

# Current Paid Sick Days Laws

SEPTEMBER 2025

Paid sick days laws are or will soon be in place in **39 jurisdictions** across the country.

## 18 States (including the District of Columbia)

- Alaska (enacted 2024, effective 2025)
- Arizona (enacted 2016, effective 2017)
- California (enacted 2014, effective 2015 and expanded 2018 and 2023)
- Colorado (enacted 2020, effective 2021)
- Connecticut (enacted 2011, effective 2012)
- Washington, D.C. (enacted and effective 2008 and expanded 2014)
- Maryland (enacted and effective 2018)
- Massachusetts (enacted 2014, effective 2015)
- Michigan (reinstated 2024, effective and modified 2025)
- Minnesota (enacted 2023, effective 2024)
- Nebraska (enacted 2024, effective 2025)
- New Jersey (enacted and effective 2018)
- New Mexico (enacted 2021, effective 2022)
- New York (enacted 2020, effective 2021)
- Oregon (enacted 2015, effective 2016)
- Rhode Island (enacted 2017, effective 2018)
- Vermont (enacted 2016, effective 2017 for large businesses and 2018 for small businesses)
- Washington (enacted 2016, effective 2018)

## 17 Cities

- Berkeley, California (enacted 2016, effective 2017)
- Emeryville, California (enacted and effective 2015)
- Los Angeles, California (enacted and effective 2016)
- Oakland, California (enacted 2014, effective 2015)
- San Diego, California (enacted 2014, effective 2016)

- San Francisco, California (enacted 2006, effective 2007, expanded 2017 and 2022)
- Santa Monica, California (enacted 2016, effective 2017)
- Chicago, Illinois (enacted 2016, effective 2017)
- Bloomington, Minnesota (enacted 2022, effective 2023)
- Duluth, Minnesota (enacted 2018, effective 2020)
- Minneapolis, Minnesota (enacted 2016, effective 2017)
- St. Paul, Minnesota (enacted 2016, effective 2017)
- New York City, New York (enacted 2013, expanded and effective 2014)
- Philadelphia, Pennsylvania (enacted and effective 2015)
- Pittsburgh, Pennsylvania (enacted 2015, effective 2020, expanded 2025)
- Seattle, Washington (enacted 2011, effective 2012)
- Tacoma, Washington (enacted 2015, effective 2016)

### **Four Counties**

- Montgomery County, Maryland (enacted 2015, effective 2016)
- Cook County, Illinois (enacted 2016, effective 2017)
- Westchester County, New York (enacted 2018, effective 2019)
- Allegheny County, Pennsylvania (enacted and effective 2021)

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 **NationalPartnership.org/PaidSickDays**.