

Current Paid Sick Days Laws

JUNE 2018

Paid sick days laws are or will soon be in place in **44 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); and
- ▶ New Jersey (enacted 2018, effective 2018).¹

32 CITIES and TWO 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) and Spokane (enacted 2016, effective 2017), Wash.;
- ▶ New York City (enacted 2013, expanded and effective 2014);
- ▶ Bloomfield (enacted and effective 2015), Elizabeth (enacted 2015, effective 2016), East Orange, Irvington, Jersey City, Montclair, Newark, Paterson, Passaic, Trenton (enacted 2013 and 2014, effective 2014 or 2015; Jersey City expanded 2015), New Brunswick (enacted 2015, effective 2016), Plainfield (enacted and effective 2016), and Morristown (enacted 2016, effective 2017), N.J.;
- ▶ 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.;
- ▶ Austin, Texas (enacted 2018, effective 2018).

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.

¹ In April 2018, New Jersey became the 10th state to pass a statewide paid sick days, which improved upon the 13 local laws and allowed thousands of additional workers to accrue and use sick time throughout the state. The statewide law will supersede the local laws when it goes into effect in October 2018.