foster or step-) <ul style="list-style-type: none"> • Child includes biological, step-, adopted or foster child, including anyone for whom employee has served <i>in loco parentis</i> or has legal or physical custody or guardianship. • Parent includes biological, step-, adoptive or foster parent or legal guardian of employee or employee’s spouse, including anyone serving <i>in loco parentis</i> during childhood.

Maryland earned sick and safe leave	
Employee notice	<ul style="list-style-type: none"> • For foreseeable leave, may require reasonable advance notice of up to 7 days. • For unforeseeable leave, may require notice as soon as practicable and in general compliance with employer’s notice requirements for other types of leave. • May deny leave request if employee fails to give notice and absence will cause disruption
Employee documentation	<ul style="list-style-type: none"> • Employer may require reasonable documentation for leave lasting more than 2 consecutive scheduled shifts. • At hire, employee and employer may mutually agree on need to provide verification for leave taken between the 107th and 120th calendar days of employment.
Employer disclosures	<p>Provide notice of sick and safe leave rights, obligations, entitlement, accrual rate and permissible uses</p> <ul style="list-style-type: none"> — No specific guidance addresses when or how to provide this notice • Each pay period, must provide statement (online is acceptable) showing employee’s leave used and available
Rights protected/retaliation	<p>Employer may not:</p> <ul style="list-style-type: none"> • Condition paid sick leave on employee’s finding replacement to work missed time • Take adverse action against employee for exercising leave rights
Recordkeeping	Keep records of each employee’s paid leave earned and used for at least 3 years.
Other key provisions	<ul style="list-style-type: none"> • Violations carry penalty of up to \$1,000 for each employee and payment of up to three times the amount of wrongfully unpaid leave. • State law preempts similar local laws enacted on or after Jan.1, 2017. <ul style="list-style-type: none"> — Montgomery County’s paid sick leave mandate predates the state law and is only preempted to the extent the state law has provisions more generous to employees.
State resources	<ul style="list-style-type: none"> • MD Code Ann. Lab. & Empl. §§ 3-1301 et seq. • Maryland Healthy Working Families Act (HWFA) webpage (MD Department of Labor (MDOL)) • Maryland HWFA FAQs (MDOL, July 12, 2021)

Massachusetts earned sick time

Covered employers All employers, including state and county governments, excluding municipalities that have not opted into the law, as follows:

- If ≥11 employees (including employees in other states or countries): Provide **paid** sick time.
- If <11 employees (including employees in other states or countries): Provide **unpaid** sick time.

Covered employees All employees working in Massachusetts, except:

- Higher education students working in a financial aid program, a federal work-study program, or a position exempt from Social Security and Medicare taxes
- School-aged students under the federal Individuals with Disabilities Education Act
- Adult clients in Massachusetts-licensed residential program working as part of their educational or vocational training

Waiting period May require new hires to wait 90 calendar days before using leave

Accrual rate/ front-loading

- Credit 1 hour of earned sick time for every 30 hours worked
 - May use smaller increments of time that produce equivalent accrual rate (e.g., 1 minute of sick time per 30 minutes worked or 2 minutes of sick time per hour worked)
- Alternatively, front-load 40 hours at start of each benefit year or provide unlimited sick leave.
- May instead provide sick time in lump sum based on average work hours:
 - 37.5–40 work hours per week: 8 hours of sick time per month for 5 months
 - 30 work hours per week: 5 hours of sick time per month for 8 months
 - 24 work hours per week: 4 hours of sick time per month for 10 months
 - 20 work hours per week: 4 hours of sick time per month for 9 months
 - 16 work hours per week: 3 hours of sick time per month for 10 months
 - 10 work hours per week: 2 hours of sick time per month for 10 months
 - 5 works hours per week: 1 hour of sick time per month for 10 months

Accrual cap 40 hours per benefit year

Rehired employees

- If employee is rehired within 4 months, restore previously unused balance for immediate use.
- If employee is rehired 4–12 months after separation, restore sick time balance — unless fewer than 10 hours — for immediate use.
- If employee is rehired within 12 months of separation, employee is immediately eligible to use newly accrued sick time without any waiting period.

Massachusetts earned sick time

Leave increments 1-hour minimum for first use, after which smaller increments permitted

Usage cap 40 hours per benefit year

Carryover and payout of unused leave

- Unused leave must carry over, up to 40 hours, unless sick leave is front-loaded at start of each benefit year.
 - Alternatively, pay out at year-end and make unpaid sick time available at start of next year:
 - *If paying out ≥16 hours:* Provide 16 hours of unpaid sick time until employee’s paid leave accruals replace unpaid time.
 - *If paying out <16 hours:* Provide unpaid sick time equivalent to amount paid out at year-end until employee’s paid leave accruals replace unpaid time.
- Payout is not required at separation.

Permitted uses

- To address employee’s own or family member’s health needs, including diagnosis, care, treatment, and preventive care (along with travel time)
- To manage employee’s own or dependent child’s psychological, physical or legal effects from domestic violence
- To handle an employee’s or spouse’s physical and mental health needs due to pregnancy loss or failed assisted reproduction, adoption or surrogacy

Family member Spouse, child, parent and parent-in-law

- Child includes biological, adopted, step- or foster child; legal ward; or a child for whom employee has assumed parental responsibilities.
- Parent includes employee’s or spouse’s biological, step-, adoptive, or foster parent or other person with parental responsibilities during employee’s or spouse’s childhood.

Employee notice

- For foreseeable leave, employee must make good-faith effort to provide advance notice.
 - May require 7 days’ advance notice in written policy, unless employee learns of need for leave less than 7 days in advance
- For unforeseeable leave, may require reasonable notice under the circumstances.
- When leave is used for an emergency, may not require notice.
- Employer may require daily notification from employee (or surrogate) when sick time extends multiple days, unless circumstances make daily notice unreasonable.

Massachusetts earned sick time

Employee documentation	<p>Employer may require employee verification of using leave for a covered purpose, when:</p> <ul style="list-style-type: none">– Leave exceeds 24 consecutively scheduled work hours or 3 consecutively scheduled workdays.– Leave occurs within 2 weeks of employee’s last scheduled workday before separation or after 4 unforeseeable and undocumented absences within 3 months. <ul style="list-style-type: none">• May require fitness-for-duty certification before employee returns to work in certain industries with specific safety concerns• Cannot require documentation revealing nature of illness or details of domestic violence
Employer disclosures	<ul style="list-style-type: none">• Post notice in conspicuous location at each workplace.• Give each employee notice about sick time policy in employee manual or handbook.
Rights protected/retaliation	<p>Employer may not:</p> <ul style="list-style-type: none">• Condition sick time on employee making up or finding replacement to work missed time• Retaliate against employee for using sick leave or otherwise exercising rights under the law
Recordkeeping	<p>Keep records of each covered employee’s sick time accrual and use for at least 3 years.</p>
Other key provisions	<ul style="list-style-type: none">• Telecommuters employed by a Massachusetts worksite must earn sick time, regardless of where work takes place.• Unintentional violations can trigger penalties ranging from \$7,500 to \$15,000, with a maximum penalty of \$25,000 per subsequent violation; see MA Gen. Laws Ch. 149 §§ 27C(b)(1)–(4), (6)–(7) and 150.• The law does not address preemption of other accrued paid leave laws.
State resources	<ul style="list-style-type: none">• MA Ge. Laws Ch. 149, § 148C• 940 MA Code Regs. §§ 33.01 et seq.• Earned sick time webpage• Earned sick time FAQs (MA Attorney General’s Office, Jan. 8, 2025)

Michigan earned sick time (EST)	
Covered employers	All employers with at least 1 employee in Michigan (employers with fewer than 50 employees nationwide are no longer exempt); delayed effective date for employers with 10 or fewer employees is Oct. 1 or three years from the date of hire of first employee (if after Feb. 21, 2022), whichever is later
Covered employees	All employees except unpaid interns and trainees, employees who schedule their own work hours and are not subject to any minimum hours requirement, and union employees until their CBA expires (but only if CBA conflicts with the ESTA)
Waiting period	May require new hires to wait 120 calendar days before using sick time
Accrual rate/ front-loading	<ul style="list-style-type: none"> • Credit 1 hour of paid medical leave for every 30 hours worked. • Alternatively, front-load 72 hours at start of each year (40 hours if small employer).
Accrual cap	None
Rehired employees	If employee is rehired within 2 months, restore previously unused balance for immediate use.
Leave increments	1-hour increments or the smallest increment used to account for absences or the use of other time
Usage cap	72 hours of paid leave (40 hours for small employers)
Carryover and payout of unused leave	<ul style="list-style-type: none"> • Unused accrued paid leave must carry over, up to 72 hours (40 hours for small employers), unless paid leave time is front-loaded at start of year or unused accrued leave is paid out at year end. • Payout is not required at separation.
Permitted uses	<ul style="list-style-type: none"> • Employee’s own or family member’s health needs, including diagnosis, care, treatment, and preventive care • Time for employee or family members to address issues arising from domestic violence or sexual assault • Meetings at a child’s school or place of care related to the child’s health or disability or the effects of domestic violence or sexual assault • PHE causing officials to: <ul style="list-style-type: none"> – Close employee’s worksite or child’s school or care facility – Determine that employee’s or family’s presence in the community would jeopardize the health of others
Family member	<p>Spouse; domestic partner; child; parent; grandparent; grandchild; biological, adoptive or foster sibling; and any individual related by blood or whose close association with the employee is the equivalent of a family relationship</p> <ul style="list-style-type: none"> • Child includes biological, step-, adopted or foster child; legal ward; or child to whom employee acts as parent. • Parent includes biological, step-, adoptive or foster parent; legal guardian of employee or spouse; and anyone serving as employee’s parent during childhood.

Michigan earned sick time (EST)	
Employee notice	<ul style="list-style-type: none"> • For foreseeable leave, may require up to 7 days' advance notice • For unforeseeable leave, may require notice as soon as practicable or in accordance with written employer policy provided at time of hire that allows for notice after need for leave becomes known to employee
Employee documentation	<p>For absences exceeding 3 consecutive days, employer may require reasonable documentation.</p> <ul style="list-style-type: none"> • Employees must provide documentation within 15 days of employer's request, but employer cannot delay start of leave on failure to provide requested documentation. • Cannot require description or details of illness or violence. • Must keep confidential and not disclose documents about health, domestic violence or sexual assault without employee's written permission
Employer disclosures	<ul style="list-style-type: none"> • Provide written notice of rights, accrual rate, and permitted uses to new employees at hire or by March 23, whichever is later. • Display poster (English, Spanish, Arabic) in a conspicuous, accessible place. • Willful posting violation triggers \$100 penalty per occurrence.
Rights protected/retaliation	<p>Employer may not:</p> <ul style="list-style-type: none"> • Condition sick time on employee finding replacement to work missed time • Retaliate or discriminate against employee for using sick leave or otherwise exercising rights under the law • Treat used sick time as absence in employer's absence control policy that may lead to or result in retaliatory personnel action <p>Employer may take adverse personnel action against employee for violating notice requirements under the law.</p>
Recordkeeping	<p>Keep records of each employee's hours worked and paid leave used for at least 3 years.</p>
Other key provisions	<ul style="list-style-type: none"> • Failure to provide EST in accordance with the law is subject to a civil fine of up to eight times an employee's hourly wage. • Unlawful retaliatory personnel action is subject to \$1,000 penalty for each violation. • State law preempts local paid sick leave ordinances (Mich. Comp. Laws § 123.1388).
State resources	<ul style="list-style-type: none"> • MI Comp. Laws §§ 408.961 et seq. • EST webpage (MI Department of Labor and Economic Opportunity (LEO)) • EST FAQ (MI LEO, Feb. 21, 2025)

Minnesota earned sick and safe time (ESST)	
Covered employers	All employers, including state and local governments, with at least 1 employee working in the state
Covered employees	All employees (including temporary and part-time) working at least 80 hours in a year in Minnesota, except: <ul style="list-style-type: none"> • Independent contractors • Certain flight deck and cabin crew employees of an air carrier • Volunteer or paid on-call firefighters • Ambulance personnel • Elected officials • Family farm employees
Waiting period	None; employees may use ESST as it accrues.
Accrual rate/ front-loading	<ul style="list-style-type: none"> • Credit 1 hour of ESST for every 30 hours worked. • Alternatively, front-load 48 hours each year (payout required at year end) or 80 hours each year (no payout required at year end).
Accrual cap	48 hours per year; 80 hours overall
Rehired employees	If employee is rehired within 180 days, restore previously unused balance for immediate use.
Leave increments	4 hours or less, at employer’s discretion
Usage cap	None
Carryover and payout of unused leave	<ul style="list-style-type: none"> • Unused leave must carry over, up to 80 hours unless paid leave time is front-loaded at start of year. • Payout is not required at separation.
Permitted uses	<ul style="list-style-type: none"> • Employee’s own or family member’s health needs, including diagnosis, care, treatment, and preventive care • Issues arising from domestic abuse, sexual assault, or stalking experienced by employee or family member • Closure of workplace or child’s school or place of care due to weather or other public emergency • Employee’s inability to work or telework because of health concerns related to (i) potential transmission of communicable illness related to public emergency, or (ii) seeking or awaiting results of test/diagnosis for communicable disease related to public emergency • Health authority’s or healthcare professional’s determination that employee’s or family member’s presence in community would jeopardize health of others due to communicable disease, even if employee or family member has not actually contracted disease • Bereavement (i.e., the need to make arrangements for or attend funeral or memorial services or to address financial or legal matters that arise after a family member’s death)

Minnesota earned sick and safe time (ESST)

- Family member**
- Spouse or registered domestic partner
 - Employee's, spouse's or registered domestic partner's child, grandchild, sibling, parent, grandparent, niece, nephew, aunt and uncle
 - Child includes biological or foster child; legal ward; child for whom employee is legal guardian or to whom employee stands *in loco parentis*.
 - Parent includes biological, step-, adoptive, or foster parent, including anyone who stood *in loco parentis* during childhood.
 - Grandchild includes biological, foster or step-grandchild.
 - Grandparent includes biological or step-grandparent.
 - Anyone else related by blood or whose close association with employee is equivalent of family relationship
 - One additional person annually designated by employee

- Employee notice**
- Employer may impose reasonable notice procedures in a written policy provided to employees.
 - For foreseeable leave, may require up to 7 days' advance notice.
 - For unforeseeable leave, may require employees to provide notice as soon as practicable.

- Employee documentation**
- Employer may require reasonable documentation for leave lasting more than 3 consecutive days (2 consecutive days, beginning Jan. 1, 2026), depending on the leave reason.
 - Must keep documentation confidential and not disclose without employee's consent
 - Must keep medical records separate from personnel files

- Employer disclosures**
- Give [written notice](#) of paid sick and safe time rights at hire.
 - May provide in paper or electronically, on a web-based or app-based platform, or [post](#) in a conspicuous place in every workplace and must include in employee handbook.
 - Provide written policy describing notice procedures, if required.
 - Supply report of employee's ESST available for use and used during each pay period via a reasonable system (e.g., earnings statement or electronic system).

- Rights protected/retaliation**
- Employer may not:
- Condition paid sick leave on employee's finding replacement to work missed time
 - Retaliate or discriminate against employee for exercising leave rights
 - Count ESST as an absence that could lead to retaliation or other adverse action
 - Report or threaten to report employee's or family member's actual or suspected citizenship or immigration status

- Recordkeeping**
- Keep records of hours worked and ESST taken for at least 3 years, and comply with recordkeeping requirements under the state's [Fair Labor Standard Act](#).

Minnesota earned sick and safe time (ESST)

Other key provisions

- Penalties of up to \$10,000 for each violation and each failure to provide records to Department of Labor and Industry (DLI).
- No preemption of local ESST laws (i.e., [Bloomington](#), [Minneapolis](#) and [St. Paul](#)).

State resources

- [2023 Ch. 53](#) (SF 3035)
- [ESST webpage](#) (DLI)
- [ESST FAQs](#) (DLI)

Missouri earned paid sick time (effective May 1, 2025; ends on Aug. 28, 2025)

Covered employers	All employers, except: <ul style="list-style-type: none"> • State and local governments • Retail and service businesses with annual gross volume sales less than \$500,000
Covered employees	All employees working in Missouri, except: <ul style="list-style-type: none"> • Volunteers • Individuals employed less than 4 months in a resident or day camp • Individuals employed by an educational conference center operated by an educational, charitable or not-for-profit organization • Prison inmates • Other specified categories
Waiting period	None
Accrual rate/ front-loading	<ul style="list-style-type: none"> • Credit 1 hour of paid sick leave for every 30 hours worked. • Alternatively, front-load annual entitlement up to cap at start of year.
Accrual cap	None
Rehired employees	If employee is rehired within 9 months, restore previously unused balance for immediate use.
Leave increments	The smaller of 1 hour or smallest increment that employer’s payroll system uses for absences or other time records
Usage cap	<ul style="list-style-type: none"> • If ≥15 employees: 56 hours earned per year • If <15 employees: 40 hours earned per year
Carryover and payout of unused leave	<ul style="list-style-type: none"> • Unused leave must carry over, up to 80 hours, unless paid leave time is front-loaded at start of year. • Payout is not required at separation.
Permitted uses	<ul style="list-style-type: none"> • Employee’s own or family member’s health needs, including diagnosis, care, treatment and preventive care • Issues related to domestic violence, sexual assault or stalking • Closure of employee’s place of business or child’s school or place of care by order of a public official due to a PHE • Health authorities’ determination that employee’s or family member’s presence in the community may jeopardize others’ health because of exposure to a communicable disease

Missouri earned paid sick time (effective May 1, 2025; ends on Aug. 28, 2025)

- Family member**
- Child, parent, spouse or registered domestic partner, sibling, grandparent, and grandchild
 - Child includes employee's, spouse's, or domestic partner's biological, step-, or adopted child; or individual to whom employee stands or has stood *in loco parentis*.
 - Parent includes employee's, spouse's or domestic partner's biological, step-, foster, or adoptive parent or legal guardian, or person who stood in *loco parentis* when the employee, spouse or domestic partner was a minor child.
 - Child, parent, grandparent, grandchild or sibling of spouse or domestic partner
 - Individual with whom the employee is in a continuing social relationship of a romantic or intimate nature
 - Individual for whom the employee is responsible for providing or arranging health or safety-related care

- Employee notice**
- For foreseeable leaves, employees must make good-faith effort to provide advance notice and reasonable effort to schedule leave to avoid unduly disrupting employer operations.
 - For unforeseeable leaves, employees must provide notice as soon as practicable.

- Employee documentation**
- Employer may require reasonable documentation for leave lasting 3 or more consecutive workdays.
 - Treat information as confidential.
 - Cannot require disclosure of health information, domestic violence, sexual assault or stalking as a condition for leave
 - Cannot require documentation about the nature of the illness, underlying health needs, or details of domestic violence, sexual assault, or stalking, unless otherwise required by law

- Employer disclosures**
- By April 15, 2025, or within 14 days of hire, whichever is later, give employees written notice of entitlement to paid sick leave, the amount of accrued paid sick leave and the prohibition on retaliation.
 - Display poster in conspicuous and accessible place in each establishment.

- Rights protected/retaliation**
- Employer may not:
- Retaliate or discriminate against employee for exercising leave rights
 - Condition paid sick leave on employee's searching for or finding replacement to work missed time
 - Request that employee waive rights under the law

- Recordkeeping**
- Keep records of paid leave received or accrued and used for at least 3 years.

Missouri earned paid sick time (effective May 1, 2025; ends on Aug. 28, 2025)

Other key provisions

Penalties include:

- Appropriate legal or equitable relief
- Permanent or temporary injunction
- Value of any unpaid earned sick time plus actual damages
- Liquidated damages twice the amount of unpaid earned sick time
- Reasonable attorney's fees and costs
- Criminal liability and fines for willful violations

State resources

[Ballot initiative](#)

MO Rev. Stat. §§ [290.600–290.642](#)

[FAQs](#) (Department of Labor)

Nebraska earned paid sick time (effective Oct. 1, 2025)

Covered employers	Private employers with 11 or more employees; state and local governments exempt
Covered employees	All employees working at least 80 hours per year in Nebraska
Waiting period	None
Accrual rate/ front-loading	<ul style="list-style-type: none"> • After 80 hours of consecutive employment, credit 1 hour of paid sick leave for every 30 hours worked. • Alternatively, front-load annual entitlement up to cap at start of year.
Accrual cap	<ul style="list-style-type: none"> • If ≥20 employees: 56 hours earned per year • If 11-19 employees: 40 hours earned per year
Rehired employees	If employee is rehired within 12 months, restore previously unused balance for immediate use.
Leave increments	The smaller of 1 hour or smallest increment that employer's payroll system uses for absences or time records
Usage cap	<ul style="list-style-type: none"> • If ≥20 employees: 56 hours earned per year • If 11-19 employees: 40 hours earned per year
Carryover and payout of unused leave	<ul style="list-style-type: none"> • Unused leave must carry over unless leave is paid out at year-end and paid leave time is front-loaded at start of year. • Payout is not required at separation.
Permitted uses	<ul style="list-style-type: none"> • Employee's own or family member's health needs, including diagnosis, care, treatment, and preventive care • For a child, a meeting necessitated by a mental or physical illness, injury or health condition at a school or place of care • Closure of employee's place of business or child's school or place of care by order of a public official due to a PHE • Health authorities' determination that employee's or family member's presence in the community may jeopardize others' health because of exposure to a communicable disease
Family member	<ul style="list-style-type: none"> • Child, parent, spouse, sibling, grandparent, and grandchild <ul style="list-style-type: none"> — Child includes, regardless of age, biological, foster, step- or adopted child; legal ward; and child to whom the employee stands <i>in loco parentis</i>. — Parent includes employee's or spouse's biological, step-, foster, or adopted parent or legal guardian, or person who stood <i>in loco parentis</i> when the employee or spouse was a minor child. — Grandparent, grandchild and sibling includes employee's or spouse's biological, step-, foster or adopted. • Anyone related by blood to the employee or whose close association with the employee is the equivalent of a family relationship
Employee notice	May require reasonable notice, as long as employees receive written policy with those procedures

Nebraska earned paid sick time (effective Oct. 1, 2025)

- Employee documentation**
- Employer may require reasonable documentation for leave lasting 4 or more consecutive workdays, unless reason did not involve a healthcare professional or employee cannot obtain documentation in a reasonable time or without added expense.
 - For those exceptions, employee may provide a written statement that leave is for a permitted use.
 - Cannot require disclosure of health information as a condition for leave

- Employer disclosures**
- By Sept. 15, 2025, or on hire, whichever is later, give employees written notice about entitlement to paid sick leave, the amount of accrued paid sick leave and the prohibition against retaliation.
 - Must provide written statement of accrual and usage every pay period (online system is acceptable).
 - Display poster in conspicuous and accessible place.
 - Watch for model notice from [Department of Labor](#).

- Rights protected/retaliation**
- Employer may not:
- Retaliate or discriminate against employee for exercising leave rights
 - Condition paid sick leave on employee's searching for or finding replacement to work missed time
 - Request that employee waive rights under the law

Recordkeeping Not addressed in the law

- Other key provisions**
- Penalties include:
- Appropriate legal or equitable relief
 - Reasonable attorney's fees and costs
- A multiemployer CBA may provide for contributions to a fund, plan or program under which employees can collect payment for a qualifying need.

- State resources**
- [Ballot initiative](#)
 - [FAQs](#) (July 7, 2025)

Nevada paid leave	
Covered employers	Private employers with 50 or more employees working in Nevada, unless employer is in the first 2 years of operation <ul style="list-style-type: none"> • State and local governments are exempt.
Covered employees	All employees working in Nevada, except temporary, seasonal and on-call employees
Waiting period	May require new hires wait 90 calendar days before using leave
Accrual rate/ front-loading	<ul style="list-style-type: none"> • Credit 0.01923 hours of paid leave for every hour of work (i.e., 1 hour of paid leave for every 52 hours of work). • Alternatively, front-load entitlement at start of benefit year.
Accrual cap	None
Rehired employees	If employee is rehired within 90 days of involuntary separation, restore unused balance for immediate use.
Leave increments	4 hours or less
Usage cap	40 hours per benefit year
Carryover and payout of unused leave	<ul style="list-style-type: none"> • Unused leave must carry over, up to 40 hours, unless paid leave is front-loaded at start of year • Payout is not required at separation.
Permitted uses	Any reason, including to: <ul style="list-style-type: none"> • Obtain treatment for a mental or physical illness, injury, or health condition • Receive medical diagnosis or care • Receive or participate in preventive care • Participate in caregiving • Address other personal health needs
Family member	Not applicable
Employee notice	Notice as soon as practicable is required.
Employee documentation	Employee may use available paid leave without providing a reason.
Employer disclosures	<ul style="list-style-type: none"> • Post bulletin by the Labor Commissioner’s Office in conspicuous location in each workplace. • Provide record of paid leave available for use each payday.
Rights protected/ retaliation	Employer may not: <ul style="list-style-type: none"> • Condition use of paid leave on employee’s finding replacement to work missed time • Deny employee’s use of available paid leave as permitted by law • Retaliate against employee for using paid leave
Recordkeeping	Keep records of paid leave received or accrued and used for at least 1 year.

Nevada paid leave

Other key provisions

- Intentionally misclassifying employees to circumvent the 50-employee threshold or avoid the paid leave requirement can lead to penalties of up to \$5,000 per violation.
- Other violations are subject to penalties of up to \$5,000 per instance.
- Other rights, remedies or procedures are available under the law.

State resources

- Nev. Rev. Stat. §§ [608.0197](#) and [608.195](#)
- [2021 Ch. 536](#) (SB 209)
- [Advisory opinions](#) (Oct. 4 and Oct. 10, 2019)

New Jersey earned sick leave

Covered employers	<p>All employers</p> <ul style="list-style-type: none"> State and local government employers that are required to provide paid sick leave under any other law, rule or regulation of the state are excluded.
Covered employees	<p>All employees working in New Jersey, except:</p> <ul style="list-style-type: none"> Certain per diem healthcare employees Public employees provided full-pay sick leave under any other law, rule or regulation of the state (e.g., Civil Service Act, NJ Admin Code § 4A:6-1.3 and NJ Stat. Ann. § 30:11A-4-A-14)
Waiting period	May require new hires to wait 120 calendar days before using leave
Accrual rate/ front-loading	<ul style="list-style-type: none"> Credit 1 hour of earned sick leave for every 30 hours worked. Alternatively, front-load 40 hours at start of each benefit year.
Accrual cap	40 hours per benefit year
Rehired employees	If employee is rehired within 6 months, restore previously unused balance for immediate use.
Leave increments	Any increment that does not exceed employee’s scheduled number of work hours in shift during which leave is used
Usage cap	40 hours per benefit year
Carryover and payout of unused leave	<ul style="list-style-type: none"> Unused leave must carry over, up to 40 hours — including front-loaded amounts — unless leave is paid out at year-end. <ul style="list-style-type: none"> May offer payout in final month of benefit year, and employee must accept or decline within 10 calendar days from offer date; failure to accept is deemed a declination Employees accepting payout may choose to receive full payment or 50% payment, with the remainder carried forward. Payout is not required at separation.
Permitted uses	<ul style="list-style-type: none"> Employee’s own or family member’s health needs, including preventive care, diagnosis, care, treatment, and recovery Issues arising from domestic violence or sexual violence experienced by employee or family member Closure of workplace or child’s school or place of care due to PHE Public health authority’s determination that employee’s or family’s presence in the community would jeopardize the health of others School conferences, meetings, functions, or events related to child’s health condition or disability

New Jersey earned sick leave

- Family member**
- Child, grandchild, sibling, spouse, domestic partner, civil union partner, parent and grandparent
 - Child includes biological, step-, adopted or foster child; legal ward; and child of domestic or civil union partner.
 - Parent includes employee’s, spouse’s, domestic partner’s or civil union partner’s biological, step-, adoptive, or foster parent or legal guardian, including anyone serving *in loco parentis* during childhood.
 - Parent’s or grandparent’s spouse, domestic partner, or civil union partner
 - Sibling of spouse, domestic partner or civil union partner
 - Anyone related by blood or whose close association with the employee is the equivalent of a family relationship

- Employee notice**
- For foreseeable leave, may require up to 7 calendar days’ advance notice.
 - For unforeseeable leave, may require notice as soon as practicable.

- Employee documentation**
- Employer may require written documentation for leave lasting 3 or more consecutive scheduled workdays or for unforeseeable leave occurring during blackout period.
 - Must keep documents about health or domestic or sexual violence confidential and not disclosed them without employee’s written permission

- Employer disclosures**
- Display [notice](#) in each workplace or on intranet.
 - Provide copy to each employee at hire and whenever requested (email delivery is permissible).

- Rights protected/retaliation**
- Employer may not:
- Condition paid sick leave on employee’s finding replacement to work missed time
 - Discriminate or take retaliatory personnel action against employee for exercising leave rights
 - Count earned sick time taken as an absence that may result in discipline, discharge, demotion, suspension, pay reduction or any other adverse action
- Unlawful retaliatory action is presumed when adverse action occurs within 90 days of employee exercising rights, unless evidence proves otherwise.

- Recordkeeping**
- Keep records of accrual, use, payment, payout and carryovers for at least 5 years.

- Other key provisions**
- May prohibit employees from using foreseeable earned sick leave on certain dates (blackout period).
 - First violation is subject to administrative penalty of up to \$250; each subsequent violation is subject to a penalty of up to \$500.
 - Willful violations are subject to penalties of up to \$1,000 for each offense.
 - Local earned sick leave requirements are preempted.

New Jersey earned sick leave

- State resources**
- NJ Stat. Ann. § [34:11D-1](#)
 - NJ Admin. Code §§ [12:69-1.1 et seq.](#), Earned sick leave rules
 - [Earned sick leave webpage](#) (NJ Department of Labor & Workforce Development (NJ DOLWD))
 - [Earned sick leave FAQs for employers](#) (NJ DOLWD, Oct. 25, 2018)

New Mexico paid sick leave	
Covered employers	All employers, except state and local governments
Covered employees	All employees working in New Mexico
Waiting period	None; employees may use paid sick time as it accrues.
Accrual rate/ front-loading	<ul style="list-style-type: none"> • Credit 1 hour of paid sick leave for every 30 hours worked. • Alternatively, front-load 64 hours at start of year for all ongoing employees, even part-time employees. <ul style="list-style-type: none"> — Must provide additional sick leave if employee works more than 1,920 hours per year — May prorate front-loading for new hires
Accrual cap	None
Rehired employees	If employee is rehired within 12 months, restore previously unused balance for immediate use.
Leave increments	Smallest increment — not exceeding 1 hour — that payroll system uses to account for absences or work time
Usage cap	64 hours per year
Carryover and payout of unused leave	<ul style="list-style-type: none"> • Unused leave must carry over, up to 64 hours, even when paid sick leave is front-loaded. • Payout is not required at separation.
Permitted uses	<ul style="list-style-type: none"> • Employee’s own or family member’s health needs, including preventive care, medical diagnosis, care, or treatment • Issues arising from domestic violence, sexual violence, abuse or stalking • Meetings at employee's child's school or place of care related to the child's health or disability
Family member	<ul style="list-style-type: none"> • Child, parent, spouse or domestic partner <ul style="list-style-type: none"> — Child includes employee’s or domestic partner’s biological, step-, adopted, or foster child, including anyone for whom employee has served <i>in loco parentis</i>. — Parent includes employee’s, spouse’s or domestic partner’s biological, foster, step-, or adoptive parent or legal guardian, including anyone serving <i>in loco parentis</i> during childhood. • Employee’s, spouse’s, or domestic partner’s grandparent, grandchild, or sibling (biological, foster, adoptive, or step-) • Anyone else related by blood or affinity whose close association with employee is equivalent to a family relationship

New Mexico paid sick leave	
Employee notice	<ul style="list-style-type: none"> • For foreseeable leave, employee must make reasonable effort to provide advance notice and schedule leave to avoid unduly disrupting employer operations. <ul style="list-style-type: none"> — Foreseeable is defined as employee’s awareness of the need for leave at least 7 days before use. • For unforeseeable leave, employee must provide notice as soon as practicable.
Employee documentation	<ul style="list-style-type: none"> • Employer may require reasonable documentation that employee used leave lasting 2 or more consecutive work days for a covered purpose, provided employee has 14 days to provide the documentation after returning to work. • Cannot require documentation revealing nature of illness or details about domestic violence • Must keep all information confidential and not disclose without employee’s consent
Employer disclosures	<ul style="list-style-type: none"> • Provide written notice about paid sick leave rights at hire. • Display poster in conspicuous place in every workplace (may use webpage, email or other electronic communication for remote employees). <ul style="list-style-type: none"> — Display in English, Spanish and any other first language spoken by at least 10% of the workforce. • Report year-to-date accrual and usage at least quarterly (or on paystubs). • Each willful notice or recordkeeping violation is subject to \$250 penalty.
Rights protected/retaliation	<p>Employer may not:</p> <ul style="list-style-type: none"> • Condition paid sick leave on employee’s finding replacement to work missed time • Retaliate or discriminate against employee for exercising leave rights • Count paid sick time as absence that triggers discipline, discharge, demotion, suspension or any other adverse action
Recordkeeping	Keep documentation of leave accrual and use for 48 months.
Other key provisions	<ul style="list-style-type: none"> • Penalties range from \$250 to \$500 for each instance of denied or uncompensated leave, retaliation, or employee misclassification. • Local accrued paid sick leave laws (i.e., Bernalillo County’s PTO ordinance) are not preempted.
State resources	<ul style="list-style-type: none"> • NM Stat. Ann. § 50-17-1 et seq. • Healthy Workplaces Act rules (Labor Relations Division (LRD), June 21, 2022) • Healthy Workplaces Act FAQs (LRD, Feb. 5, 2024) • Paid sick leave webpage (LRD)

New York paid sick leave	
Covered employers	<p>All employers, except state and local governments, as follows:</p> <ul style="list-style-type: none"> If >4 employees or net income exceeding \$1 million: Provide paid sick leave. If ≤4 employees and net income of \$1 million or less: Provide unpaid sick leave. <p>All employers, regardless of size, must provide a separate allotment of 20 hours of paid leave in a 52-week period for prenatal care.</p>
Covered employees	All employees working in New York
Waiting period	None; employees may use sick leave as it accrues.
Accrual rate/ front-loading	<ul style="list-style-type: none"> Credit 1 hour of paid sick leave per 30 hours worked from first day of work. Alternatively, front-load annual entitlement at start of benefit year.
Accrual cap	<ul style="list-style-type: none"> If ≥100 employees nationwide: 56 hours of sick leave per benefit year If <100 employees nationwide: 40 hours of sick leave per benefit year
Rehired employees	Not addressed in the law or guidance
Leave increments	Employer has discretion, but minimum increment may not exceed 4 hours.
Usage cap	<ul style="list-style-type: none"> If ≥100 employees nationwide: 56 hours per benefit year If <100 employees nationwide: 40 hours per benefit year
Carryover and payout of unused leave	<ul style="list-style-type: none"> Unused leave must carry over, even when paid sick leave is front-loaded. Payout is not required at separation.
Permitted uses	<ul style="list-style-type: none"> Employee’s own or family member’s health needs, including preventive care, diagnosis, care, or treatment Need to access services or assistance because employee or family member has experienced domestic violence, sexual offense, stalking, or human trafficking
Family member	<p>Child, spouse, domestic partner, parent, sibling, grandchild and grandparent, and the child or parent of employee’s spouse or domestic partner</p> <ul style="list-style-type: none"> Parent includes biological, foster, step-, or adoptive parent; legal guardian; or a person who stood <i>in loco parentis</i> when employee was a minor child. Child includes biological, adopted or foster child; legal ward; or child for whom an employee stands <i>in loco parentis</i>.
Employee notice	<ul style="list-style-type: none"> Employee must provide oral or written request before using leave. Notice content and timing are not specified in the law or rules.
Employee documentation	<ul style="list-style-type: none"> Licensed medical provider or employee must provide attestation for leave lasting 3 or more consecutive workdays. Cannot require confidential medical information or information relating to safe leave

New York paid sick leave

- Employer disclosures**
- Must provide written notice at hire or display worksite posting about restrictions, including limitations on leave increments
 - Must supply record of sick leave accrued and used in current calendar year and/or any previous calendar year within 3 business days of employee's oral or written request

- Rights protected/retaliation**
- Employer may not:
- Retaliate or discriminate against any employee for exercising sick leave rights
 - Condition use of sick leave on finding replacement for missed work
 - Count earned sick time taken as an absence that may result in discipline, discharge, demotion, suspension, pay reduction or any other adverse action ([2022 Ch. 604](#), AB 8092)
- Employer must:
- Restore employee to position held prior to any sick leave taken, with the same pay and other terms and conditions of employment

- Recordkeeping**
- Keep payroll records, including records of weekly sick leave accrued and used by each employee, for at least 6 years.

- Other key provisions**
- Penalty of \$1,000–\$10,000 applies to each violation.
 - Local paid sick leave laws or ordinances in effect when the state law enacted (e.g., New York City's [Earned Safe and Sick Time Act](#) and Westchester County's [Earned Sick Leave](#) and [Paid Safe Time](#) ordinances) are not preempted.
 - Future local law or ordinance enacted by a city with a population of 1 million or more that provides leave meeting or exceeding the state law's requirements will not be preempted.

- State resources**
- NY Lab. Law §§ [196-B](#) and [215](#)
 - [Paid sick leave regulations](#) (NY Comp. Codes R. & Regs. tit. 12, part 196)
 - [Paid sick leave webpage](#) (NY state government)
 - [Paid sick leave FAQs](#) (NYDOL, Feb. 28, 2022)
 - [Paid prenatal leave webpage](#) (NY state government)
 - [Paid prenatal leave FAQs](#) (NYDOL Division of Labor Standards)

Oregon sick time	
Covered employers	<p>All employers, including state and local governments</p> <ul style="list-style-type: none"> • If ≥10 employees in Oregon (or at least 6 employees in the state and employer is located in a city with a population exceeding 500,000): Provide paid sick time. • If <10 employees: Provide unpaid sick time.
Covered employees	<p>All employees working in Oregon, except:</p> <ul style="list-style-type: none"> • Participants in state or federal work training programs • Secondary or post-secondary students in a work-study program that provides financial assistance or vocational training • Individuals employed by their parents, spouses or children • Individuals with substantial ownership interests in a company • Certain union and home care workers
Waiting period	May require new hires wait 90 calendar days before using leave
Accrual rate/ front-loading	<ul style="list-style-type: none"> • Credit 1 hour of sick time for every 30 hours worked (1⅓ hours of sick time for every 40 hours worked). • Alternatively, front-load at least 40 hours at start of year.
Accrual cap	40 hours per benefit year; 80 hours overall
Rehired employees	If employee is rehired within 180 days, restore previously unused balance for immediate use.
Leave increments	<ul style="list-style-type: none"> • 1 hour or shorter, unless this would cause undue hardship to employer • If hardship exception applies, may adopt leave increment of up to 4 hours if special notice provided and employees may accrue and use up to 56 (rather than 40) leave hours per benefit year
Usage cap	40 hours per benefit year
Carryover and payout of unused leave	<ul style="list-style-type: none"> • Unused leave must carry over, up to 40 hours, unless either of the following applies: <ul style="list-style-type: none"> – Employee agrees to accept payout at year-end, and paid sick time is front-loaded at start of next year. – Employer has fewer than 10 Oregon employees and front-loads sick time at start of next year. • Payout is not required at separation.

Oregon sick time

- Permitted uses**
- Employee’s or family member’s health needs, including diagnosis, care, treatment, or preventive care
 - Need to care for employee’s own or family member’s serious health condition
 - Bonding or caring for a new child within 12 months of birth, adoption or foster placement
 - Closure of worksite or child’s school or site of care due to PHE
 - Bereavement and other reasons related to family member’s death
 - Absence related to domestic or sexual violence, harassment, sexual assault, or stalking of employee, child, or dependent
 - Public health authority’s or healthcare provider’s determination that employee’s or family’s presence in community would jeopardize health of others
 - Absences due to a PHE, a wildfire evacuation order for home or workplace, or determination by public health official that air quality or heat index is unhealthy
 - Blood donation (beginning Jan. 1, 2026)

- Family member**
- Spouse, domestic partner, child, parent, sibling, stepsibling, grandparent, and grandchild
 - Child includes biological, adopted, step-, or foster child, or child with whom employee stands or stood *in loco parentis*.
 - Parent includes biological, step-, custodial, noncustodial, adoptive, or foster parent; legal guardian; or person who served *in loco parentis*.
 - Spouse or domestic partner of child, parent, sibling, grandparent, or grandchild
 - Any individual related by affinity to the employee

- Employee notice**
- For foreseeable leave, may require up to 10 days’ advance notice and scheduling to avoid unduly disrupting employer operations.
 - For unforeseeable leave, may require notice as soon as practicable in manner that generally complies with employer’s notice requirements for other absences.

- Employee documentation**
- Employer may require verification if:
 - Leave lasts more than 3 consecutive scheduled workdays
 - Employee doesn’t satisfy notice requirements
 - Employee is suspected of sick time abuse
 - Must keep documents confidential and not disclose them without employee’s express permission
 - Cannot require documents or information detailing illness or reason for safe leave

Oregon sick time	
Employer disclosures	<ul style="list-style-type: none">• Provide written notice via mail or email, paycheck insert, inclusion in print or electronic employee handbook or manual, or displaying worksite poster in a conspicuous and accessible location.<ul style="list-style-type: none">— Provide to new hires by end of first pay period.• Include quarterly written statement of each employee's accrued and unused sick time with wage statement on regular paydays or as a separate notification.
Rights protected/retaliation	Employer may not: <ul style="list-style-type: none">• Condition use of sick leave on employee making up or finding replacement to work missed time• Count sick time absences under an absence-control policy that may lead to or result in an adverse employment action• Retaliate or discriminate against employee for exercising rights under the sick time law
Recordkeeping	No specific recordkeeping requirements
Other key provisions	<ul style="list-style-type: none">• Civil penalties can reach up to \$1,000 per willful violation.• Local sick leave requirements are preempted.
State resources	<ul style="list-style-type: none">• OR Rev. Stat. §§ 653.601 et seq.• OR Admin. R. §§ 839-007-0000 et seq.• Sick time webpage (OR Bureau of Labor & Industries)

Rhode Island paid sick and safe leave

Covered employers	All employers, except state and local governments, as follows: <ul style="list-style-type: none"> • If ≥18 employees in Rhode Island: Provide PSSL. • If <18 employees: Provide <i>unpaid</i> sick and safe leave.
Covered employees	All employees spending more time working in Rhode Island than any other state, except certain per diem licensed nurses
Waiting period	May impose a waiting period before using accrued PSSL on new hires as follows: <ul style="list-style-type: none"> • 90 calendar days for regular employee • 150 calendar days for seasonal employee • 180 calendar days for temporary employee
Accrual rate/ front-loading	<ul style="list-style-type: none"> • Credit 1 hour of PSSL for every 35 hours worked. • Alternatively, front-load full year’s entitlement at start of year, or provide unlimited sick and safe leave. <ul style="list-style-type: none"> – If regular full-time workday is fewer than 8 hours, may provide 5 days of paid sick leave at start of year, with daily paid leave equal to hours in a full-time employee’s workday. • Alternatively, provide sick and safe leave or PTO in monthly lump sum based on average weekly work hours: <ul style="list-style-type: none"> – 37.5–40 hours per week: 8 hours per month for 5 months – 30 hours per week: 5 hours per month for 8 months – 24 hours per week: 4 hours per month for 10 months – 20 hours per week: 4 hours per month for nine months – 16 hours per week: 3 hours per month for 10 months – 10 hours per week: 2 hours per month for 10 months – 5 hours per week: 1 hour per month for 10 months
Accrual cap	40 hours per benefit year
Rehired employees	If employee is rehired within 135 days, restore previously unused balance for immediate use.
Leave increments	4 hours or less
Usage cap	40 hours per benefit year
Carryover and payout of unused leave	<ul style="list-style-type: none"> • Unused leave must carry over unless leave is paid out at year-end and 40 hours front-loaded at start of next year. • Payout is not required at separation.
Permitted uses	<ul style="list-style-type: none"> • Employee’s own or family member’s health needs, including preventive care, medical diagnosis, care, or treatment • PHE, including one causing officials to close school or care facility of employee’s child • Domestic violence, sexual violence, abuse, or stalking affecting employee or family member

Rhode Island paid sick and safe leave

- Family member**
- Child, parent, spouse or domestic partner
 - Child includes biological, step-, adopted, or foster child of employee or domestic partner, including anyone for whom employee has served *in loco parentis* or who is employee’s legal ward.
 - Parent includes biological, foster, step-, or adoptive parent or legal guardian of employee, spouse, or domestic partner, including anyone serving *in loco parentis* during childhood.
 - Grandparent, grandchild, or biological, foster, adoptive, or step-sibling of employee, spouse, or domestic partner
 - Person for whom employee is responsible for providing or arranging health or safety-related care, such as diagnostic, preventive, routine, or therapeutic health treatment or safety measures
 - Member of employee’s household who either resides at same address as employee or is claimed as employee’s dependent for federal income tax purposes

- Employee notice**
- For foreseeable leave, employee must provide advance notice and make reasonable effort to schedule leave to avoid unduly disrupting employer operations.
 - For unforeseeable leave, may require notice pursuant to absence policy.

- Employee documentation**
- Employer may require reasonable documentation if:
 - Leave lasts more than 3 consecutive workdays, and employee received written notice of this requirement before using leave
 - Leave occurs within 2 weeks of final scheduled workday before termination
 - Cannot require information about the nature of the illness or safe leave
 - Must keep information confidential and not disclose without employee’s permission

- Employer disclosures**
- Display required [poster](#) in workplace
 - Include sick and safe time policy in any employee handbook or manual
 - Decide whether to post or distribute optional Healthy and Safe Families and Workplaces [fact sheet](#)
 - Provide written advance notice policy for unexpected absences, if required

- Rights protected/retaliation**
- Employer may not:
- Condition paid sick leave on employee’s finding replacement to work missed time
 - Retaliate or discriminate against employee for exercising leave rights

Recordkeeping No specific provisions in the law

Rhode Island paid sick and safe leave

Other key provisions

- Employer may deduct any PSSSL advanced from final paycheck if practice is clearly stated in written employment policy and employee has given written consent.
- Violations start at \$100 penalty for first offense and can reach up to \$500 per day for each subsequent offense.
- Municipalities are prohibited from establishing, mandating or otherwise requiring an employer to provide greater benefits than the state law requires.

State resources

- RI Gen. Laws §§ [28-57-1 et seq.](#)
- 260 RI Code R. § [30-05-5](#) (RI Department of Labor & Training (DLT))
- [Healthy and Safe Families and Workplaces Act webpage](#) (RI DLT)

Vermont earned sick time	
Covered employers	All employers, including state and local governments
Covered employees	All employees whose primary place of work is in Vermont, except: <ul style="list-style-type: none"> • Employees working fewer than 18 hours per week • Seasonal employees working 20 or fewer weeks in a 12-month period • Certain substitute teachers, corporate executives, state employees, school district employees, healthcare workers and per diem employees
Waiting period	May require new hires to wait up to 1 year before using leave
Accrual rate/ front-loading	<ul style="list-style-type: none"> • Credit 1 hour of earned sick time for every 52 hours worked. • Alternatively, front-load 40 hours at start of benefit year or provide unlimited sick time.
Accrual cap	40 hours per benefit year
Rehired employees	<ul style="list-style-type: none"> • Do not need to restore previously unused balance. • If employee is rehired within 12 months of involuntary separation, credit prior time spent in waiting period. • If employee previously completed waiting period, allow use of sick time as it accrues.
Leave increments	1 hour or smallest increment payroll system uses to account for other absences
Usage cap	40 hours per benefit year
Carryover and payout of unused leave	<ul style="list-style-type: none"> • Unused leave must carry over, up to 40 hours, unless balance is paid out at year-end or full entitlement front-loaded at the start of next year. • Payout is not required at separation.
Permitted uses	<ul style="list-style-type: none"> • Employee’s own or family member’s health needs, including preventive care, diagnosis, care, or treatment • Reasons related to domestic violence, sexual assault or stalking • Public health or safety closing of family member’s school or business location
Family member	Child, spouse, sibling, parent, parent-in-law, grandparent and grandchild <ul style="list-style-type: none"> • Child includes biological, adopted, step-, or foster child or child for whom employee serves <i>in loco parentis</i>.
Employee notice	<ul style="list-style-type: none"> • For foreseeable leave, may require reasonable advance notice. • For unforeseeable leave, employee must provide notice as soon as reasonable under the circumstances , even though advance notice may not be feasible.

Vermont earned sick time

Employee documentation	<ul style="list-style-type: none">• Employer may require reasonable proof that earned sick time used for purpose allowed by law.• May require fitness-for-duty or similar certification before return to work if such certification is customarily required and consistent with industry practice or state or federal safety requirements, and reasonable safety concerns about employee's ability to perform duties exist• Cannot require detailed information about a medical condition or safe leave.
Employer disclosures	<ul style="list-style-type: none">• Must conspicuously display notice in workplace and provide at hire• Must provide sick time records within 5 days of employee's request
Rights protected/retaliation	Employer may not: <ul style="list-style-type: none">• Condition sick time use on employee finding replacement• Retaliate against employee exercising rights under the law
Recordkeeping	Keep accurate records of earned sick time accruals and use for at least 3 years.
Other key provisions	<ul style="list-style-type: none">• Each violation carries penalty of up to \$5,000.• Law does not address preemption of other accrued paid leave laws.
State resources	<ul style="list-style-type: none">• VT Stat. tit. 21, §§ 481 et seq.• 24-010-014 VT Code R. §§ 1-16• Workplace rights and wages webpage (VT Department of Labor (VT DOL))• Earned sick time FAQs (VT DOL, April 30, 2019)

Washington paid sick leave

Covered employers	<ul style="list-style-type: none"> All employers, including state and local governments <ul style="list-style-type: none"> Special rules for transportation network companies (see § 49.46.210)
Covered employees	<p>All employees working in Washington, except:</p> <ul style="list-style-type: none"> Individuals engaged in forest protection and fire prevention Certain agricultural workers, executives, employees involved in newspaper sales or delivery, casual labor employed in private homes, individuals employed as seamen or on sea vessels, individuals employed by any charitable institution charged with childcare responsibilities, volunteers, and junior ice hockey players Any carrier subject to regulation by Part 1 of the federal Interstate Commerce Act Individuals required to reside or sleep at the workplace who spend substantial portions of work time on call Individuals holding public elected or appointed office Residents, inmates, or patients of state, county, or municipal correctional, detention, treatment, or rehabilitative institutions (see definition of “employee” in WA Rev. Code § 49.46.010(3) for specifics.)
Waiting period	May require new hires to wait up to 90 calendar days before using leave
Accrual rate/ front-loading	<ul style="list-style-type: none"> Credit 1 hour of paid sick leave for every 40 hours worked. Alternatively, front-load expected annual accruals at start of year.
Accrual cap	None
Rehired employees	<p>If employee is rehired within 12 months, restore previously unused balance.</p> <ul style="list-style-type: none"> Provide notice showing amount of accrued, unused paid sick leave available for use. Count prior employment toward waiting period.
Leave increments	Smallest increment — not exceeding 1 hour — that payroll system uses to account for absences or work time
Usage cap	None
Carryover and payout of unused leave	<ul style="list-style-type: none"> Unused leave must carry over, up to 40 hours. May pay out unused time exceeding 40 hours Generally, payout is not required at separation (except for certain short-term construction workers separating before the 90th day of employment (see 2023 Ch. 267, SB 5111)).
Permitted uses	<ul style="list-style-type: none"> Employee’s own or family member’s health needs, including preventive care, diagnosis, care, or treatment Employee’s or family member’s safety issues related to domestic violence, sexual assault, stalking, or a hate crime Public health closure of employee’s worksite or child’s school or place of care, including a federal-, state- or local-declared emergency Immigration proceedings

Washington paid sick leave

- Family member** Child, spouse, registered domestic partner, parent, employee's grandparent, employee's grandchild, sibling, and parent of spouse or registered domestic partner
- Any individual who regularly resides in an employee's home
 - Any individual whose relationship with the employee creates an expectation the employee will provide care and the individual depends on the employee for care
 - Child includes biological, adoptive, *de facto*, step- or foster child; or child for whom employee serves as legal guardian or with whom employee has *in loco parentis* relationship, regardless of age or dependency status.
 - Parent includes employee's or employee's spouse's or registered domestic partner's biological, adoptive, *de facto*, step-, or foster parent or legal guardian, or a person acting *in loco parentis* while employee was a minor.

- Employee notice**
- For foreseeable leave, may require notice at least 10 days in advance or as early as practicable.
 - For unforeseeable leave, employee must provide notice as soon as possible before start of shift, unless impracticable (in which case someone else may provide notice on employee's behalf).

- Employee documentation** Employer may require verification for absences exceeding 3 consecutive days of scheduled work, but only if requirement appears in a [written policy](#) or collective bargaining agreement provided to employees in advance.

- Employer disclosures**
- Provide written or electronic [notice](#) of paid sick leave rights to new hires.
 - Display [Your Rights as a Worker](#) poster in an accessible location at the workplace.
 - Give notice (paper or electronic) at least monthly (may include with pay statement) showing paid sick leave accrued and used since last notice and any leave available to use.
 - If paid sick leave is front-loaded, provide written policy addressing requirements for use and separate paper or electronic notice showing front-loaded amount equals or exceeds required accrual rate due by end of period for which paid leave is front-loaded.

- Rights protected/retaliation** Employer may not:
- Condition leave on employee finding replacement to work missed time
 - Treat paid sick leave time as absence subject to disciplinary policy
 - Retaliate against employee for asserting rights under the law

- Recordkeeping** Keep monthly records of paid sick leave accruals, unused and used amounts, and amounts donated or not carried over for at least 3 years.

Washington paid sick leave

Other key provisions

- Engaging in prohibited retaliation carries penalties of \$1,000–\$20,000 for the first offense and up to \$40,000 for repeat offenses; other violations are subject to unspecified civil penalties.
- Local paid sick leave ordinances (i.e., in [SeaTac](#), [Seattle](#) and [Tacoma](#)) with more generous requirements are not preempted.

State resources

- WA Rev. Code §§ [49.46.200–49.46.210](#)
- WA Admin. Code §§ [296-128-600 et seq.](#), [296-128-770 et seq.](#)
- [Employer resource center](#) (WA Department of Labor & Industries (WA L&I))
- [Paid sick leave FAQs](#) (WA L&I, Dec. 19, 2024)

Washington, DC, accrued sick and safe leave

Covered employers	All employers
Covered employees	<p>All employees working in the city, except:</p> <ul style="list-style-type: none"> • Elected or appointed laypeople performing religious functions for a religious organization • Volunteers of an educational or a charitable, religious, or nonprofit organization • Students • Healthcare workers who choose to participate in a premium pay program • Substitute teachers or aides employed by DC public schools for 30 or fewer consecutive workdays
Waiting period	May require new hires to wait up to 90 days before using leave
Accrual rate/ front-loading	<ul style="list-style-type: none"> • Accrual rates vary by workforce size: <ul style="list-style-type: none"> — ≥100 employees: 1 hour for every 37 hours worked — 25-99 employees: 1 hour for every 43 hours worked — <25 employees: 1 hour for every 87 hours worked • Special provisions apply to tipped or commissioned employees of restaurants; bars; and beauty, hair or nail salons. • Front-loading paid leave isn't addressed in the law or regulations.
Accrual cap	<ul style="list-style-type: none"> • ≥100 employees in the city: 7 days per calendar year • 25-99 employees in the city: 5 days per calendar year • <25 employees in the city: 3 days per calendar year
Rehired employees	If employee is rehired within 12 months and worked at least 90 days before separation, restore previously unused balance for immediate use.
Leave increments	<ul style="list-style-type: none"> • Credit 1-hour increments or in accordance with the employer's policy. <ul style="list-style-type: none"> — Make this determination when employment begins.
Usage cap	<ul style="list-style-type: none"> • ≥100 employees: 7 days • 25-99 employees: 5 days • <25 employees: 3 days
Carryover and payout of unused leave	<ul style="list-style-type: none"> • Unused leave must carry over. • Payout is not required at separation.
Permitted uses	<ul style="list-style-type: none"> • Employee's own or family member's health needs, including preventive care, diagnosis, care, or treatment • Employee's or family member's safety needs related to domestic violence, sexual assault, or stalking

Washington, DC, accrued sick and safe leave

- Family member**
- Child, parent, spouse, domestic partner, sibling, grandparent, grandchild, and anyone with whom employee has a committed relationship and has shared same residence for at least past 12 months
 - Child and parent include biological, adoptive, *de facto*, foster and step-relatives; legal guardians; and *in loco parentis* relationships.
 - Spouses of children, grandchildren and siblings
 - Parent of spouse

- Employee notice**
- For foreseeable leave, may require written notice at least 10 days in advance or as early as possible.
 - Employee must make reasonable efforts to schedule leave to avoid unduly disrupting employer operations.
 - For unforeseeable leave (not due to an emergency), employee must provide oral notice before start of work shift.
 - For emergency leave, employer must receive oral notice before second missed work shift or within 24 hours of the emergency's onset, whichever occurs sooner.

- Employee documentation**
- Employer may require certification for leave lasting 3 or more workdays.
 - Must keep information received confidential

- Employer disclosures**
- Post [official notice](#) in conspicuous workplace location.
 - Each notice violation is subject to \$100 penalty for each day, up to \$500 maximum (unless the ongoing violation is willful).

- Rights protected/retaliation**
- Employer may not:
- Condition leave on employee finding replacement to work missed time
 - Retaliate against employee for asserting rights under the law

- Recordkeeping**
- Keep records of each employee's hours worked and paid leave taken for 3 years.

- Other key provisions**
- Employers face \$500 penalty for each accrued paid leave day denied.
 - Other willful violations are subject to \$1,000 penalty for first offense, \$1,500 for second offense and \$2,000 for each subsequent offense.

- State resources**
- DC Code §§ [32-531.01 et seq.](#)
 - DC Mun. Regs. tit. 7, §§ [3200 et seq.](#)

Section 3

Mercer Law & Policy resources

General

- [Roundup of selected state health developments, first-quarter 2025](#) (April 21, 2025)
- [2025 state paid family and medical leave contributions and benefits \(and slide deck\)](#) (Jan. 29, 2025)
- [‘Usual suspects’ expected in 2025 state benefits legislation](#) (Jan. 29, 2025)
- [The votes are in: How benefits-related ballot initiatives fared](#) (Dec. 2, 2024)
- [Roundup of selected state health developments, third-quarter 2024](#) (Nov. 1, 2024)
- [Roundup of selected state health developments, second-quarter 2024](#) (July 26, 2024)

State specific

- [Puerto Rico’s benefit and leave laws sometimes differ from others](#) (Aug. 12, 2024)
- [Minnesota earned sick and safe time slide deck](#) (Oct. 3, 2023)
- [Minnesota adopts paid sick and safe leave requirement](#) (Sept. 27, 2023)
- [Illinois requires paid leave for any reason starting in 2024](#) (April 11, 2023)
- [New Mexico enacts paid sick leave law](#) (May 19, 2021)
- [Maine’s earned paid leave begins accruing Jan. 1, 2021](#) (Nov. 12, 2020)
- [Colorado enacts paid sick leave law, emergency leave requirements](#) (Aug. 19, 2020)
- [New York passes paid sick leave mandate](#) (April 9, 2020)



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