



the work and family legal center

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Overview of Paid Sick Time Laws in the United States

Four states, 19 cities, and one county across the United States have paid sick time laws on the books. This document provides an overview and comparison of these laws.¹

Section I provides a comparison of paid sick time laws that have been passed at the statewide and countywide level, as well as Washington D.C.’s law.

Section II provides a comparison of paid sick time laws that have been passed at the city level.

Section III provides a brief overview of additional paid sick time laws that are narrower than the ones covered in this chart.

I. Statewide, Countywide, and Washington D.C.’s Paid Sick Time Laws

	Connecticut	California ²	Massachusetts	Oregon ³	Washington D.C.	Montgomery County, Maryland ⁴
Who is covered?	Hourly workers in certain enumerated service occupations are covered, if they work for a business with 50 or more employees. Certain manufacturers and non-profit organizations are exempted, as are temporary and day laborers.	Workers employed in California for 30 or more days a year after commencement of employment, including state and local public workers, are covered. Workers who provide in-home supportive care are exempted. Flight deck/cabin crews subject to Railway Labor Act with comparable paid time off are exempted.	Workers employed in Massachusetts are covered. Workers in businesses with fewer than 11 workers receive only unpaid sick time. Workers employed by cities and towns are only covered if the law is accepted by vote or appropriation as provided in the State Constitution.	Workers employed in Oregon, including state and local public workers, are covered. Independent contractors, certain work training program participants, certain work study students, certain railroad workers, and individuals employed by their parent, spouse, or child are exempted.	Individuals employed by an employer within Washington, D.C. The following individuals are exempted: independent contractors; students; health care workers choosing to participate in a premium pay program; unpaid volunteers engaged in the activities of an educational, charitable, religious, or nonprofit organization; and casual babysitters.	Workers employed in Montgomery County are covered, but they must regularly work more than 8 hours each week. Independent contractors are exempted. Workers are also exempted if <i>all</i> of the following apply: 1) they don’t have a regular work schedule with the employer; 2) they contact the employer for work assignments and are scheduled to work those assignments within 48 hours later; 3) they have no obligation to work for the employer if they don’t contact the employer for assignments; and 4) they’re not employed by a temporary placement agency.
Can sick time be used to care for loved ones?	Yes: children and spouses	Yes: children; parents; grandchildren; grandparents; spouses; registered domestic partners; and siblings	Yes: children; spouses; parents; or parents of a spouse	Yes: children; spouses; same-sex domestic partners; parents; parents of a spouse or same-sex domestic partner; grandparents; and grandchildren	Yes: children; grandchildren; spouses of children; siblings; spouses of siblings; parents; parents of a spouse/domestic partner; spouses; registered domestic partners; and a person with whom the worker has a committed (mutual, familial) relationship and has shared a mutual residence for at least the preceding 12 months	Yes: children; parents and legal guardians of the worker; spouses; grandparents; the spouse of a grandparent; grandchildren; siblings; and the spouse of a sibling
How is “child” defined?	Biological, foster, or adopted children, stepchildren, legal wards, or the child of a worker standing in loco parentis to the child. The child must be under 18 or 18 years of age and older but incapable of self-care because of a mental/physical disability	Biological, adopted, or foster child, stepchild, legal ward, or the child of a worker standing in loco parentis to the child	Biological, adopted, or foster child, stepchild, a legal ward, or a child of a person who has assumed the responsibilities of parenthood	Biological, adopted, or foster child, or a child of a worker standing in loco parentis to the child. According to current regulations in Oregon, this definition of child also includes a stepchild or the child of a same-sex domestic partner.	Biological children, foster children, grandchildren, or a child who lives with the worker and for whom the worker permanently assumes and discharges parental responsibility	Biological, adopted, or foster child; stepchild; child for whom the worker has legal or physical custody or guardianship; child for whom the employee is the primary caregiver



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	Connecticut	California ²	Massachusetts	Oregon ³	Washington D.C.	Montgomery County, Maryland ⁴
Can sick time be used for specific domestic violence purposes (“safe time”) to obtain protective orders, relocate, etc.?”	Yes, but only when the worker is a victim of family violence or sexual assault	Yes, but only when the worker is a victim of domestic violence, sexual assault, or stalking	Yes, for workers and their dependent children	Yes, for workers and their minor child or dependent	Yes, for both worker and worker’s family members	Yes, for both worker and worker’s family members
Can sick time be used under the law to bond with a new child and/or deal with a family member’s death?†	No.	No.	No.	Oregon’s law allows paid sick time to be used: 1) to bond with a newborn, newly adopted, or newly placed foster child under age 18; and 2) to deal with the death of a family member (including attending the funeral, making arrangements, and grieving).	No.	No.
Rate of paid sick time accrual?	1 hour for every 40 hours worked	1 hour for every 30 hours worked	1 hour for every 30 hours worked (for both paid and unpaid sick time, as described below)	1 hour for every 30 hours worked or 1 and 1/3 hours for every 40 hours worked (for both paid and unpaid sick time, as described below)	In businesses with 24 or fewer employees: 1 hour for every 87 hours worked. In businesses with 25-99 employees: 1 hour for every 43 hours worked. In businesses with 100 or more employees: 1 hour for every 37 hours worked	1 hour for every 30 hours worked (for both paid and unpaid sick time, as described below)
Amount of paid sick time that can be earned under the law per year?	Up to 40 hours of paid sick time a year	Up to 24 hours or 3 days of paid sick time	Workers in businesses with 11 or more employees: up to 40 hours of paid sick time a year. Workers in businesses with fewer than 11 workers: up to 40 hours of unpaid sick time a year	Larger businesses: Workers in businesses with at least 10 or more employees: up to 40 hours of paid sick time a year Employers located in Portland: If a business is located in Portland (including maintaining any office, store, restaurant, or establishment in the city) and has at least 6 employees anywhere in Oregon, workers have the right to earn up to 40 hours of paid sick time a year. Smaller businesses: Workers in businesses with fewer than 10 workers (or fewer than 6 workers if the business is located in Portland): up to 40 hours of unpaid sick time a year. Special rule for some home care workers: Certain home care workers who are hired directly by the client but whose compensation is funded in whole or part by payments from the State, county, or a public agency must receive up to 40 hours of paid time off a year (including but not limited to sick time).	Workers in businesses with 24 or fewer workers: up to 24 hours a year. Workers in businesses with 25-99 workers: up to 40 hours a year. Workers in businesses with 100 or more workers: up to 56 hours a year. The number of workers is determined by the average monthly number of full-time equivalents in the prior year.	Workers in businesses with 5 or more workers: up to 56 hours a year. Workers in businesses with fewer than 5 workers: up to 32 hours of paid sick time and 24 hours of unpaid sick time. Note: all workers are entitled to carry forward 56 hours of unused leave and may use up to 80 hours of accrued sick time a year when they have leave that is carried forward.

* Note: Victims of domestic violence can use sick time to attend to medical/health issues like any other workers.

† Note: It is possible that other laws, such as the Family and Medical Leave Act or a state equivalent, could provide eligible workers with unpaid leave for these purposes.



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	Connecticut	California ²	Massachusetts	Oregon ³	Washington D.C.	Montgomery County, Maryland ⁴
When does paid sick time begin to accrue?	Accrual begins at commencement of employment, but paid sick time can't be used until the 680th hour of employment.	Accrual begins at commencement of employment, or the law's operative date of the law, whichever is later. Accrued paid sick time can't be used until the 90 th day of employment. As noted earlier, the law covers a worker when the worker, on or after July 1, 2015, works in California for more than 30 days within a year from the commencement of employment.	Accrual begins on the date of hire or on July 1, 2015, whichever is later. Accrued sick time can't be used until the 90th calendar day following commencement of employment.	Accrual begins on the first day of employment or January 1, 2016, whichever is later. For a worker employed on the law's effective date of January 1, 2016, accrued sick time may be used as it is accrued. For workers who begin employment after the effective date of January 1, 2016, accrued sick time can't be used until the 91st calendar day of employment with the employer.	Accrual begins at the commencement of employment, but paid sick time can't be used until after 90 days of service with his or her employer.	Accrual begins once a worker begins employment, or October 1, 2016, whichever is later. Workers can be required to wait until after completing a 90-day probationary period before using accrued time.
Are there waivers/exemptions for workers covered by a valid Collective Bargaining Agreement (CBA)?*	No specific language regarding waivers or exemptions for workers covered by a CBA.	Construction industry workers covered by a CBA providing certain wage/hour/working conditions and expressly waiving the law's provisions in clear and unambiguous terms are exempted. Otherwise, workers covered by a CBA providing for comparable paid time off and certain wage/hour/working conditions are exempted.	No specific language regarding waivers or exemptions for workers covered by a CBA.	The law exempts workers whose terms and conditions of employment are covered by a CBA if their employment-related benefits are provided by a joint multi-employer-employee trust or benefit plan and they are employed through a hiring hall or similar referral system operated by the labor organization or third party.	The law's paid sick time requirements won't apply to workers in the building/construction industry covered by a CBA that expressly waives the requirements in clear and unambiguous terms. Otherwise, the law's paid sick time requirements can't be waived in the written terms of a CBA for less than 3 paid leave days.	No specific language regarding waivers or exemptions for workers covered by a CBA.
Private Right of Action to go to Court?	No	No, but the State Labor Commissioner or Attorney General may bring a civil action in Court against an employer or person violating the article.	Yes, after filing with the Attorney General	Yes	Yes	No
For the statewide paid sick time laws: can cities in the state pass paid sick time laws that are broader than the state law?	Not explicitly addressed in the law	Yes. The California law does not preempt or limit other laws or policies that provide for greater accrual or use of paid sick time. Therefore, the more expansive San Francisco, Oakland, and Emeryville (as well as San Diego, once passed, as described in the endnotes) paid sick time laws will still apply to workers covered by those laws, and other cities in California may continue to pass broader paid sick time laws.	Not explicitly addressed in the law	No. The Oregon law preempts—or prohibits—cities from passing their own paid sick time laws. However, in response to Portland's more generous paid sick time law (in effect when the state bill was passed), the statewide paid sick time law requires that employers located in Portland with at least 6 employees (anywhere in Oregon) must provide paid sick time to their workers.	N/A	N/A
What Agency or Official Enforces the Bill?	The Connecticut Department of Labor	The California Labor Commissioner's Office, also known as the California Division of Labor Standards Enforcement (DLSE)	The Massachusetts Attorney General	The Oregon Bureau of Labor and Industries	Washington D.C. Department of Employment Services	Montgomery County Office of Human Rights. The County Executive may also delegate enforcement authority to any legally authorized State agency.

* All of these paid sick time laws include language making it clear that these laws establish a minimum requirement and employees can receive greater paid sick time rights through a contract, CBA, employment benefit plan, policy, standard, or other agreement.



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II. City Paid Sick Time Laws⁵

	San Francisco	Seattle	New York City	Jersey City, NJ	Newark, Passaic, East Orange, Paterson, Irvington, Trenton, Montclair <i>and</i> Bloomfield, NJ	Oakland, CA	Tacoma, Washington ⁶	Philadelphia	Emeryville, CA	Pittsburgh ⁷
Who is covered?	Workers employed within the geographic boundaries of the City are covered.	Workers employed by a business with more than 4 employees, if they perform more than 240 hours of work in Seattle within a calendar year, are covered. Work-study students are exempted.	Workers who have worked within NYC for more than 80 hours in a calendar year are covered. Domestic workers will receive some paid sick time. Work-study students, certain hourly speech/physical/occupational therapists, independent contractors, and government employees are exempted.	Workers employed in Jersey City for at least 80 hours in a year are covered. Workers employed by any government, a New Jersey School District or Board of Education, or Rutgers and its subdivisions are exempted.	Workers employed in the relevant city (Newark, Passaic, East Orange, Paterson, Irvington, Trenton, Montclair, or Bloomfield) for at least 80 hours in a year are covered. Workers employed by any government or a New Jersey School District or Board of Education are exempted. In Newark, workers employed by Rutgers and its subdivisions are exempted.	Workers who, in a particular week, perform at least 2 hours of work within the geographic boundaries of the City and who are entitled to minimum wage under California law are covered.	Workers employed in Tacoma are covered, but must perform work in Tacoma for more than 80 hours within a calendar year. Work-study students, independent contractors, single-person businesses, and government workers are exempted.	Workers employed in Philadelphia for at least 40 hours in a calendar year are covered. City workers are covered. The following workers are exempted: independent contractors; seasonal workers (hired for a temporary period of not more than 16 weeks a year); adjunct professors; interns (students working for the institution where enrolled); workers hired for a term of less than 6 months; and health care professionals who only work when indicating they are available and have no obligation to work when they do not indicate availability.	Workers who, in a calendar week, perform at least 2 hours of work within the geographic boundaries of the City and who are entitled to minimum wage under California law are covered.	Workers employed in Pittsburgh are covered. City workers are covered. Independent contractors and seasonal workers (those hired for a temporary period of not more than 16 weeks and given written notification at time of hire that employment is limited to beginning/end of seasonal dates as determined by employer) are exempted.
Can sick time be used to care for loved ones?	Yes: children; parents; siblings; grandparents; grandchildren; spouses; registered domestic partners; and, if a worker has no spouse/domestic partner, a designated person of the worker's choice	Yes: children; parents; parents-in-law; grandparents; spouses; and registered domestic partners	Yes: children; spouses; registered domestic partners; parents; grandchildren; grandparents; siblings; and the parents of a spouse or domestic partner	Yes: children; parents; parents of a spouse or domestic/civil union partner; spouses; domestic/civil union partners; grandparents; the spouse or domestic/civil union partner of a grandparent; and siblings	Yes: children; parents; parents of a spouse or domestic/civil union partner; spouses; domestic/civil union partners; grandchildren; grandparents; the spouse or domestic/civil union partner of a grandparent; and siblings	Yes: children; parents; siblings; grandparents; grandchildren; spouses; registered domestic partners; and, if a worker has no spouse/domestic partner, a designated person of the worker's choice	Yes: children; parents; grandparents; spouses; domestic partners (local or state registries)	Yes: children; parents; parents-in-law; spouses; grandparents; the spouse of a grandparent; grandchildren; siblings; the spouse of a sibling; a life partner (a long-term committed relationship between two unmarried individuals of the same sex or gender identity who meet certain, specified requirements)	Yes: children; parents; grandchildren; grandparents; spouses; registered domestic partners; siblings; and, if a worker has no spouse/domestic partner, a designated person of the worker's choice. Paid sick time can also be used to care for a guide dog, signal dog, or service dog of the worker or worker's family member or designated partner.	Yes: children; parents; parents of a spouse or domestic partner; spouses; domestic partners; grandchildren; grandparents; the spouse or domestic partner of a grandparent; siblings; and any individual for whom the employee received oral permission from the employer to care for at the time of the employee's request to make use of sick time



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	San Francisco	Seattle	New York City	Jersey City, NJ	Newark, Passaic, East Orange, Paterson, Irvington, Trenton, Montclair <i>and</i> Bloomfield, NJ	Oakland, CA	Tacoma, Washington ⁶	Philadelphia	Emeryville, CA	Pittsburgh ⁷
How is “child” defined?	Legal guardians or wards; children from biological, adoptive, foster care, and step-relationships; children of a domestic partner; or the child of a worker standing in loco parentis to the child	Biological, adopted or foster children, stepchildren, legal wards, or the child of a worker standing in loco parentis. The child must be under 18 or 18 years of age and older but incapable of self-care because of a mental/physical disability	Biological, adopted, or foster children, legal wards, or the child of a worker standing in loco parentis to the child	Biological, adopted, or foster children, step-children, legal wards, children of a domestic partner or civil union partner, child of a worker standing in loco parentis to the child	Biological, adopted, or foster children, stepchildren, legal wards, children of a domestic partner or civil union partner, child of a worker standing in loco parentis to the child	Legal guardians or wards; children from biological, adoptive, foster care, and step-relationships; children of a domestic partner; or the child of a worker standing in loco parentis to the child	Biological, adopted or foster children, stepchildren, legal wards, or the child of a worker standing in loco parentis. The child must be under 18 years of age or 18 and older but incapable of self-care because of a mental/physical disability	Biological, adopted or foster children, stepchildren, legal wards, or the child of a worker standing in loco parentis to the child	Biological, adopted, or foster child, stepchild, legal ward, or the child of a worker standing in loco parentis to the child	Biological, adopted, or foster child, stepchild, legal ward, child of a domestic partner, or child of a worker standing in loco parentis to the child
Are specific domestic violence purposes included?*	No	Yes, for both worker and worker’s family members	No	No	No	No	Yes, for both worker and worker’s family members	Yes, for both worker and worker’s family members	No	No
Rate of paid sick time accrual?	1 hour for every 30 hours worked	In businesses with 250 or more employees, 1 hour for every 30 hours worked. In businesses with more than 4 and fewer than 250 employees, 1 hour for every 40 hours worked	1 hour for every 30 hours worked (for both paid and unpaid sick time, as described below)	1 hour for every 30 hours worked (for both paid and unpaid sick time, as described below)	1 hour for every 30 hours worked	1 hour for every 30 hours worked	1 hour for every 40 hours worked	1 hour for every 40 hours worked	1 hour for every 30 hours worked	1 hour for every 35 hours worked
Amount of paid sick time that can be earned under the law per year?	Workers in businesses with 10 or more workers: up to 72 hours a year. Workers in businesses with fewer than 10 workers: up to 40 hours a year	Workers in businesses with more than 4 but fewer than 50 full-time workers or full-time equivalents (FTEs): up to 40 hours a year. Workers in businesses with at least 50 but fewer than 250 full-time workers or FTEs: up to 56 hours/year. Workers in businesses with 250 or more full-time workers or FTEs: up to 72 hours/year (or up to 108 hours/year if the employer has a universal paid time off policy)	Workers in businesses with 5 or more workers: up to 40 hours a year. Workers in businesses with fewer than 5 workers up to 40 hours of <i>unpaid</i> sick time a year. All workers in certain chain businesses or franchises will be counted together to determine size.	Workers in businesses with 10 or more workers: up to 40 hours a year. Workers in businesses with fewer than 10 workers: up to 40 hours of <i>unpaid</i> sick time a year	Workers in businesses with 10 or more workers (and all child care, home health care, and food service workers, regardless of the size of their employer): up to 40 hours a year. Workers in businesses with fewer than 10 workers: up to 24 hours a year	Workers in businesses with 10 or more workers: up to 72 hours a year. Workers in businesses with fewer than 10 employees: up to 40 hours a year	Up to 24 hours a year	Workers in businesses with 10 or more workers: up to 40 hours a year. Workers in businesses with fewer than 10 employees: up to 40 hours of <i>unpaid</i> sick time a year. Certain chain establishments must provide paid sick time regardless of the number of employees in an establishment.	Workers in businesses with more than 55 workers: up to 72 hours a year. Workers in businesses with 55 or fewer workers: up to 48 hours a year.	Workers in businesses with 15 or more workers: up to 40 hours a year. Workers in businesses with fewer than 15 workers: up to 24 hours a year, <i>although in the first year after the law goes into effect, this time will be unpaid</i> (thereafter it will be 24 hours of <i>paid</i> sick time a year for workers in these small businesses).

* Also known as “safe time,” this refers to time off to obtain protective orders, relocate, etc. Note that victims of domestic violence can use sick time to attend to medical/health issues like any other workers.



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When does paid sick time begin to accrue?	Accrual begins 90 calendar days after the commencement of employment.	Accrual begins at commencement of employment, but paid sick time can't be used until the 180th calendar day after employment commenced.	Accrual begins at commencement of employment, but sick time can't be used until the 120th calendar day following commencement of employment.	Accrual begins on the first day of employment, but sick time can't be used during the first 90 calendar days of employment.	Accrual begins on the first day of employment, but paid sick time can't be used during the first 90 calendar days of employment.	Accrual begins on the first day of employment or March 2, 2015, whichever is later. For workers hired after March 2, 2015, accrued paid sick time can't be used until after 90 calendar days of employment.	Accrual begins at commencement of employment or February 1, 2016, whichever is later. Accrued time can't be used until the 180th calendar day after employment commenced.	Accrual begins at commencement of employment or May 13, 2015, whichever is later. Accrued time can't be used until after 90 calendar days of employment.	Although not explicitly stated in the law and future regulations may address it, paid sick time will likely accrue in the same manner as the State's paid sick time law: Accrual begins at the commencement of employment or on the operative date of the law (whichever is later) but paid sick time can't be used until the 90th day of employment.	Accrual begins at commencement of employment or the law's effective date, whichever is later. Accrued time can't be used until the 90 th calendar day after employment commenced.
Are there waivers/exemptions for workers covered by a valid Collective Bargaining Agreement (CBA) or bargaining unit?	All or any part of the law doesn't apply to workers covered by a CBA to the extent that the CBA expressly waives the requirements in clear and unambiguous terms.	The law's provisions won't apply to any workers covered by a CBA to the extent that the CBA expressly waives the requirements in clear and unambiguous terms.	The law's provisions won't apply to workers in the construction or grocery industry covered by CBA if the law's provisions are expressly waived in the CBA. The law's provisions won't apply to other workers covered by a CBA if the provisions are expressly waived in the CBA and the CBA provides a comparable benefit.	No specific language regarding waivers or exemptions for workers covered by a CBA.	Members of a construction union covered by a CBA are exempted. Otherwise, all or any part of the law's requirements do not apply to workers covered by a CBA to the extent that the CBA expressly waives the requirements in clear and unambiguous terms.	Workers may enter into a written CBA waiving a provision of the law if such waiver is set forth in clear and unambiguous terms.	The law's provisions won't apply to any workers covered by a CBA to the extent that the CBA expressly waives the requirements in clear and unambiguous terms.	The law's provisions do not apply to workers covered by a bona fide CBA.	All or any portion of the law doesn't apply to workers covered by a CBA to the extent that the CBA explicitly waives the requirements in clear and unambiguous terms showing that the parties intend the waiver.	Members of a construction union covered by a collective bargaining unit are exempted.
Private Right of Action to go to Court?	Yes	No	No	Yes	Yes	Yes	No	Yes. Can go directly to court in the first 120 days after May 13, 2015, the law's effective date. After that, workers may go to Court but only after receiving a final decision from the agency or 180 days after filing a complaint, whichever is earlier.	Yes	No

* All of these paid sick time laws include language making it clear that these laws establish a minimum requirement and employees can receive greater paid sick time rights through a contract, CBA, employment benefit plan, policy, standard, or other agreement.



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What Agency or Official Enforces the Bill?	San Francisco Office of Labor Standards Enforcement	Seattle Office for Civil Rights	New York City Department of Consumer Affairs	Jersey City Department of Health & Human Services	<p><u>Newark</u>: Newark Department of Child and Family Well-Being</p> <p><u>Passaic</u>: Passaic Department of Human Services, Division of Health</p> <p><u>Irvington</u>: Irvington Department of Neighborhood Services</p> <p>The laws in: <u>East Orange</u>, <u>Paterson</u>, <u>Trenton</u>, <u>Montclair</u>, and <u>Bloomfield</u> are enforced by the relevant city's Municipal Department of Health and Human Services.</p>	No particular agency specified in the law. The Contracts and Compliance Division of the City Administrator's Office has been authorized to take complaints from workers.	The Finance Director or his or her designee.	The Mayor shall designate the agency.	No specific agency authorized. The City itself has authority under the law to issue rules and regulations, as well as to enforce the law through administrative citations and/or remedies.	The Office of the City Controller or a Department or entity designated by the Mayor's Office

¹ Please note that this chart does not provide an exhaustive overview of these paid sick time laws. It is possible that additional provisions not described in this fact sheet may apply to a worker's specific circumstances or category of employment.

² On August 29, 2014, the California Legislature passed a statewide paid sick time law. The law took effect in July 2015. **The California statewide law explicitly states that it establishes minimum requirements on sick time and does not preempt or limit other laws or policies that provide for greater accrual or use of paid sick time. Therefore, the more expansive San Francisco, Oakland, and Emeryville (and San Diego, once passed, as described on the following page) paid sick time laws will still apply to workers covered by those laws, and other cities or counties in California may continue to pass broader paid sick time laws.**

³ Oregon's Legislature passed a statewide paid sick time law on June 12, 2015. The law will go into effect on January 1, 2016. The law preempts—or prohibits—local governments from passing paid sick time laws. As a result, Eugene's paid sick time law—passed in July 2014 and originally scheduled to go into effect on July 1, 2015—will no longer take effect. On the other hand, Portland's City Council unanimously passed a paid sick time law in March 2013, and it has been in effect since January 1, 2014. Although Oregon's new paid sick time law has blocked localities from passing paid sick time laws, Portland's law will survive for some limited purposes. As described in the chart's overview of Oregon's paid sick time law, the employer size threshold for providing paid sick time will remain lower for employers who are located in Portland (including maintenance of any office, store, restaurant, or establishment in the city). As described in the chart, an employer located in Portland that employs at least six workers anywhere in Oregon must provide its workers with paid sick time, and smaller employers located in Portland must provide unpaid sick time. For employers who are not located in Portland, the size threshold for providing paid sick time is 10 or more employees (with smaller employers providing unpaid sick time), as described in the chart.

⁴ On June 23, 2015, the Montgomery County Council passed a paid sick time law, which will go into effect on October 1, 2016.

⁵ As described in the previous footnote, the paid sick time law in Eugene (OR) will not go into effect due to passage of the statewide paid sick time law in Oregon. The paid sick time law in Portland (OR) will survive for the limited purposes described in the previous footnote. As a result, Eugene and Portland have been removed from this comparison chart.

⁶ On January 27, 2015, the Tacoma City Council passed a paid sick time law by a vote of 8-1. The law will take effect on February 1, 2016.

⁷ On August 3, 2015, the Pittsburgh City Council passed a paid sick time law by a vote of 7-1. The law will take effect 90 days after the Agency posts regulations and notice information for employers.



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Additional Paid Sick Time Laws

In July 2014, the San Diego City Council passed a paid sick time and minimum wage ordinance and then voted to override the mayor's veto of the ordinance on August 18, 2014. However, opponents collected signatures to put the paid sick time and minimum wage ordinance to a vote in a referendum, so implementation of the law will be delayed until a vote in June 2016. Once the San Diego paid sick time law is passed, city workers and most private-sector workers will be entitled to accrue and use up to 40 hours of paid sick time a year to recover from their own illness, care for sick family members, or address certain needs related to domestic violence, sexual assault or stalking.

In October 2014, Los Angeles approved an ordinance guaranteeing paid sick time to certain hotel workers in the city. Under the law, hotels with 150 or more rooms must allow certain non-managerial/non-supervisory full-time workers to accrue up to 96 hours of paid time off per year (for sick leave, vacation, or personal necessity use) and, following use of that time, up to 80 hours of additional unpaid sick time for personal or immediate family health needs. Covered part-time hotel workers will accrue time proportionally.

In November 2013, voters in SeaTac, Washington passed a law that gives certain hospitality and transportation workers a variety of new labor rights, including the right to earn paid sick time (at a rate of 1 hour for every 40 hours worked). Covered employers are required to pay eligible workers a lump sum payment at the end of the calendar year equivalent to the compensation due for any unused compensated time. The law also raises the minimum wage for these workers, gives them a right to keep their tips, and requires hospitality and transportation employers to offer additional hours to part-time employees before they may hire new part-time staff. The initiative went into effect on January 1, 2014 for many covered workers, but it has been held up in litigation as applied to those working at the Sea-Tac International Airport.

In November 2012, the voters of Long Beach, California approved a measure to guarantee a living wage and paid sick time to certain hotel workers in the city. Under the law, hotels with 100 or more rooms are required to pay workers a minimum of \$13 an hour (adjusted for increases in the federal minimum wage or cost of living) and allow workers to earn a minimum of 5 paid sick days a year.

For more detailed information on the sick time laws and bills described in this document, see:

- A Better Balance's website at <http://www.abetterbalance.org/web/ourissues/sickleave>
- San Francisco Office of Labor Standards Enforcement: <http://sfgsa.org/index.aspx?page=419>
- Washington D.C. Department of Employment Services: <http://does.dc.gov/service/wage-and-hour-compliance>
- Seattle Office for Civil Rights: <http://www.seattle.gov/civilrights/SickLeave.htm>
- Connecticut Department of Labor: <http://www.ctdol.state.ct.us/wgwkstnd/SickLeave.htm>
- New York City Department of Consumer Affairs Website: <http://www.nyc.gov/PaidSickLeave> and A Better Balance's website: <http://www.abetterbalance.org/web/nycpaysick>
- Jersey City Municipal Website: <http://www.jerseycitynj.gov/business.aspx?id=13851>
- Newark Municipal Website: <http://www.ci.newark.nj.us/government/departments/health-and-community-wellness/paid-sick-leave/>
- Montclair Municipal Website: http://www.montclairnjusa.org/index.php?option=com_content&view=category&layout=blog&id=341&Itemid=880
- East Orange Municipal Website: <http://eastorange-nj.gov/earned-sick-time/>
- SeaTac Municipal Website: <http://www.ci.seatac.wa.us/index.aspx?page=681>
- Massachusetts Attorney General's Website: <http://www.mass.gov/ago/doing-business-in-massachusetts/labor-laws-and-public-construction/earned-sick-time/>
- Emeryville Municipal Website: <http://www.ci.emeryville.ca.us/1024/Minimum-Wage-Ordinance>
- San Francisco Code Chapter 12W; D.C. Code § 32-131.01 et seq.; Seattle Code § 14.16.010 et seq.; Conn. Gen. Stat. § 31-57r et seq.; New York City Code § 20-911 et seq.; Jersey City Code § 3-350 et seq.; Newark Legislation File # 13-2010, Version 6; San Diego Municipal Code § 39.0101 et seq.; Cal. Lab. Code § 245 et seq.; Long Beach Code § 5.48.010 et seq.; Los Angeles Code § 186.00 et seq.; Oakland Code § 5.92.010 et seq.; Massachusetts General Laws Chapter 149, §§ 148C, 148D; Tacoma Code § 18.10.010 et seq.; Philadelphia Code § 9-4101 et seq.; Or. Rev. Stat. §§ 653.256 et seq., 659A.885; Emeryville Code § 5-37.01 et seq.; Montgomery County Code Chapter 27, Article XIII; Pittsburgh Code § 626 et seq.