



Paid Sick Days – State and District Statutes Updated October 2019

(For City and County Laws, Click [Here.](#))

Key:
EE: employee; **ER:** employer; **SB:** small business; **LB:** large business; **FTE:** full-time equivalent; **DV:** domestic violence; **SAFE:** safe time coverage; **PHE:** public health emergency; **CBA:** collective bargaining agreement

Location	District of Columbia (2008, amended 2013) (effective 2014)	Connecticut (2011) (effective 1/2012)	California (2014, amended 2015 and 2016) (effective 7/2015; 2016 expansion effective 7/2018)	Massachusetts (2014) (effective 7/2015)	Oregon (2015) (effective 1/2016)¹	Vermont (2016) (effective 1/2017 for LB, and 1/2018 for SB)	Arizona (2016) (effective 7/2017)	Washington (2016) (effective 1/2018)	Rhode Island (2017) (effective 7/2018)	Maryland (2018) (effective 2/2018)	New Jersey (2018) (effective 10/2018)²
Summary	EEs accrue one hour of paid sick time for every 37 to 87 hours worked and can accrue and use up to three to seven days, depending on ER's size. EEs in certain industries receive one hour for every 43 worked and can accrue and use up to five days regardless of ER	Enumerated EEs whose place of business has 50 or more EEs accrue one hour of paid sick time for every 40 hours worked and can accrue and use up to 40 hours. Covers sick time for EE or family members' care and for absences associated with domestic	EEs accrue one hour of paid sick time for every 30 hours worked and can use up to 24 hours and accrue up to 48 hours. ERs may use alternate accrual method if accrual is regular and provides a sufficient amount of time. Beginning in 2018, in-home supportive services EEs accrue	EEs whose place of business has 11 or more EEs accrue one hour of paid sick time for every 30 hours worked and can accrue and use up to 40 hours. All others receive equivalent unpaid time. Covers sick time for EE or family members' care and for absences associated with EE	EEs whose place of business has 10 or more EEs (six or more EEs if ER is in a city with population above 500k, so that Portland's law remains in effect) accrue one hour of paid sick time for every 30 hours worked, and can accrue and use up to 40 hours. All others receive equivalent unpaid	EEs accrue one hour of paid sick time for every 52 hours worked and can accrue or use up to 24 hours in 2017 and 2018, and 40 hours in 2019 and following years. Workers in small businesses begin to accrue and use time in 2018. Covers sick time for EE or family members' care (including long-term care appointments	EEs accrue one hour of paid sick time for every 30 hours worked. EEs whose place of business has 15 or more EEs can accrue and use up to 40 hours per year. All others can accrue and use up to 24 hours per year. Covers sick time for EE or family members' care,	EEs accrue one hour of paid sick time for every 40 hours worked. Covers sick time for EE or a family member's care, absences associated with EE or a family member's domestic violence, sexual assault, or stalking, closures for public health reasons	EEs of ERs with 18 or more EEs accrue one hour of paid sick time for every 35 hours worked and can accrue and use up to 24 hours in 2018, 32 hours in 2019, and 40 hours in 2020 and beyond. ERs who employ fewer than 18 EEs are	EEs whose place of business has 15 or more employees accrue one hour of paid sick time for every 30 hours worked and can accrue up to 40 hours in a year and 64 hours at any time, and can use up to 64 hours in a year. All others receive equivalent	EEs accrue one hour of paid sick time for every 30 hours worked, and can accrue up to 40 hours in a year. Covers sick time for EE or family members' care and for absences associated with EE or family member's care; absences

¹ Oregon's law preempted the ordinance that was enacted by Eugene, Ore.; Eugene's ordinance was no longer in effect as of January 1, 2016.

² New Jersey's statewide law superseded previously passed local paid sick days laws when it went into effect in October 2018.

Location	District of Columbia	Connecticut	California	Massachusetts	Oregon	Vermont	Arizona	Washington	Rhode Island	Maryland	New Jersey
	size. Covers sick time for EE or family members' care and for absences associated with domestic violence, sexual abuse or stalking.	violence or sexual assault.	paid sick time at the same rate, and can use eight hours per year, gradually increasing to 24 hours per year. Covers sick time for EE or family members' care and for absences associated with EE's domestic violence, sexual assault or stalking.	or dependent child's domestic violence.	time. Covers sick time for EE or family members' care, for Oregon family leave purposes, for reasons related to a public health emergency and for absences associated with EE or minor child/dependent's domestic violence, sexual harassment, assault or stalking.	for parent, grandparent, spouse or parent-in-law), absences associated with EE or family member's domestic violence, sexual assault or stalking, and closures for public health or safety reasons.	absences associated with EE or family member's domestic violence, sexual violence, abuse or stalking, closures for public health or safety reasons, and care for EE's or family member's exposure to a communicable disease.		not required to allow workers to accrue paid sick days but must allow use of unpaid sick time of up to 24 hours in 2018, 32 hours in 2019 and 40 hours in 2020. Covers sick time for EE or family members' care, absences associated with EE or family member's domestic violence, sexual assault or stalking, and closures for public health or safety reasons.	unpaid time. Covers sick time for EE or family members' care and for absences associated with EE or family member's domestic violence, sexual assault or stalking.	associated with EE or family member's domestic violence, sexual assault or stalking, closures for public health emergencies or attend child's school-related conference or meeting.
Law/Bill Number	§ 32-131.01 et seq.	Public Act 11-52	Cal. Labor Code §§ 245, 2810.5	Mass. Gen. Laws ch. 149, § 148(c), (d)	ORS §§ 653.256, 659A.885	21 Vt. Stat. §§ 384, 481-485, 345; 29 Vt. Stat. § 161	Ariz. Title 23, Ch. 2, Art. 8, §§ 23-363, 23-364; Title 23, Ch. 2, Art. 8.1	RCW 49.46.005, 49.46.020, 49.46.090, 49.46.100	H. 5413	H.B. 0001	A1827
Impact	Approx. 220,000	Approx. 200,000 workers formerly	Approx. 6.9 million workers	Approx. 900,000 workers formerly	Approx. 473,000 workers formerly	Not yet determined. Approx. 60,000	Approx. 934,000 workers formerly	Approx. 1,000,000	Approx. 100,000	Approx. 750,000 workers were	Approx. 1.2 million workers

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	workers formerly without sick time gained it through this law. ⁱ	without sick time gained it through this law. ⁱⁱ	formerly without sick time will gain it through this law. ⁱⁱⁱ	without sick time will gain it through this law. ^{iv}	without sick time will gain it through this law. ^v	workers were without paid sick time before the law's passage, but carve-outs create challenges in estimating the number who will gain access. ^{vi}	without sick time will gain it through this law. ^{vii}	workers formerly without sick time will gain it through this law. ^{viii}	workers formerly without sick time will gain it through this law. ^{ix}	without sick time before the law's passage. ^x	formerly without sick time will gain it through this law. ^{xi}
Exemptions	Does not apply to independent contractors; students employed by their higher education institution for less than 25 hours/week; health care workers in premium pay programs; volunteers that engage in activities of an educational, charitable, religious, or nonprofit organization; casual baby-sitter; some	Does not apply to EEs not employed in one of the 68 enumerated service occupations or by ERs with fewer than 50 EEs; salaried or exempt workers; temporary workers; certain state EEs; manufacturing ERs; nationally chartered nonprofits (i.e., the YMCA)	Does not apply to EEs of any governmental entity who receive a retirement allowance and are now reemployed without reinstatement into retirement system; EEs covered by a CBA with express sick time; construction EEs covered by a CBA; in-home support service workers who have worked less than 30 days in the state; certain airline flight deck or cabin crew members; EEs who have worked less	Does not apply to city or town EEs	Does not apply to EEs who are covered by a CBA, who are employed through a labor organization referral system and whose benefits are provided by a multi-employer-employee plan; are ER's child, spouse or parent; EEs who receive paid sick time under federal law; independent contractors; work-study students; work training program participants; railroad workers exempted under	Does not apply to workers who average less than 18 hours of work per week in a year, federal government EEs; state government EEs who are exempt from state classified service; EEs who work for an ER for 20 or fewer weeks in a year on a job scheduled to last 20 weeks or fewer; per diem/intermittent health care or long-term care facility EEs; substitute teachers who are not contracted to provide long-term substitute coverage; EEs under age 18;	Does not apply to state or federal government EEs; persons employed by a parent or a sibling; or persons performing babysitting services in ER's home on a casual basis	Does not apply to workers who are exempt from Washington state minimum wage law	Does not apply to state or municipal EEs; ERs with fewer than 18 EEs, provided they allow EEs to use up to 24 hours in 2018, 32 hours in 2019 and 40 hours in 2020 of unpaid sick time; ERs with a paid time off policy or paid sick and safe leave policy that makes available at least the same amount of time as the bill; construction EEs covered by	Does not apply to individuals who are casual employees, independent contractors, licensed real estate salespersons, licensed associate real estate brokers, under the age of 18, employed in the agricultural sector on an agricultural operation, regularly work less than 12 hours a week, employed by temporary services agency to provide temporary staffing services if the agency does	Does not apply to public employees, construction workers under contract pursuant to a collective bargaining agreement or per diem hospital health care employees.

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	religious organization members		than 30 days for the same ER		the Federal Railroad Insurance Act	per diem or temporary EEs who work only when they indicate they are available, are under no obligation to work for ER and have no expectation of continuing employment with the ER; new ERs are not subject to the law for one-year period after hiring first EE			a CBA; licensed nurses who are employed by a health care facility, are under no obligation to work a regular schedule, work only when they are available and are under no obligation to work when unavailable, and receive higher pay than an EE at the same facility who works a regular schedule	not have day-to-day control over work assignments and supervision, directly employed by an employment agency to provide part-time or temporary services to another person, or who are employed in the construction industry and covered by a CBA that expressly waives the terms of the bill	
Accrual Rate and Maximum Accrual	SB (1-24 EEs): One hour for every 87 hours worked, up to three days MB (25-99 EEs): One hour for every 43 hours worked,	50 or more EEs: One hour for every 40 hours worked, up to 40 hours	One hour for every 30 hours worked, can use up to 24 hours, accrue up to 48 hours In-Home Supportive	SB (1-10 EEs): One hour of <i>unpaid</i> time off for every 30 hours worked, up to 40 hours LB (11 or more EEs): One hour of	SB (1-9/1-5 EEs in Portland)³: One hour of <i>unpaid</i> time off for every 30 hours worked or 1-1/3 hours for every 40 hours worked, up to 40 hours	SB (1-5 EEs): Beginning on 1/1/2018, one hour for every 52 hours worked; in 2018, can accrue and use up to 24 hours; in 2019 and following years,	SB (1-14 EEs): One hour for every 30 hours worked, can accrue and use up to 24 hours LB (15 or more EEs): One hour	One hour for every 40 hours worked. ER is not required to allow more than 40 hours to carry over to the following year.	SB (1-17 EEs): Must allow use of up to 24 hours in 2018, 32 hours in 2019 and 40 hours in 2020 of unpaid sick time	SB (1-14 EEs): One hour of <i>unpaid</i> time off for every 30 hours worked; can earn up to 40 hours in a year, use up to 64 hours in a year, and accrue up to	One hour for every 30 hours worked, can accrue and use up to 40 hours. ER is not required to allow more than 40 hours to

³ For ERs in a city with a population exceeding 500,000, an SB is 1-5 EEs and an LB is 6 or more; for ERs in all other locations, an SB is 1-9 EEs and an LB is 10 or more.

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	<p>up to 5 days</p> <p>LB (100 or more EEs): One hour for every 37 hours worked, up to seven days</p> <p>Tipped restaurant and bar workers: One hour for every 43 hours worked, up to five days</p>		<p>Service Workers: From July 1, 2018, to December 31, 2019 (scheduled), one hour for every 30 hours worked, can use up to eight hours. From January 1, 2020, to December 31, 2021 (scheduled), can use up to 16 hours. From January 1, 2022, onwards, can use up to 24 hours.</p>	<p>paid time off for every 30 hours worked, up to 40 hours</p>	<p>LB (10 or more/6 or more EEs in Portland): One hour of paid time off for every 30 hours worked or 1-1/3 hours for every 40 hours worked, up to 40 hours</p>	<p>can accrue and use up to 40 hours</p> <p>LB (6 or more EEs): One hour for every 52 hours worked; in 2017 and 2018, can accrue and use up to 24 hours; in 2019 and following years, can accrue and use up to 40 hours</p> <p>NOTE: New businesses have a one-year period of exemption before paid sick time requirements apply.</p>	<p>for every 30 hours worked, can accrue and use up to 40 hours</p>		<p>LB (18 or more EEs): One hour for every 35 hours worked, can accrue and use up to 24 hours in 2018, 32 hours in 2019 and 40 hours in 2020 and beyond</p>	<p>64 hours at any time</p> <p>LB (15 or more EEs): One hour of <i>paid</i> time off for every 30 hours worked; can earn up to 40 hours in a year; use up to 64 hours in a year, and accrue up to 64 hours at any time</p>	<p>carry over to the following year.</p>
Waiting Period for Accrual and Use	<p>Accrual begins at commencement of employment; accrued hours may be used 90 days after commencement of employment</p>	<p>Accrual begins at commencement of employment; accrued hours may be used 680 hours after commencement of employment</p>	<p>Accrual begins at commencement of employment; accrued hours may be used 90 days after commencement of employment</p>	<p>Accrual begins at commencement of employment; accrued hours may be used 90 days after commencement of employment</p>	<p>Accrual begins at commencement of employment; accrued hours may be used 91 days after commencement of employment</p>	<p>Accrual begins at commencement of employment; ER may require EEs to complete waiting period of up to one year after commencement of employment or effective date of law (whichever is later) before using accrued hours</p>	<p>Accrual begins at commencement of employment; accrued hours may be used 90 days after commencement of employment</p>	<p>Accrual begins at commencement of employment; accrued hours may be used 90 days after commencement of employment</p>	<p>Accrual begins at commencement of employment or law's effective date (whichever is later); ERs may require a waiting period of up to 90 days for newly hired EEs; longer waiting</p>	<p>Accrual begins at commencement of employment; accrued hours may be used 106 days after commencement of employment</p>	<p>Accrual begins at commencement of employment; accrued hours may be used 120 days after employment commences.</p>

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									periods for seasonal and temporary EEs		
Family Members Covered Other Than Self, Child, Spouse or Parent	Domestic partner; live-in partner (living together at least 12 months); sibling; sibling's spouse; grandchild; parent-in-law; spouse of child; child living with EE for whom EE cares permanently	Child and spouse only	Domestic partner; sibling; grandparent; grandchild; legal ward; parent of spouse or domestic partner; legal guardian of EE, spouse or domestic partner; person with whom EE was or is in a relationship of in loco parentis	Parent-in-law; legal ward; person who assumed the responsibilities of parenthood for EE or child for whom EE assumed responsibility	Grandparent; grandchild; parent-in-law; person with whom EE was or is in a relationship of in loco parentis	Grandparent; grandchild; sibling; parent-in-law	Domestic partner; sibling; grandparent; grandchild; legal ward; parent of spouse or domestic partner; legal guardian of EE or spouse; person with whom EE was or is in a relationship of in loco parentis; any other individual related by blood or affinity whose close association with EE is the equivalent of a family relationship	Domestic partner; sibling; grandparent; grandchild; legal ward; child for whom EE is a de facto parent; parent of spouse or domestic partner; person with whom EE was or is in a relationship of in loco parentis	Domestic partner; sibling; grandparent; grandchild; care recipient (person for whom EE is responsible for providing or arranging health or safety related care); member of EE's household	Child for whom the EE has legal or physical custody or guardianship; child for whom employee stands in loco parentis; legal guardian of the EE; individual who acted as a parent or stood in loco parentis to the EE or EE's spouse when EE or spouse was a minor; grandparent; grandchild; sibling	Grandchild, sibling, domestic partner, civil union partner, grandparent; spouse, domestic partner, or civil union partner of a parent or grandparent; sibling of a spouse, domestic partner or civil union partner of the EE; any other individual related by blood to the EE or whose close association with the EE is the equivalent of a family relationship.
Safe Time Coverage, Coverage for Public Health Emergency	SAFE: Coverage for EE's or family member's DV, sexual assault or stalking	SAFE: Coverage for EE's or family member's DV or sexual assault	SAFE: Coverage for EE's DV, sexual assault or stalking	SAFE: Coverage for EE or dependent child's DV	SAFE: Coverage for EE or minor child/dependent's DV, harassment, sexual assault or stalking	SAFE: Coverage for EE or family member's DV, sexual assault or stalking PHE: Coverage for	SAFE: Coverage for EE's or family member's DV, sexual violence, abuse or stalking	SAFE: Coverage for EE or family member's DV, sexual assault, or stalking	SAFE: Coverage for EE or a family member's DV, sexual assault or stalking	SAFE: Coverage for EE or family member's DV, sexual assault or stalking	SAFE: Coverage for EE or family member's domestic or sexual violence or stalking.

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and/or Coverage for Other Purposes					<p>PHE: Coverage for closure of place of business or child's school or place of care; coverage to care for self or family member if would jeopardize health of community or if EE is excluded from the workplace for health reasons</p>	<p>closure of family member's business or school for public health or safety reasons</p> <p>Other: Coverage for accompanying parent, grand-parent, spouse or parent-in-law to appointment related to long-term care</p>	<p>PHE: Coverage for closure of place of business or child's school or place of care; coverage to care for self or family member exposed to a communicable disease</p>	<p>PHE: Coverage for closure of place of business or child's school or place of care for any health-related reason</p>	<p>PHE: Coverage for closure of place of business or child's school or place of care; coverage to care for self or family member exposed to a communicable disease</p>		<p>PHE: Coverage for closure of place of business or child's school or place of care</p> <p>Other: Coverage for time needed by EE for child's school-related conference, meeting, function or other event.</p>
Treatment of Collective Bargaining Agreements	Does not diminish obligations under CBAs that provide greater benefits; a CBA cannot waive the paid time requirements of the Act unless the CBA provides at least 3 paid days of sick time; does not apply to EEs in construction or building	Does not diminish obligations under CBAs that provide greater benefits; does not preempt or override the terms of any CBAs in effect prior to legislation's effective date	Does not diminish obligations under CBAs that provide greater benefits; does not apply to an EE covered by a CBA if agreement expressly provides: (1) employment terms, (2) paid sick days or an equivalent leave policy (3) arbitration of paid sick day disputes, (4) premium wage rates for all overtime hours worked, and (5) regular hourly rate	Does not diminish obligations under CBAs that provide greater benefits	Does not apply to workers covered by CBAs who are employed through a labor organization referral system and whose benefits are provided by a multi-employer-employee plan; does not diminish obligations under CBAs that provide greater benefits	Does not diminish obligations under CBAs that provide greater benefits; does not preempt or override terms of a CBA in effect before January 1, 2017	Does not diminish obligations under CBAs that provide greater benefits; does not apply if CBA expressly waives requirements in clear and unambiguous terms; does not apply to existing CBAs until their expiration	Not specified	Does not diminish obligations under CBAs that provide greater sick and safe leave time than required in bill; does not apply to construction EEs covered by a CBA	Does not apply to workers in the construction industry who are covered by a CBA that expressly waives requirements of the bill in clear and unambiguous terms	Does not apply to workers in the construction industry that are under a contract pursuant to a CBA; does not diminish obligations under CBAs that provide greater benefits; does not apply to existing CBAs until their expiration.

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	industry covered by a CBA; does not apply to existing CBAs until the earlier of the date of their expiration or 18 months after enactment		not less than 30 percent more than state minimum wage rate; does not apply to an EE in the construction industry covered by a CBA if agreement provides (1), (4) and (5) if the agreement was either entered into before Jan. 1, 2015 or expressly waives requirement in clear and unambiguous terms								
Applicability to ER's Existing Policy	No additional time required if ER provides paid time that meets Act's accrual requirement and that can be used for the same purposes and under the same conditions	No additional time required if ER provides paid time that meets Act's accrual requirement and that can be used for the same purposes	No additional time required if ER provides paid time that can be used for the same purposes and under the same conditions and meets one of the following: (1) the Act's accrual, carry over, and use requirements; (2) provided	No additional time required if ER provides paid time that meets bill's accrual requirement and that can be used for the same purposes and under the same conditions	No additional time required if ER provides paid time that is substantially equivalent to or more generous than the Act	No additional time required if ER provides paid time that meets bill's use and accrual requirements and can be used for same purposes, or paid time that is provided at the beginning of the year in same amount and can be used for same	No additional time required if ER provides paid time that meets statute's accrual requirements and that can be used for the same purposes and under the same conditions	ERs are not prevented from providing more generous paid sick leave policies; applicability to other forms of paid time not specified	No additional time required if ER has a paid time off or paid sick days policy that makes available the same amount of time that can be accrued under the law	No modification to an existing policy is required if ER provides paid time that meets accrual and use requirements and that can be accessed and accrued at the same rate and used for the same purposes	ER in compliance and no additional time required if ER offers paid time off which is fully paid, can be used for the same purposes and in the same manner as provided by the law and meets the law's accrual rate

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			equivalent time off before Jan. 1, 2015; or (3) is provided pursuant to the sick leave policy for state EEs			purposes					
Enforcement Agency & Mechanisms	DC Department of Employment Services, Office of Wage and Hour; agency will investigate possible violations , order reinstatement of terminated EEs, order payment, and impose penalties and fines against willful violators	Connecticut Department of Labor; file complaint with labor commissioner; relief includes civil penalties, back pay and reinstatement; EEs who do not earn paid time under the law but are covered by an ER's paid time policy and are employed by covered ERs are still protected by the anti-retaliation provision in the law	California Office of Industrial Relations, Labor Commissioner's Office; EEs may file a complaint; Labor commissioner may investigate ERs; hearing is before labor commissioner, who may order payment of back pay, payment of unlawfully withheld paid sick days, reinstatement or fines up to \$4000 for withholding or violations	Massachusetts Attorney General's Office; EEs may file a complaint; Attorney general may obtain injunctive or declaratory relief, fines up to \$15,000, and civil citation; ER may appeal to attorney general's office	Oregon Bureau of Labor and Industries; file a complaint; agency may investigate ERs and conduct mediation; if claim is for unpaid wages, agency may place a lien on ER's property; agency may provide for administrative proceeding; ER may appeal to court of appeals; relief includes fines up \$1,000 for willful violation	Vermont Department of Labor; EEs may file a complaint; agency will investigate claim and attempt to arrange a settlement between EE and ER; relief includes collection of unpaid wages, additional payment of up to twice the amount of unpaid wages for willful violations, fines up to \$5,000	Arizona Industrial Commission; any person or organization may file a complaint; commission or law enforcement officer may inspect and review business records; relief includes civil penalties of at least \$250 for a first violation and at least \$1,000 for each subsequent or willful violation; payment of unlawfully withheld paid sick time, including interest, and an additional amount equal to twice the paid	Washington Department of Labor and Industries; EE may file a complaint; director may inspect business records and may bring any legal action necessary to collect EE's claim; relief includes back pay and attorney's fees and court costs	Rhode Island Department of Labor, Division of Labor Standards; EE may file a complaint; Division will investigate; relief includes civil penalties of at least \$100	Maryland Department of Labor, Licensing and Regulation; EE may file a complaint with Commissioner of Labor and Industry; Commissioner shall conduct investigation and attempt to resolve through mediation; Commissioner can issue an order to collect unpaid sick time, three times value of unpaid earned sick time and a civil penalty of up to \$1,000 for each EE for whom ER not in compliance	New Jersey Department of Labor and Workforce Development; EE may file complaint with Department; Department will investigate

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							sick time; relief for retaliation includes at least \$150 for each day the violation occurred				
Private Right of Action	Yes; may sue for back pay, damages, and/or reinstatement	Yes; may appeal administrative decision to Superior Court	Not specified; Labor commissioner or attorney general may file civil action in court of competent jurisdiction	Yes; ER may appeal administrative decision to Superior Court; EE may sue after exhausting administrative remedies for relief including injunctive relief, damages, and lost wages	Yes; may sue in court, which can impose relief including reinstatement, back pay, and injunctive relief	No	Yes; may sue in court; relief includes payment of unpaid earned sick time, civil penalties, attorney's fees and court costs, and other appropriate legal or equitable relief	Not specified	Yes; may file suit (including class action) in civil court; relief includes payment of unpaid wages/benefits, compensatory damages, liquidated damages up to twice the amount of unpaid wages/benefits, reinstatement, attorneys' fees and costs and any other appropriate relief	Yes; EE may bring action to enforce an order from the Commissioner. Relief includes three times value of EEs unpaid sick time, punitive damages, attorney's fees and costs, injunctive relief and any other relief the court deems appropriate	Yes; EE may file suit with court alleging violation of law; relief includes actual damages plus an equal amount of liquidated damages



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Location	San Francisco, Calif. (2006, effective 2/2007; amended 2016, effective with expansions 1/2017)	Seattle, Wash. (2011) (effective 9/2012)	New York City, N.Y. (2013), (2014) (effective 4/2014)	San Diego, Calif. (2014) (effective 7/2016)⁴	Oakland, Calif. (2014) (effective 3/2015)	Tacoma, Wash. (2015) (effective 2/2016)	Philadelphia, Pa. (2015) (effective 5/2015)	Montgomery County, Md. (2015) (effective 10/2016)	Emeryville, Calif. (2015) (effective 7/2015); Berkeley, Calif. (2016) (effective 10/2017)	Pittsburgh, Pa. (2015)⁵	Santa Monica, Calif. (2016) (effective 1/2017)	Minneapolis, Minn. (2016) (effective 7/2017); St. Paul, Minn. (2016) (effective 7/2017 for LB, and 1/2018 for SB)	Los Angeles, Calif. (2016) (effective 7/2016)	Chicago, Ill. (2016) (effective 7/2017); Cook County, Ill. (2016) (effective 7/2017)	Austin, Texas (2018) (effective 10/2018, and 10/2020 for ERs with 5 or fewer EEs); San Antonio, Texas (2018) (effective 8/2019 for LB; 8/2021 for SB with 5 or fewer EEs)	Duluth, Minn. (2018) (effective 1/2020)	Westchester County, N.Y. (2018) (effective 4/2019)	Dallas, Texas (2019) (effective 8/2019)
Law/Bill Number	S.F. Admin. Code Ch. 12W; Initiative Ord. 160034	Ord. 123698	Int. 0097-2010; Int. 0001-2014	Municipal Code § 39.0101; Ord. No. O-20390	Municipal Code ch. 5.92	Ord. 28275	Ord. 141026	Bill 60-14, Bill 32-16	Ord. 15-004; Municipal Code ch. 13.100	File 2015-1825	Ord. No. 2515	File 15-01372; Ord. 16-29	Ord. No. 184320	Ord. O2016-2678; Ord. 16-4229	Ord. No. 20180215-049; Ord. No. 02018816-0620	File 18-009-O	I.D. # 10623	File 19-479

⁴ San Diego's ordinance was approved by voters via a June 2016 ballot measure and is expected to take effect as soon as the results are certified, the deadline for which is July 7, 2016.

⁵ Pittsburgh's ordinance was ruled invalid by an Allegheny County judge on December 21, 2015. Its implementation is on hold, pending appeal and rulings from higher state courts.

Location	San Francisco	Seattle	New York City	San Diego	Oakland	Tacoma	Philadelphia	Montgomery County	Emeryville, Berkeley	Pittsburgh	Santa Monica	Minneapolis, St. Paul	Los Angeles	Chicago, Cook County	Austin, San Antonio	Duluth	Westchester County	Dallas
Summary	EEs in the private sector accrue one hour of paid sick time for every 30 hours worked within the city and can accrue and use up to 40 or 72 hours, depending on ER's size. Covers sick time for EE or family members' care, absences associated with EE's domestic violence, sexual assault or stalking and purposes related to bone marrow or organ donation.	EEs whose place of business has five or more EEs accrue one hour of paid sick time for every 30 to 40 hours worked and use up to 40 hours, depending on ER's size. Accrual is unlimited. Covers sick time for EE or family members' care, absences associated with domestic violence, sexual assault or stalking, and closures due to a public health emergency.	EEs whose place of business has five or more EEs accrue one hour of paid sick time for every 30 hours worked and can accrue and use up to 40 hours. All others receive equivalent unpaid time. EEs in certain industries can accrue and use two paid days after one year of employment regardless of ER size. Covers sick	EEs accrue one hour of paid sick time for every 30 hours worked and can accrue and use up to 40 or 72 hours, depending on ER's size. Covers sick time for EE or family members' care.	EEs accrue one hour of paid sick time for every 40 hours worked and can accrue and use up to 24 hours. Covers sick time for EE or family members' care, closures due to a public health emergency and for absences associated with EE or family members' domestic violence, sexual assault or stalking.	EEs whose place of business has 10 or more EEs accrue one hour of paid sick time for every 40 hours worked and can accrue and use up to 40 hours. All others receive equivalent unpaid time. Covers sick time for EE or family members' care and for absences associated with EE or family members' domestic violence, sexual assault or stalking.	EEs whose place of business has five or more EEs accrue one hour of paid sick time for every 30 hours worked and can accrue up to 56 hours and use up to 80 hours. All others receive an equivalent 32 paid and 24 unpaid hours. Covers sick time for EE or family members' care, absences associated with EE or family member's domestic violence, sexual assault or stalking, closures due to a public health emergency, care for a family member exposed to a communicable	EEs accrue one hour of paid sick time for every 30 hours worked and can accrue and use up to 48 or 72 hours, depending on ER's size. Covers sick time for EE or family members' care and (Emeryville only) absences associated with EE's domestic violence, sexual assault or stalking and care for EE or family members' service dog.	EEs whose place of business has 15 or more EEs accrue one hour of paid sick time for every 35 hours worked and can accrue up to 40 hours. All others accrue at the same rate up to 24 unpaid hours in the first year the law is in effect, followed by 24 paid hours after the first year. Covers sick time for EE or family members' care, closures due	EEs accrue one hour of paid sick time for every 30 hours worked and can accrue up to 32 or 40 hours in 2017, depending on ER's size, and up to 40 or 72 hours from 2018 onward. There is no annual cap on use of paid sick time. Covers sick time for EE or family members' care and for absences associated with EE's domestic violence, sexual assault or stalking.	EEs accrue one hour of paid sick time for every 30 hours worked and can accrue up to 48 hours. (Minneapolis only: EEs whose place of business has five or fewer EEs must receive equivalent unpaid time.) There is no annual cap on use of paid sick time, but EEs can have no more than 80 accrued but unused hours at one time. Covers sick time for EE or family members' care, absences associated with EE or family member's domestic abuse, sexual assault or stalking and	EEs accrue one hour of paid sick time for every 30 hours worked and can accrue and use up to 48 hours. Covers sick time for EE or family members' care and for absences associated with EE's domestic violence, sexual assault or stalking.	EEs accrue one hour of paid sick time for every 40 hours worked and can accrue and use up to 40 hours. Covers sick time for EE or family members' care, absences associated with EE or family member being the victim of domestic violence or a sex offense (Chicago)/domestic violence, sexual violence or stalking (Cook	EEs whose place of business has more than 15 EEs accrue one hour of paid sick time for every 30 hours worked and accrue and use up to 64 hours. All others accrue at the same rate and can accrue and use up to 48 hours. Covers sick time for EE or family members' care, absences associated with EE or family member being the victim of domestic abuse, sexual assault or stalking.	EEs whose place of business has 5 or more EEs accrue one hour of paid sick time for every 50 hours of work. EEs can accrue up to 64 hours and use up to 40 hours in a year. Covers sick time for EE or family members' care, absences associated with EE or family member being the victim of domestic abuse, sexual assault or stalking.	EEs whose place of business has 5 or more EEs accrue one hour of paid sick time for every 30 hours of work. EEs can accrue and use up to 40 hours in a year. EEs whose place of business has fewer than 5 EEs can accrue and use up to 40 hours of unpaid sick time. Domestic workers can accrue one hour of paid sick time for every seven days worked and can accrue and use up to 40 hours in a year. Covers sick time for EE or family	EEs whose place of business has more than 15 EEs accrue one hour of paid sick time for every 30 hours of work. EEs can accrue and use up to 64 hours in a year. EEs whose place of business has 15 or fewer EEs can accrue and use up to 48 hours of paid sick time in a year. Covers sick time for EE or family members' care, absences associated with EE or family member being the victim of domestic abuse, sexual assault, or stalking.	

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		sexual assault or stalking, and closures due to a public health emergency.	time for EE or family members' care and closures due to a public health emergency.					disease and the birth, adoption, or foster placement of a child.		to a public health emergency and care for a family member exposed to a communicable disease.		closures due to a public health emergency or other unexpected cause, such as inclement weather or loss of power, heating or water.		County), or closures due to a public health emergency.	sexual assault, or stalking.		members' care, closures of school or business due to a public health emergency;	
Impact	Approx. 59,000 workers formerly without sick time gained it through this law. ^{xii}	Approx. 150,000 workers formerly without sick time gained it through this law. ^{xiii}	Approx. 1,200,000 workers formerly without sick time gained it through this law. ^{xiv}	Approx. 433,500 workers received more expansive protections than those provided under California's law. ^{xv}	Approx. 56,000 workers formerly without sick time gained it through this law. ^{xvi}	Approx. 40,000 workers formerly without sick time gained it through this law. ^{xvii}	Approx. 200,000 workers formerly without sick time gained it through this law. ^{xviii}	Approx. 90,000 workers formerly without sick time gained it through this law. ^{xix}	Approx. 5,000 workers in Emeryville received more expansive protections than those provided under California's law. ^{xx} Approx. 18,500 workers in Berkeley received more expansive protections than those provided under California's law. ^{xxi}	Approx. 50,000 workers formerly without sick time gained it through this law. ^{xxii}	Approx. 11,900 workers will receive more expansive protections than those provided under California's law. ^{xxiii}	Approx. 62,000 workers in Minneapolis formerly without sick time gained it through this law. ^{xxiv} Approx. 68,300 workers in St. Paul formerly without sick time will gain it through this law. ^{xxv}	Approx. 650,000 workers will receive more expansive protections than those provided under California's law. ^{xxvi}	Approx. 460,000 workers in Chicago formerly without sick time gained it through this law. ^{xxvii} Approx. 440,000 workers in Cook County formerly without paid sick time gained it through this law. ^{xxviii}	Approx. 223,000 workers in Austin formerly without sick time gained it through this law. ^{xxix} Approx. 345,000 workers in San Antonio formerly without sick time gained it through this law. ^{xxx}	Approx. 19,000 workers formerly without sick time gained it through this law. ^{xxxi}	Approx. 123,000 workers formerly without sick time gained it through this law. ^{xxxii}	Approx. 302,000 Dallas workers formerly without sick time will gain it through this law. ^{xxxiii}
Exemptions	--	Does not	Does not	Does not	Does not	Does not	Does not	Does not apply	Does not apply	Does not	Does not	Does not apply	Does not apply	Does not	Does not	Does not	Does not apply	Does not apply

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		apply to new ERs with fewer than 250 EEs; businesses have a period of 24 months after the hire date of first EE to comply	apply to EEs of any governmental entity; work-study students; independent contractors; certain physical, occupational and speech therapists	apply to EEs employed at less than minimum wage; publicly subsidized youth employment program EEs; any student EE, camp counselor, or program counselor of an organized camp; independent contractors	apply to EEs who work less than two hours in a week in Oakland; EEs not entitled to minimum wage under Calif. law	apply to EEs of any governmental entity; work-study participant; independent contractors; self-employed; EEs who work less than 80 hours in a year in Tacoma	apply to EEs covered by a CBA; independent contractors; seasonal workers; adjunct professors; temporary workers; interns; pool EEs, EEs who work less than 40 hours in a year in Philadelphia	to EEs of any non-county governmental entity; EEs who have an irregular work schedule, who must contact ER for assignments and begin work within 48 hours of contact, who have no obligation to work for ER without contact, and who are not employed through a temp agency; EEs who regularly work less than eight hours a week; independent contractors	to EEs who work less than two hours in a year in the city; EEs not entitled to minimum wage under Calif. law ⁶	apply to seasonal EEs; state and federal employees; independent contractors; construction EEs covered by a CBA	apply to EEs who work less than two hours in a week in Santa Monica; EEs of any governmental entity; hotel workers; EEs not entitled to minimum wage under Calif. law	to EEs who work less than 80 hours in a year in the city for their employer; independent contractors; EEs of the federal, state, county or local government (but does apply to City employees).	to EEs who work less than two hours a week in Los Angeles for their ER; EEs not entitled to minimum wage under Calif. law; EEs who have not worked for the same ER for at least 30 days within a year of commencement of employment	apply to EEs who have worked less than 80 hours for an ER in a 120-day period; EEs who perform less than two hours of work within city boundaries in a two-week period; construction EEs covered by a CBA	apply to EEs who are city, state or federal employees; independent contractors; unpaid interns	apply to EEs of any governmental entity; independent contractors; student interns; or seasonal employees; EEs entitled to benefits under federal Railroad Unemployment Insurance Act	to EEs who work less than 80 hours in a calendar year; work performed as part of a work study program; EEs compensated by or through qualified scholarships; EEs whose work is performed as a participant in a work experience program established by a social services district	to EEs who work fewer than 80 hours in a calendar year in the city of Dallas; independent contractors; unpaid interns; EEs who are city, state or federal employees

⁶ Berkeley covers EEs who are not entitled to minimum wage but who are participants in a Welfare-to-Work program.

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Accrual Rate and Maximum Accrual	<p>SB (1-9 EEs): One hour for every 30 hours worked, up to 40 hours</p> <p>LB (10 or more EEs): One hour for every 30 hours worked, up to 72 hours</p>	<p>Tier 1 (5-49 FTEs): One hour for every 40 hours worked, can use up to 40 hours</p> <p>Tier 2 (50-249 FTEs): One hour for every 40 hours worked, can use up to 56 hours</p> <p>Tier 3 (250 or more FTEs): One hour for every 30 hours worked, can use up to 72 hours</p> <p>Tier 3</p>	<p>SB (1-4 EEs)⁷: One hour of <i>unpaid</i> time off for every 30 hours worked, up to 40 hours</p> <p>LB (5 or more EEs): One hour of paid time off for every 30 hours worked, up to 40 hours</p> <p>Domestic Workers: Receive two days of paid time off after one year worked, then continue to receive two</p>	<p>One hour for every 30 hours worked, can use up to 40 hours, accrue unlimited⁸</p>	<p>SB (1-9 EEs): One hour for every 30 hours worked, up to 40 hours</p> <p>LB (10 or more EEs): One hour for every 30 hours worked, up to 72 hours</p>	<p>One hour for every 40 hours worked, up to 24 hours</p>	<p>SB (1-9 EEs): One hour of <i>unpaid</i> time off for every 40 hours worked, up to 40 hours</p> <p>LB (10 or more EEs): One hour of paid time off for every 40 hours worked, up to 40 hours</p>	<p>SB (1-4 EEs): One hour of time off for every 30 hours worked, can accrue up to 32 paid hours and 24 unpaid hours, use up to 80 hours</p> <p>LB (5 or more EEs): One hour of paid time off for every 30 hours worked, can accrue up to 56 hours, use up to 80 hours</p>	<p>SB (1-55 EEs in Emeryville/1-24 EEs in Berkeley): One hour for every 30 hours worked, up to 48 hours</p> <p>LB (56 or more EEs in Emeryville/25 or more EEs in Berkeley): One hour for every 30 hours worked, up to 72 hours</p>	<p>SB (1-14 EEs): One hour of time off for every 35 hours worked. During first year in effect, EEs can accrue up to 24 <i>unpaid</i> hours; after one year, EEs can accrue up to 24 <i>paid</i> hours</p> <p>LB (15 or more EEs): One hour of <i>paid</i> time off for every 35 hours worked, can accrue up to 40 hours</p>	<p>SB (1-25 EEs): One hour for every 30 hours worked, up to 32 hours in 2017 and up to 40 hours from 2018 onward</p> <p>LB (26 or more EEs): One hour for every 30 hours worked, up to 40 hours in 2017 and up to 72 hours from 2018 onward</p>	<p>SB (1-5 EEs) in Minneapolis: One hour of <i>unpaid</i> time off for every 30 hours worked, up to 48 hours</p> <p>LB (6 or more EEs) in Minneapolis and all ERs in St. Paul: One hour of paid time off for every 30 hours worked, up to 48 hours</p> <p>NOTE (Minneapolis only): For five years after the law's effective date, new ERs in their first year of business (other than chain establishments) are only required to provide unpaid sick time.</p>	<p>One hour for every 30 hours worked, up to 48 hours</p>	<p>One hour for every 40 hours worked, up to 40 hours</p>	<p>SB (1-15 EEs): one hour for every 30 hours worked, up to 48 hours</p> <p>LB (more than 15 EEs): one hour for every 30 hours worked, up to 64 hours</p>	<p>One hour for every 50 hours worked. Can accrue up to 64 hours; can use and carry over up to 40 hours</p>	<p>SB (1-4 EEs): One hour of unpaid time off for every 30 hours worked, up to 40 hours.</p> <p>LB (5 or more EEs): One hour for every 30 hours worked, can accrue and use up to 40 hours.</p> <p>Domestic workers: can accrue one hour of paid time for every seven days worked</p> <p>Sick time that has not been used can be carried over to the following year, provided that the maximum</p>	<p>SB (1-15 EEs): one hour for every 30 hours worked, up to 48 hours</p> <p>LB (more than 15 EEs): one hour for every 30 hours worked, up to 64 hours</p>

⁷ For certain chain businesses and franchises, all workers in the chain/franchise are counted together to determine if it is considered a SB.

⁸ The definition of "employer" exempts people who receive in-home support services.

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		with paid time off (PTO) policy: One hour for every 30 hours worked, can use up to 108 hours	days/year									NOTE (St. Paul only): New ERs are only required to provide unpaid sick time for a period of six months after the hire date of their first EE. This provision sunsets on January 1, 2023.					amount of sick time for any given year remains at 40 hours.	
Waiting Period for Accrual and Use	Accrual begins at commencement of employment; accrued hours may be used 90 days after commencement of employment	Accrued hours may be used 180 days after commencement of employment	Accrual begins at commencement of employment; accrued hours may be used 120 days after commencement of employment	Accrual begins at commencement of employment; accrued hours may be used 90 days after commencement of employment	Accrual begins on March 2, 2015, and can be used immediately; if hired after, accrual begins at commencement of employment and hours may be used 90 days after commencement	Accrual begins at commencement of employment; accrued hours may be used 180 days after commencement of employment	Accrual begins at commencement of employment; accrued hours may be used 90 days after commencement of employment	Accrual begins at commencement of employment; accrued hours may be used 90 days after commencement of employment	Accrual begins at commencement of employment; accrued hours may be used 90 days after commencement of employment	Accrual begins at commencement of employment; accrued hours may be used 90 days after commencement of employment	Accrual begins at commencement of employment; accrued hours may be used 90 days after commencement of employment	Accrual begins at commencement of employment; accrued hours may be used 90 days after commencement of employment	Accrual begins at commencement of employment; accrued hours may be used 90 days after commencement of employment	Accrual begins on first calendar day after commencement of employment; accrued hours may be used 180 days after commencement of employment	Accrual begins on the first day of employment; accrued hours may be used immediately	Accrual begins on the first day of employment; accrued hours may be used 90 days after commencement of employment	Accrual begins on the first day of employment or 90 days after law goes into effect, whichever is later.	Accrual begins on the first day of employment; accrued hours may be used immediately; employers may require employees to wait 60 days before using accrued time

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Family Members Covered Other Than Self, Child, Spouse or Parent	Domestic partner; sibling; grandparent; grandchild; child or parent of spouse or domestic partner; legal ward; legal guardian; person with whom EE is in a relationship of in loco parentis; "designated person"	Domestic partner; grandparent; parent-in-law	Domestic partner; sibling; grandparent; grandchild; child or parent of spouse or domestic partner	Domestic partner; sibling; grandparent; grandchild; child or parent of a spouse or domestic partner; legal ward; legal guardian; person with whom EE is in a relationship of in loco parentis	Domestic partner; sibling; grandparent; grandchild; child of domestic partner; legal ward; legal guardian; person with whom EE is in a relationship of in loco parentis; "designated person"	Domestic partner; grandparent; legal ward; person with whom EE is in a relationship of in loco parentis	Life partner; sibling; spouse of sibling; grandparent; grandchild; parent-in-law; legal ward; legal guardian; spouse of grandparent; person with whom EE was or is in a relationship of in loco parentis	Sibling; grandparent; grandchild; spouse of sibling or grandparent; legal ward; legal guardian; child for whom the EE is primary caregiver; EE's primary caregiver when EE was a minor	Domestic partner; sibling; grandparent; grandchild; legal ward; legal guardian of EE or spouse; person with whom EE was or is in a relationship of in loco parentis; "designated person"	Domestic partner; sibling; grandparent; grandchild; child or parent of spouse or domestic partner; grandparent's spouse or domestic partner; legal ward; legal guardian of EE or spouse or domestic partner; person with whom EE was or is in a relationship of in loco parentis; any person for whom EE has received permission	Domestic partner; sibling; grandparent; grandchild; legal ward; parent of spouse or domestic partner; legal guardian of EE, spouse or domestic partner; person with whom EE was or is in a relationship of in loco parentis	Domestic partner; sibling; parent-in-law; grandchild; grandparent <i>Minneapolis only:</i> Guardian; ward; members of the EE's household <i>St. Paul only:</i> Individual related to the EE by blood or affinity whose close association with the EE is equivalent to a family relationship	Domestic partner; sibling; grandparent; grandchild; legal ward; parent of spouse or domestic partner; legal guardian of EE, spouse or domestic partner; person with whom EE was or is in a relationship of in loco parentis; individual related to the EE by blood or affinity or whose close association with the EE is equivalent to a family relationship	Domestic partner; legal guardian; legal ward; parent of spouse or domestic partner; sibling; grandparent; person related by blood or whose close association with EE is equivalent to a family relationship; child to whom EE stands in loco parentis	Any other individual related by blood or whose close association with the employee is equivalent of a family relationship	Domestic partner, legal ward; child for whom EE is a legal guardian; sibling, stepsibling, foster sibling, stepparent, parent-in-law, grandchild, foster grandchild, grandparent, step-grandparent, any other individual related by blood or whose close association with the employee is the equivalent of a family relationship	Domestic partner, grandparent, grandchild, sibling; person related by blood of affinity; child or parent of EEs spouse; persons who have a child in common, regardless of whether persons have been married or lived together at any time; persons who are or have been in an intimate relationship regardless of whether such persons have lived together at any time	Any other individual related by blood or whose close association with the employee is equivalent of a family relationship

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										from ER to care								
Safe Time Coverage, Coverage for Public Health Emergency and/or Coverage for Other Purposes	SAFE: Coverage for EE's DV, sexual assault or stalking Other: Coverage for EE's or family member's bone marrow or organ donation	SAFE: Coverage for EE's or family member's DV, sexual assault or stalking PHE: Coverage for closure of place of business or child's school or place of care	PHE: Coverage for closure of place of business or child's school or place of care	SAFE: Coverage for EE's or family member's DV, sexual assault or stalking PHE: Coverage for closure of place of business or child's school or place of care	--	SAFE: Coverage for EE or family member's DV PHE: Coverage for closure of place of business or child's school or place of care	SAFE: Coverage for EE or family member's DV, sexual assault or stalking	SAFE: Coverage for EE's or family member's DV, sexual assault or stalking PHE: Coverage for closure of place of business or child's school or place of care; coverage to care for a family member exposed to a communicable disease Parental: Coverage for birth of a child, adoption or foster care placement; coverage to care for a newborn, newly adopted,	SAFE (Emeryville only): Coverage for EE's DV, sexual assault or stalking Other (Emeryville only): Care for EE's or family member's service dog	PHE: Coverage for closure of place of business or child's school or place of care; coverage to care for a family member exposed to a communicable disease	SAFE: Coverage for EE's DV, sexual assault or stalking	SAFE: Coverage for EE or family member's domestic abuse, sexual assault or stalking PHE: Coverage for closure of place of business or family member's school or place of care Other: Coverage for unexpected closure of family member's school or place of care due to inclement weather, or loss of power, heating, water or other reason	SAFE: Coverage for EE's DV, sexual assault or stalking	SAFE: Coverage for EE or family member being the victim of domestic violence or a sex offense (Chicago)/sexual violence or stalking (Cook County) PHE: Coverage for closure of place of business or child's school or place of care	SAFE: Coverage for EE or family member needing to seek relocation, obtain services of a victim services organization, or legal/court ordered action related to DV, abuse, sexual assault, or stalking	SAFE: Coverage for EE's or family member's domestic abuse, sexual assault, or stalking	PHE: Coverage for closure of place of business or child's school or place of care	SAFE: Coverage for EE or family members needing to seek relocation, obtain services of a victim services organization, or legal/court ordered action related to domestic abuse, sexual assault, or stalking

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								or newly placed child within one year of birth, adoption, or placement						Other: If ER is covered by federal Family and Medical Leave Act (FMLA), EE can carry over up to 40 hours of unused time, in addition to any other carryover allowed under the ordinance, to use exclusively for FMLA purposes				
Treatment of Collective Bargaining Agreements	Does not apply if CBA expressly waives requirements in clear and unambiguous terms	Does not apply if CBA expressly waives requirements in clear and unambiguous terms;	Does not diminish obligations under CBAs that provide greater benefits; does not apply to EEs in	Does not diminish obligations under CBAs that provide greater benefits	Does not apply if CBA expressly waives requirements in clear and unambiguous terms	Does not apply if CBA expressly waives requirements in clear and unambiguous terms	Does not apply to workers covered by CBAs	Does not diminish obligations under CBAs that provide paid leave benefits that meet the minimum requirements	Does not apply if CBA expressly waives requirements in clear and unambiguous terms	Does not diminish obligations under CBAs that provide greater benefits; does not apply to any member of a	Does not apply if CBA expressly waives requirements in clear and unambiguous terms	Does not apply to EEs in construction industry who receive at least the prevailing wage rate or rate established by a registered apprenticeship agreement	Does not specifically mention treatment of CBAs	Does not affect validity or change terms of CBA already in force; after effective date, does not apply if	ER and labor organization may agree via written contract to modify yearly cap	Does not specifically mention treatment of CBAs	Does not diminish obligations under CBAs that provide more generous earned sick time to an employee than required by the law	ER and labor organization may agree via written contract to modify yearly cap

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		does not diminish obligations under CBAs that provide greater benefits	construction or grocery industry if CBA expressly waives requirement; for other EEs, does not apply if CBA expressly waives requirements and provides a comparable benefit; does not apply to existing CBAs until their expiration							construction union covered by a CBA		<p><i>Minneapolis only:</i> Does not specifically mention treatment of CBAs</p> <p><i>St. Paul only:</i> Does not diminish obligations under CBAs that provide greater benefits</p>		CBA explicitly waives requirements in clear and unambiguous terms; does not apply to EE in construction industry covered by a CBA				
Applicability to ER's Existing Policy	No additional time required if ER provides paid time that meets bill's accrual	No additional time required if ER provides	No additional time required if ER provides	No additional time required if ER provides paid time that meets Act's accrual	No additional time required if ER provides paid time that meets bill's accrual,	No additional time required if ER provides paid time that meets bill's accrual and	No additional time required if ER provides paid time that meets bill's accrual	No additional time required if ER provides paid time that meets bill's accrual requirement	No additional time required if ER provides paid time that meets Act's accrual, carry	No additional time required if ER provides paid time	Does not prevent ER from adopting or retaining leave policy that is more	Does not prevent ER from adopting or retaining leave policy that meets or	Does not prevent ER from retaining leave policy that the Office of Wage	No additional paid leave required if ER provides paid time	Does not prevent ER from adopting benefits that exceed	Does not prevent ER from adopting benefits that exceed	Does not prevent ER from allowing for a faster accrual rate or providing more	Does not prevent ER from adopting benefits that exceed requirements;

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	requirement and that can be used for the same purposes	paid time that meets Act's use and accrual requirements and that can be used for the same purposes and under the same conditions	paid time that meets bill's requirements and that can be used for the same purposes and under the same conditions	and use requirements and that can be used for the same purposes and under the same conditions	carry over and use requirements and that can be used for the same purposes and under the same conditions	use requirements, that can be used for the same purposes and under the same conditions, and is approved by the city	requirement and meets all other conditions of the ordinance		over, and use requirements and that can be used for the same purposes and (Emeryville only) under the same conditions	that meets bill's accrual requirement and that can be used for the same purposes and under the same conditions	generous	exceeds and does not otherwise conflict with bill's minimum standards and requirements <i>Minneapolis only:</i> No additional time required if ER provides paid time that meets bill's minimum standards and requirements <i>St. Paul only:</i> No additional time required if ER provides paid time that meets bill's accrual and carry over requirements and that can be used for the same purposes and under the same conditions	Standards determines is overall more generous even if it does not meet all of the bill's requirements	off in amount and manner that meets bill's requirements	requirements; no additional time required if ER already provides time available to an EE that meets bill's accrual, purpose and usage requirements	requirement; ER not required to provide additional leave if existing policy meets requirements for time and use	sick time than provided in the law. ER can provide combined paid sick time and paid personal time and be in compliance, so long as sick time can be used freely, with no advance notice necessary and no restrictions other than those in the law	no additional time required if ER already provides time available to EEs that meet's bill's accrual, purpose and usage requirements

Location	San Francisco	Seattle	New York City	San Diego	Oakland	Tacoma	Philadelphia	Montgomery County	Emeryville, Berkeley	Pittsburgh	Santa Monica	Minneapolis, St. Paul	Los Angeles	Chicago, Cook County	Austin, San Antonio	Duluth	Westchester County	Dallas
Enforcement Agency & Mechanisms	San Francisco Office of Labor Standards Enforcement; EE may file a complaint; agency will adjudicate and administer penalties against ERs	Seattle Office for Civil Rights; EEs may file a complaint; adjudication before hearing examiner	NYC Department of Consumer Affairs (DCA); EEs may file a complaint; ER can settle violation with DCA without hearing; hearing is before DCA's Adjudication Tribunal	City Council will designate the enforcement office; EEs may file a complaint; civil penalties against ER ranging from \$100-\$2,000/violation or person	Not yet determined; EEs may file a complaint	Tacoma finance director; EEs may file a charge; agency may issue citation, order credit of or payment of unlawfully withheld paid sick days with one percent interest for payment per month and fines up to \$250 or up to twice the value of unpaid leave	Not yet determined; EEs may file a complaint; agency will investigate ERs, provide ERs 60 days to remedy violation, and conduct mediation; relief includes fines and reinstatement and restitution	Montgomery County Office of Human Rights, Executive Director; EEs may file a complaint; agency will investigate claim and must attempt conciliation; relief includes damages and equitable relief; EE may appeal to commission	Not yet determined; city may promulgate guidelines and rules for implementation and enforcement; EEs may file a complaint; (Emeryville only) city may investigate ERs; relief includes fines between \$500-\$1,000/EE; city may file claim before a court of competent jurisdiction; relief includes injunctive relief, damages and civil penalties	Office of the City Controller or a Department or entity designated by the mayor; EEs may file a complaint; agency will investigate claim; relief includes fines up to \$100/offense for willful violators, reinstatement and restitution	Not specified; penalties for misdemeanor violations include fines between \$150-\$500/violation and/or imprisonment in the County Jail for up to six months; penalties for infractions include fines of \$100-\$250/violation; each day of violation is considered a separate offense; violators may be subject to administrative citation	Minneapolis Department of Civil Rights, St. Paul Department of Human Rights and Equal Opportunity; EEs may file a complaint within 365 days of violation; department may investigate reported or suspected violations; investigation may require a fact finding conference or other process; director may order relief, including reinstatement, payment of unlawfully withheld paid sick time, liquidated damages up to \$250 or twice	Office of Wage Standards of the Bureau of Contract Administration; agency may promulgate guidelines and rules for implementation, but enforcement mechanism is not specifically addressed	Chicago Department of Business Affairs and Consumer Protection; Cook County Commission on Human Rights; violators in Chicago subject to fines of \$500-\$1,000/violation; violators in Cook County subject to fines of \$100-\$500/violation	City of Austin Equal Employment Opportunity/Fair Housing Office; agency must seek voluntary compliance before collecting a civil penalty; civil penalty of up to \$500/violation; EEs may file complaint within two years of violation. San Antonio Metropolitan health District; EE may file complaint with Department; Department may investigate complaints; if	Duluth City Clerk's office has full authority to implement, administer, and enforce ordinance; investigate reports of violations. Relief includes reinstatement and back pay, crediting paid sick time, administrative penalties	The Department of Weights and Measures – Consumer Protection shall establish process to receive complaints; Department shall investigate any complaint; if Department finds probable cause to support that a violation has occurred, it shall attempt a resolution. Penalties for violations include payment to EE of three times the wages that should have been paid or \$250, whichever is greater for each instance;	The city manager shall designate a department to implement, administer and enforce the law; the department will investigate reports of violations; EEs may file a complaint within two years of a suspected violation; agency must seek voluntary compliance before collecting a civil penalty; civil penalty of up to \$500 per violation

Location	San Francisco	Seattle	New York City	San Diego	Oakland	Tacoma	Philadelphia	Montgomery County	Emeryville, Berkeley	Pittsburgh	Santa Monica	Minneapolis, St. Paul	Los Angeles	Chicago, Cook County	Austin, San Antonio	Duluth	Westchester County	Dallas
												<p>the amount of unpaid wages, whichever is greater. If the ER does not comply with department's final determination, department may refer action to city attorney to bring suit for both legal and equitable relief</p> <p><i>Minneapolis only:</i> Administrative penalties payable to EE of up to \$1,500 per violation; administrative fines payable to the city of up to \$50 for each day a violation continued after ER received notice and was given time to comply; EE may appeal to an administrative</p>			<p>Department finds violation, agency may seek voluntary compliance before collecting civil penalty</p>		<p>payment to EE of \$500 for each instance of unlawful denial of sick time request; additional relief as deemed appropriate</p>	

Location	San Francisco	Seattle	New York City	San Diego	Oakland	Tacoma	Philadelphia	Montgomery County	Emeryville, Berkeley	Pittsburgh	Santa Monica	Minneapolis, St. Paul	Los Angeles	Chicago, Cook County	Austin, San Antonio	Duluth	Westchester County	Dallas	
												hearing officer. <i>St. Paul only:</i> Administrative fines payable to the City up to \$1,000; and fines payable to EE up to \$1,000 or 10 percent of unpaid wages, whichever is greater							
Private Right of Action	Yes; may sue for back pay, damages, and/or reinstatement	No	No	Yes; may sue for back pay, damages and/or reinstatement	Yes; may sue private ERs in court, which can impose fines or penalties up to \$1000/violation or any further relief including back pay, reinstatement, and injunctive relief	No	Yes; may sue in court of competent jurisdiction after exhausting administrative remedies for relief including payment of unlawfully withheld paid sick days, lost wages and benefits, reinstatement, back pay, injunctive	Yes; may sue in an appropriate court of law	Yes; may sue in court, which can impose relief including reinstatement, back pay, injunctive relief and civil penalties	No	Yes; may sue in court of competent jurisdiction for legal and equitable relief including payment of unlawfully withheld sick time, back pay, penalties of up to \$100 per person for each day their rights were violated, reinstatement, injunctive	<i>Minneapolis only:</i> Yes; may appeal final administrative decision to Minnesota Court of Appeals <i>St. Paul only:</i> Yes; may bring civil action in district court and may recover damages, including reasonable attorney's fees, and may receive injunctive and other equitable	Not specified	Yes; may bring civil action in court and recover three times the value of any unpaid sick time denied or lost in damages, with interest, along with costs and reasonable attorney fees	Not specified	Yes; once all other remedies are exhausted, a person injured by a violation may bring a civil action in court to recover damages; can receive injunctive and other equitable relief	Yes; in lieu of filing a complaint with the Department of Weights and Measures, any person can file a claim in court no later than one year after the occurrence of an alleged violation	Not specified	

Location	San Francisco	Seattle	New York City	San Diego	Oakland	Tacoma	Philadelphia	Montgomery County	Emeryville, Berkeley	Pittsburgh	Santa Monica	Minneapolis, St. Paul	Los Angeles	Chicago, Cook County	Austin, San Antonio	Duluth	Westchester County	Dallas
							relief, liquidated damages up to \$2000, and attorney's fees				relief, reasonable attorney's fees and costs; monies and penalties are trebled for willful violations	relief						

Paid Time Off (PTO) – State Laws

Updated October 2019

Paid Time Off (PTO) laws differ from paid sick days laws because the time provided is not dedicated to sick time purposes, like doctors' appointments or recovering from short-term illnesses. PTO laws may combine vacation, sick time and personal time for workers to use as needed. PTO laws are included here but counted and listed separately from PSD laws.

Location	<u>Michigan (enacted 2018, effective, 3/2019)</u>	<u>Maine (enacted 2019, effective 1/2021)</u>	<u>Nevada (enacted 2019, effective 1/2020)</u>
Summary	EEs whose place of business has 50 or more EEs accrue one hour of paid medical leave time for every 35 hours worked and can accrue and use up to 40 hours.	EEs whose place of business has more than 10 EEs accrue one hour of paid time off for every 40 hours and can accrue and use up to 40 hours.	EEs who work 40 hours a week and whose place of business has 50 or more EEs accrue .01923 hours of paid leave for every hour worked and can accrue and use up to 40 hours.
Law/Bill Number	SB 1175	S.P. 110 – L.D. 369	SB 312
Exemptions	Does not apply to ERs with fewer than 50 employees; EEs of any governmental entity; seasonal workers who worked fewer than 25 weeks during previous year; part time EEs who work fewer than 25 hours per week; independent contractors; temporary workers; flight deck, cabin crew and railroad workers	Does not apply to ERs with 10 or fewer employees; seasonal employees	Does not apply to ERs with fewer than 50 employees; does not apply to ERs during the first two years of their business; temporary, seasonal and on-call employees
Accrual Rate/Maximum Accrual	50 or more EEs: One hour for every 35 hours worked; can accrue up to 40 hours	More than 10 EEs: One hour for every 40 hours worked; can accrue up to 40 hours	50 or more EEs: .01923 hours for every 40 hours worked; can accrue up to 40 hours

Waiting Period for Accrual Use	Accrual begins at commencement of employment; accrued hours may be used 90 days after commencement of employment	Accrual begins at commencement of employment; accrued hours may be used 120 days after commencement of employment	Accrued hours may be used 90 days after commencement of employment
Family members covered (Other than child, parent, spouse)	Grandparent/child, sibling (adopted, foster, biological)		
Safe Time Coverage, Coverage for Public Health Emergency and/or Coverage for Other Purposes	SAFE: Coverage for EE or family member's domestic violence or sexual assault PHE: Coverage for closure of EE's workplace, child's school or place of care due to public health emergency		
Treatment of Collective Bargaining Agreements	Does not diminish any other rights provided under a CBA	Does not apply to EE covered by CBA between January 1, 2021 and expiration of agreement	Does not specify
Notice	EE must comply with ER customary notice and procedural requirements	Absent an emergency, the use of leave must be scheduled with employer	EE shall, as soon as practicable, give notice to ER to use paid leave
Enforcement Agency & Mechanisms	Michigan Department of Licensing and Regulatory Affairs shall enforce the law by investigating complaints; violations of the law could result in penalty of up to \$1,000	Maine Department of Labor shall adopt rules to implement and enforce law; violations of law could result in penalty of \$1,000 per violation	Nevada Labor Commissioner may impose against a violator an administrative penalty of not more than \$5,000 for each violation

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- ⁱⁱ Farrell, L. (2013, May). Personal communication. (Executive Director, Connecticut Working Families).
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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 all people meet the dual demands of work and family. More information is available at NationalPartnership.org.