

Current Paid Sick Days Laws

FEBRUARY 2019

Paid sick days laws are or will soon be in place in **32 jurisdictions** across the country.

10 STATES

- ▶ Connecticut (enacted 2011, effective 2012);
- ▶ California (enacted 2014, effective 2015);
- ▶ Massachusetts (enacted 2014, effective 2015);
- ▶ Oregon (enacted 2015, effective 2016);
- ▶ Vermont (enacted 2016, effective 2017 for large businesses and 2018 for small businesses);
- ▶ Arizona (enacted 2016, effective 2017);
- ▶ Washington (enacted 2016, effective 2018);
- ▶ Rhode Island (enacted 2017, effective 2018);
- ▶ Maryland (enacted 2018, effective 2018);
- ▶ New Jersey (enacted 2018, effective 2018).

19 CITIES and THREE COUNTIES

- ▶ San Francisco (enacted 2006, effective 2007), Oakland (enacted 2014, effective 2015), Emeryville (enacted and effective 2015), Santa Monica (enacted 2016, effective 2017), Los Angeles (enacted and effective 2016), San Diego (enacted 2014, effective 2016), and Berkeley (enacted 2016, effective 2017), Calif.;
- ▶ Washington, D.C. (enacted and effective 2008 and expanded 2014);
- ▶ Seattle (enacted 2011, effective 2012), Tacoma (enacted 2015, effective 2016), Wash.;
- ▶ New York City (enacted 2013, expanded and effective 2014) and Westchester County (enacted 2018, effective 2019), N.Y.;
- ▶ Philadelphia (enacted and effective 2015) and Pittsburgh (enacted 2015, implementation on hold), Pa.;
- ▶ Montgomery County, Md. (enacted 2015, effective 2016);
- ▶ Minneapolis, St. Paul (enacted 2016, effective 2017), and Duluth (enacted 2018, effective 2020), Minn.;
- ▶ Chicago and Cook County (enacted 2016, effective 2017), Ill.;
- ▶ Austin¹ (enacted 2018, effective 2018) and San Antonio (enacted 2018, effective 2019), Texas.

Details on each of these laws are available [here](#). For more information on campaigns in other states and cities and at the federal level, or for more on the benefits of paid sick days policies, visit [PaidSickDays.org](https://www.paid sick days.org).

¹ As of October 10, 2018, Austin's ordinance is on hold pending review by the courts.

The National Partnership for Women & Families is a nonprofit, nonpartisan advocacy group dedicated to promoting fairness in the workplace, access to quality health care and policies that help women and men meet the dual demands of work and family. More information is available at [NationalPartnership.org](https://www.nationalpartnership.org).

© 2019 National Partnership for Women & Families. All rights reserved.