

# Current Paid Sick Days Laws

AUGUST 2022

Paid sick days laws are or will soon be in place in **38 jurisdictions** across the country.

## 14 States

- Washington, D.C. (enacted and effective 2008 and expanded 2014);
- 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);
- New York (enacted 2020, effective 2021);<sup>1</sup>
- Colorado (enacted 2020, effective 2021 for large businesses and 2022 for small businesses);
- New Mexico (enacted 2021, effective 2022).

## 20 Cities and Four 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.;
- 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), Pittsburgh (enacted 2015, effective 2020), and Allegheny County (enacted 2021, effective 2021), Pa.;
- Montgomery County, Md. (enacted 2015, effective 2016);
- Minneapolis, St. Paul (enacted 2016, effective 2017), Duluth (enacted 2018, effective 2020), and Bloomington (enacted 2022, effective 2023), Minn.;
- Chicago and Cook County (enacted 2016, effective 2017), Ill.;
- Austin (enacted 2018, effective 2018), San Antonio (enacted 2018, effective 2019) and Dallas (enacted 2019, effective 2019), Texas.<sup>2</sup>

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).

---

<sup>1</sup> Workers in New York state can begin accruing paid sick time in September 2020. Accrued sick time can be used starting January 1, 2021.

<sup>2</sup> Currently, all three ordinances passed in Texas are 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, reproductive health and rights, access to quality, affordable health care and policies that help all people meet the dual demands of work and family. More information is available at [NationalPartnership.org](https://www.NationalPartnership.org).

© 2021 National Partnership for Women & Families. All rights reserved.