



Sick Leave by State and Locality

This chart provides an overview of current state and local sick leave laws and ordinances that affect private employers.

States

[Alaska](#) | [Arizona](#) | [California](#) | [Colorado](#) | [Connecticut](#) | [District of Columbia](#) | [Illinois](#) | [Maine](#) | [Maryland](#) | [Massachusetts](#) | [Michigan](#) | [Minnesota](#) | [Nebraska](#) | [Nevada](#) | [New Jersey](#) | [New Mexico](#) | [New York](#) | [Oregon](#) | [Rhode Island](#) | [Vermont](#) | [Washington](#)

Localities

California: [Berkeley](#) | [Emeryville](#) | [Los Angeles](#) | [Oakland](#) | [San Diego](#) | [San Francisco](#) | [Santa Monica](#) | [West Hollywood](#)

Illinois: [Chicago](#) | [Cook County](#)

Maryland: [Montgomery County](#)

Minnesota: [Bloomington](#) | [Minneapolis](#) | [Saint Paul](#)

New Mexico: [Bernalillo County](#)

New York: [New York City](#)

Pennsylvania: [Allegheny County](#) | [Philadelphia](#) | [Pittsburgh](#)

Washington: [Seattle](#) | [Tacoma](#)

This chart provides an overview of current state and local sick leave laws and ordinances that affect private employers. It includes a high-level overview of mandatory paid leave laws that may be used for sick leave purposes. Employers should review each jurisdiction's sick leave laws page for full details, such as documentation requirements, minimum use increments, pay rates, how exempt employees' sick leave is accrued, and more. Sick leave laws generally require employers to display a poster in a conspicuous workplace location and provide an individual notice to employees. They may also require an employer to report each employee's accrued and used sick leave hours with their paycheck. More details about notice and leave requirements are available on each [state or locality's laws page](#).

Note that in most cases, employers can meet their obligations under an applicable sick leave law through an all-purpose, paid time off (PTO) policy. However, in these cases the PTO plan must be at least as generous as what the sick leave law requires. Because of this, most employers will want to keep sick state-mandated leave as a separate bank of hours.

This chart does not cover public health emergency leave or COVID-19 sick leave entitlements, family and medical leave laws, disability leaves, medical donation leave laws, victim leave laws, industry-specific laws (such as those that only cover home health workers or hotel workers), laws that only cover public contractors or public employees, or rights specific to employees working under a collective bargaining agreement. It also doesn't include information about laws that don't require employers to provide sick leave but limit employers' ability to restrict *how* leave can be used, if offered (often called "kin care" laws). Some sick leave laws include "safe leave" provisions, which are usually related to domestic violence. In those cases, the safe leave provisions are included in this chart. However, standalone safe leave laws are not included.

State/Locality and Effective Date	Eligible Employees, Covered Employers & Paid/Unpaid Leave	Accrual and Amount	Use and Carryover
Alaska July 1, 2025	All employers with at least one employee in Alaska must provide their employees who perform work in Alaska with paid sick leave. The law exempts certain narrow categories of employees, such as railroad, agricultural, and newspaper delivery employees.	Accrual begins on the law's effective date or the employee's first day of employment, whichever is later, at a rate of one hour of paid sick leave for every 30 hours worked. Employers can cap annual paid sick leave accrual as follows: • Employers with 14 or fewer employees: 40 hours per year • Employers with 15 or more employees: 56 hours per year Alternatively, employers can frontload the full amount of paid sick leave at the beginning of the benefit year and prorate the amount for part-time employees and those hired midyear.	Employers must allow employees to use paid sick leave as soon as it's accrued. Employees can use paid sick leave for the following reasons: • Their own or their family member's mental or physical illness, injury, or health condition, including preventive medical care • Certain covered reasons related to domestic abuse, sexual assault, or stalking of the employee or their family member Employers can cap annual paid sick leave use as follows: • Employers with 14 or fewer employees: 40 hours per year • Employers with 15 or more employees: 56 hours per year Accrued but unused paid sick leave must be carried over from year to year. If the employer frontloads paid sick leave, no carryover is required. Employers can have a written policy allowing employees to cash out their paid sick leave, upon the employee's written request.

State/Locality and Effective Date	Eligible Employees, Covered Employers & Paid/Unpaid Leave	Accrual and Amount	Use and Carryover
Arizona July 1, 2017	Employers, regardless of their size or location, are required to provide paid sick time to their employees who work in Arizona. However, employees who work for a parent or sibling, and casual, in-home babysitters are not covered by the law.	Accrual begins on the law's effective date or an employee's first day of employment, whichever is later, at a rate of one hour of paid sick leave for every 30 hours worked. Employers can set caps on yearly paid sick leave accrual depending on how many employees they have, as follows: • Employers with 14 or fewer employees: 24 hours • Employers with 15 or more employees: 40 hours An employer has 15 or more employees if it maintained 15 or more employees on the payroll for some portion of a day in each of 20 different calendar weeks (the weeks do not have to be consecutive) in the current or preceding year. FAQs from the Industrial Commission of Arizona state that employers only need to count employees who work in Arizona. Instead of hourly accrual, employers may frontload leave by providing each employee with a lump sum of paid sick leave at the beginning of each benefit year.	Employers must allow employees to use their paid sick leave no later than 90 calendar days after employment begins. Employees can use sick leave as follows: • For their own or a family member's illness, injury, or health condition, or their need for medical diagnosis, care or treatment for an illness, injury, or health condition, or preventive care • If they or their family member are the victim of domestic violence, sexual violence, abuse, or stalking and need to seek related assistance or services • For certain public health emergency reasons, including work and school closures or for exposure to a communicable disease Employers may cap annual paid sick leave use as follows: • Employers with 14 or fewer employees: 24 hours • Employers with 15 or more employees: 40 hours Accrued, unused paid sick time carries over to the following year, up to the applicable accrual cap. Employers that frontload paid sick time at the beginning of each year are not required to allow carryover.

State/Locality and Effective Date	Eligible Employees, Covered Employers & Paid/Unpaid Leave	Accrual and Amount	Use and Carryover
California July 15, 2015 (with amendments effective January 1, 2024) Note: Some localities in California have their own sick leave laws. Employees are entitled to whichever requirements are more beneficial to them.	Employers with at least one employee in California, regardless of where the employer is located, must provide paid sick leave to employees who work in California for the same employer for 30 or more days within a year of beginning employment. Some employees are exempt from coverage, such as certain air carrier employees.	Accrual begins on the law's effective date or the first day of employment, whichever is later, at a rate of one hour of paid sick leave for every 30 hours worked. Employers may cap total paid sick leave accrual at 80 hours (or 10 days, whichever is greater). Instead of the accrual method described above, employers may: • Alternate Accrual Method: Provide sick leave that accrues on a regular basis other than one hour for every 30 hours worked, so that an employee has no less than 24 hours of accrued sick leave by the 121st day and no less than 40 hours by the 201st day of employment or benefit year; or • Frontload Hours: Frontload by providing each employee with a lump sum of 40 hours (or five days, whichever is greater) of paid sick leave at the beginning of each benefit year.	Employers must allow employees to use their paid sick leave no later than 90 days after employment begins. Sick leave may be used for the following reasons: • The diagnosis, care, or treatment of an existing health condition of, or preventive care for, the employee or the employee's family member • Certain reasons when the employee or their family member is a victim of a crime Employers may cap the use of paid sick leave at 40 hours per year (or five days, whichever is greater). Unused paid sick leave must carry over from year to year, up to the accrual cap. If the employer frontloads paid sick leave, no carryover is required.
Berkeley, California October 1, 2016 (with leave accrual provisions effective October 1, 2017) Note: California has a state sick leave law. Employees are entitled to whichever requirements are more beneficial to them under state or local law.	Employers with one or more employees in Berkeley, regardless of where the employer is located, must provide paid sick leave to any employee who works at least two hours per week within the geographic boundaries of Berkeley and who qualifies as an employee entitled to minimum wage under California law.	Accrual begins on the law's effective date or an employee's first day of employment, whichever is later, at a rate of one hour of paid sick leave for every 30 hours worked. Employers can impose the following accrual caps: • Small employer (24 or fewer employees): 48 hours • Large employer (25 or more employees): 72 hours Employer size is calculated by counting all employees, including temporary workers from a third party (e.g., temporary services or staffing agency) that work for the employer during a given week. The law doesn't address frontloading. Typically, this means that employers can frontload the full amount of sick leave at the beginning of the year.	Employers must allow employees to use their paid sick leave no later than 90 calendar days after employment begins. Employees may use sick leave for their own or a family member's illness or injury, or for their medical diagnosis, care, or treatment or preventive care. Small employers may cap paid sick leave usage at 48 hours per year, but large employers can't cap paid sick leave usage (employees are entitled to use whatever leave they've accrued). Unused sick leave must carry over into a new year, up to the applicable accrual cap. Since frontloading is not addressed in the law, providing leave as a lump sum does not eliminate the need for carryover.

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Emeryville, California July 1, 2015 Note: California has a state sick leave law. Employees are entitled to whichever requirements are more beneficial to them under state or local law.	Employers with one or more employees in Emeryville, regardless of the location of the employer, must provide paid sick leave to any employee who works at least two hours in a week within the geographic boundaries of Emeryville and who is entitled to minimum wage under California law.	Accrual begins on the law's effective date or the first day of employment, whichever is later, at a rate of one hour of paid sick leave for every 30 hours worked <i>in Emeryville</i>. Employers may set the following caps on yearly paid sick leave accrual: • Employers with 55 or fewer employees within a given week: 48 hours • Employers with 56 or more employees within a given week: 72 hours Only employees who perform at least two hours of work in Emeryville need to be counted to determine employer size and which cap applies. Instead of hourly accrual, employers may frontload paid sick leave (either 48 or 72 hours, depending on employee count) at the beginning of each benefit year.	Employers must allow employees to use their paid sick leave no later than 90 calendar days after employment begins. Employees may use sick leave for the following reasons: • Their own or a family member's illness or injury, or for their diagnosis, care, or treatment or preventive care • Certain reasons related to domestic violence • To aid or care for the employee's, a family member's, or a designated person's guide dog, signal dog, or service dog (as defined by the California Disabled Persons Act) Employers can set the following caps on how many hours an employee can use per year: • Employers with 55 or fewer employees: 48 hours • Employers with 56 or more employees: 72 hours Accrued, unused paid sick leave carries over to the next year but is limited to the employer's accrual cap.
Los Angeles (city), California July 1, 2016 (or, for employers with 25 or fewer employees, July 1, 2017) Note: California has a state sick leave law. Employees are entitled to whichever requirements are more beneficial to them under state or local law.	Employers with one or more employees in the city of Los Angeles, regardless of where the employer is located, must provide paid sick leave to employees who: • Work in the city of Los Angeles for 30 or more days within a year from the start of employment; • Work at least two hours in a week in the city of Los Angeles; and • Are entitled to minimum wage under California law and the California Industrial Welfare Commission wage orders	Accrual begins on the law's effective date or the first day of employment, whichever is later, at a rate of one hour of paid sick leave for every 30 hours worked in the <i>city of Los Angeles</i>. Employers may cap paid sick leave accrual at 72 hours. Instead of hourly accrual, employers may frontload 48 hours of paid sick leave at the beginning of the benefit year.	Employers must allow employees to use their paid sick leave no later than 90 calendar days after employment begins. Paid sick leave may be used for the following reasons: • The diagnosis, care, or treatment of an existing health condition of, or preventive care for, the employee or their family member • Certain reasons related to domestic violence, sexual assault, or stalking Employers may cap the use of paid sick leave at 48 hours per benefit year. Accrued, unused paid sick leave (including unused, frontloaded sick leave) carries over year to year, up to 72 hours. Providing leave as a lump sum does <i>not</i> eliminate the need for carryover.

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Oakland, California March 2, 2015 Note: California has a state sick leave law. Employees are entitled to whichever requirements are more beneficial to them under state or local law.	Employers with one or more employees in Oakland, regardless of where the employer is located, must provide paid sick leave to employees who work at least two hours in a week within Oakland and who are entitled to minimum wage under California law.	Accrual begins on the first day of employment or the effective date of the law, whichever is later, at a rate of one hour of paid sick leave for every 30 hours worked. According to an FAQ by the city attorney, only hours worked <i>in Oakland</i> count. Employers may set the following caps on paid sick leave accrual: • Small employers (1–9 employees): 40 hours • Large employers (10 or more employees): 72 hours All employees regardless of location must be counted for purposes of determining which cap applies. According to FAQ #17, employers risk violating Oakland's paid sick leave law if they frontload paid sick leave at the beginning of the year.	Employers must allow employees to use their paid sick leave no later than 90 calendar days after employment begins. Employees may use sick leave for their own or a family member's illness, injury, or medical condition, including for diagnosis, care, or treatment, or preventive care. Employers may not cap usage of leave; as long as an employee has unused accrued leave, they are entitled to use it. Accrued, unused paid sick leave carries over into the next year up to the applicable accrual cap.
San Diego, California July 11, 2016 Note: California has a state sick leave law. Employees are entitled to whichever requirements are more beneficial to them under state or local law.	Employers with one or more employees in San Diego, regardless of where the employer is located, must provide paid sick leave to employees who work at least two hours in a week during a year within the city of San Diego and who are entitled to minimum wage under California law. Covered employees do not include those who are: • Employed under a publicly subsidized summer or short-term youth employment program; or • Student employees, camp counselors, or program counselors of an "organized camp" (as defined under California law)	Accrual begins on the law's effective date or the first day of employment, whichever is later, at a rate of one hour of paid sick leave for every 30 hours worked <i>in San Diego</i>. Employers may cap paid sick leave accrual at 80 hours. Instead of hourly accrual, employers may choose to frontload 40 hours of paid sick leave at the beginning of each benefit year.	Employers must allow employees to use their paid sick leave no later than 90 calendar days after employment begins. Sick leave may be used for the following reasons: • The employee's or their family member's illness, injury or medical condition, diagnosis or treatment of a medical condition, or other medical reasons for the employee (such as pregnancy or obtaining a physical examination) • Certain reasons related to the employee or their family member being the victim of domestic violence, sexual assault, or stalking • The employee's place of business is closed by a public official because of a public health emergency, or the employee is providing care or assistance to a child whose school or childcare provider is closed by order of a public official because of a public health emergency Employers may cap the use of leave at 40 hours per year. Unused paid sick leave carries over year to year. If the employer frontloads, no carryover is required.

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San Francisco, California (both city and county) February 5, 2007 Note: California has a state sick leave law. Employees are entitled to whichever requirements are more beneficial to them under state or local law.	Employers with one or more employees, regardless of the location of the employer, must provide paid sick leave to employees who work at least 56 hours in a year in San Francisco.	Accrual begins on the first day of employment at a rate of one hour of paid sick leave for every 30 hours worked. According to the City's Paid Sick Leave FAQs, paid sick leave only accrues for hours worked <i>in San Francisco</i>. Employers may set the following caps on paid sick leave accrual: • Small employers (1–9 employees): 40 hours • Large employers (10 or more employees): 72 hours Employers must count all employees, regardless of whether they work in San Francisco, for purposes of determining which cap applies. Instead of hourly accrual, employers may choose to frontload an employee's annual entitlement of paid sick leave at the beginning of the benefit year. The ordinance treats this as an advance on sick leave. Once the employee has worked the number of hours to have accrued the frontloaded amount of leave, the employee would then resume accruing paid sick leave according to the rules above.	Employers must allow employees to use their paid sick leave no later than 90 calendar days after employment begins. Sick leave may be used for the following reasons: • The employee's or their family member's illness, injury, or health condition, or to obtain a diagnosis, care or treatment of the employee's or family member's illness, injury, or health condition • Certain reasons related to domestic violence, sexual assault, or stalking • The employee's or their family member's organ or bone marrow donation Employers may not cap the use of leave; employees are entitled to use whatever leave they've accrued, subject to the waiting period for new hires. Unused paid sick leave carries over into the next year up to the applicable accrual cap based on the employer's size. The law does not allow an employer to avoid carryover requirements by frontloading paid sick leave.

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Santa Monica, California January 1, 2017 Note: California has a state sick leave law. Employees are entitled to whichever requirements are more beneficial to them under state or local law.	Employers with one or more employees, regardless of where the employer is located, must provide paid sick leave to employees who work at least two hours in a week in Santa Monica and who are entitled to minimum wage under California law.	Accrual begins on the law's effective date or the first day of employment, whichever is later, at a rate of one hour of paid sick leave for every 30 hours worked <i>in Santa Monica</i>. Employers may set the following caps on yearly accrual: • Small employers (25 or fewer employees): 40 hours • Large employers (26 or more employees): 72 hours Only employees who work in Santa Monica are counted for purposes of determining which cap applies. Instead of hourly accrual, employers may choose to frontload an employee's annual sick leave entitlement at the beginning of the benefit year.	Employers must allow employees to use their paid sick leave no later than 90 days after employment begins. Sick leave may be used for the following reasons: • The diagnosis, care, or treatment of an existing health condition of, or preventive care for, the employee or the employee's family member • Certain reasons related to domestic violence, sexual assault, or stalking Employers may not cap the annual use of accrued sick leave; employees are entitled to use whatever leave they've accrued, subject to the waiting period for new hires. Unused paid sick leave carries over year to year but can be limited to the relevant accrual cap based on the employer's size. If an employer frontloads, no carryover is required.

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West Hollywood, California July 1, 2022 Note: This is a general leave law. It is not limited to use for only sick leave purposes. California has a state sick leave law. Employees are entitled to whichever requirements are more beneficial to them under state or local law.	Employers with one or more employees, regardless of where the employer is located, must provide paid (compensated) and unpaid (uncompensated) leave to employees who work at least two hours in a week in West Hollywood and who are entitled to minimum wage under California law. These leaves only accrue while an employee is working in West Hollywood.	Accrual of both types of leave begins on the law's effective date or the first day of employment, whichever is later. Full-time employees (those who work at least 40 hours per week) are entitled to 96 hours of compensated leave per year that accrues on a weekly basis (about 1.85 hours per week). Employees who work less than 40 hours per week earn a prorated amount. Full-time employees are entitled to 80 hours of uncompensated leave per year that accrues on a weekly basis (about 1.56 hours per week). Employees who work less than 40 hours per week earn a prorated amount. Employers can cap annual accrual of compensated leave at 96 hours per year and <i>total</i> accrual at 192 hours. Employers can cap uncompensated leave at 80 hours per year (which is also the total cap). Instead of hourly accrual, employers may choose to frontload an employee's annual compensated and uncompensated leave at the beginning of the year. Note: Paid sick leave provided under <i>state</i> law can be counted toward the amount of compensated leave an employer is required to provide annually.	Employees are entitled to use their leave on their 90th day of employment. Employees can use compensated leave for any sick, vacation, or personal reason. Employees can use uncompensated leave for their own illness or their immediate family member's illness. Employers can require that uncompensated leave only be used when compensated leave is exhausted or unavailable. Employers may cap use of compensated leave at 96 hours per year and uncompensated leave at 80 hours per year. Up to 192 hours of unused compensated leave carries over year to year. Up to 80 hours of unused uncompensated leave carries over year to year. Frontloading does not eliminate the carryover requirement.

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Colorado July 14, 2020 (with most leave provisions effective beginning January 1, 2021)	Employers with one or more employees must provide paid sick leave to all Colorado employees, except employees subject to the federal Railroad Unemployment Insurance Act (RUIA).	Accrual begins on the law's effective date or the first day of employment, whichever is later, at a rate of one hour of paid sick leave for every 30 hours worked. Employers may cap annual sick leave accrual at 48 hours. Instead of hourly accrual, employers may grant each employee a frontloaded lump sum of 48 hours of paid sick leave at the beginning of each benefit year.	Employees are entitled to use their paid sick leave as soon as it is accrued; employers may not impose a waiting period. Paid sick leave can be used for the following reasons: • An employee's or their family member's illness, injury, or health condition, or to obtain a diagnosis, care, or treatment of the employee's or family member's illness, injury, or health condition, or preventive medical care • Specified purposes when an employee or their family member has been the victim of domestic abuse, sexual assault, or harassment • When a public official has closed the employee's workplace or their child's school or place of care because of a public health emergency • To attend a funeral or memorial service, to grieve, or to manage financial and legal matters which arise after the death of a family member • To care for a family member whose school or place of care has closed due to inclement weather, loss of utilities, or other unexpected occurrence resulting in the closure • To evacuate their residence due to inclement weather, loss of utilities, or other unexpected occurrence Employers may cap the use of leave at 48 hours per year. Unused, accrued paid sick leave carries over to the next year, up to a 48-hour accrual cap. The law doesn't allow an employer to avoid carryover by frontloading sick leave.

State/Locality and Effective Date	Eligible Employees, Covered Employers & Paid/Unpaid Leave	Accrual and Amount	Use and Carryover
Connecticut January 1, 2012 (with amendments effective January 1, 2025)	Employers with 25 or more employees in Connecticut (based on the employer's number of employees on its payroll for the week containing January 1) must provide paid sick leave. The law exempts some employers and employees, including seasonal employees who work 120 days or fewer per year.	Accrual begins on the law's effective date or the first day of employment, whichever is later, at a rate of one hour of paid sick leave per 30 hours worked. Employers may cap accrual at 40 hours per year. Employers can frontload an employee's full amount of paid sick leave at the beginning of the year.	Employers must allow employees to use their paid sick leave starting on their 120th calendar day of employment. An employee can use paid sick leave for the following reasons: • Their own, or their family member's, illness, injury, or health condition, or preventative care for both mental and physical health • Their own mental health wellness day • The closure of their workplace or their family member's school or place of care by a public health official because of a public health emergency • Certain reasons related to limiting the exposure of communicable disease • Certain reasons related to the employee or their family member being a victim of family violence or sexual assault Employers may cap sick leave usage at 40 hours per year. Up to 40 hours of unused, accrued leave carries over to the next year. In lieu of carrying over unused paid sick leave, an employer can provide an employee with an amount of leave that meets or exceeds the requirements of the law and is available for the employee's immediate use at the beginning of the following year. Employers can offer employees the option to cash out unused sick leave at the end of the year instead of carrying it over.

State/Locality and Effective Date	Eligible Employees, Covered Employers & Paid/Unpaid Leave	Accrual and Amount	Use and Carryover
District of Columbia November 13, 2008	Employers with one or more employees in the District of Columbia must provide paid sick leave to employees who work in the District of Columbia. The law excludes the following employees: • Students • Healthcare workers who choose to participate in a premium pay program • Appointed or elected lay members engaged in religious functions in any religious organization • Certain employees in the construction or building industry • Casual babysitters	Accrual begins on the first day of employment or the law's effective date, whichever is later, at the following rates: • Small employers (24 or fewer employees): one hour of paid sick leave for every 87 hours worked • Midsized employers (25–99 employees): one hour of paid sick leave for every 43 hours worked • Large employers (100 or more employees): one hour of paid sick leave for every 37 hours worked • Tipped employees of a restaurant or bar (regardless of employer size): one hour of paid sick leave for every 43 hours worked Accrual caps: • Small employers: up to three days per year • Midsized employers: up to five days per year • Large employers: up to seven days per year • Tipped employees: up to five days per year Employee count is calculated by the average monthly number of full-time equivalent (FTE) employees in the prior calendar year. To calculate this, employers must add the total number of FTE employees employed in the District at the beginning of each month of the preceding calendar year and divide that number by 12. The law does not define FTE. The law doesn't specify whether employers can frontload sick leave at the beginning of the year, but it's likely permissible because frontloading is more beneficial to the employee.	Employers must allow employees to use their paid sick leave after 90 days of employment. An employee can use paid sick leave for the following reasons: • Their own or a family member's illness, injury, or medical condition, or to obtain a medical diagnosis, care, or preventive care • Certain covered purposes when the employee or their family member is a victim of stalking, domestic violence, or sexual abuse Employers may cap annual sick leave use at the relevant accrual cap. The law doesn't address carryover, but the District's poster states that unused leave must be carried over from year to year.

State/Locality and Effective Date	Eligible Employees, Covered Employers & Paid/Unpaid Leave	Accrual and Amount	Use and Carryover
Illinois January 1, 2024 Note: This is a general paid leave law and is not limited to sick leave purposes only. Some localities in Illinois have their own paid leave law. Employees are entitled to whichever requirements are more beneficial to them.	Employers with one or more employees must provide paid leave to employees who primarily work in Illinois to use for any purpose. Certain employees aren't covered by the law, including some railroad employees and certain short-term employees of higher education institutions.	Accrual begins on the law's effective date or the employee's date of hire, whichever is later, at a rate of one hour of paid leave for every 40 hours worked. Employers can cap accrual at 40 hours per year. Instead of hourly accrual, employers can frontload a lump sum of 40 hours of paid leave at the beginning of each year or on a new hire's first day of employment. Employers can prorate the lump sum amount for part-time employees and employees hired mid-benefit year.	Employers must allow employees to begin using their paid leave after 90 days of employment. Paid leave can be used for any reason and is not limited to sick leave. Employers can cap use of leave at 40 hours per year. Employees must be able to carry over their paid leave from year to year, but employers can cap carryover at 40 hours by written policy. If paid leave is frontloaded, unused leave does not need to be carried over into the following benefit year.
Chicago, Illinois July 1, 2017 (most recently amended on July 1, 2024) Note: Illinois has a paid leave law. Employees are entitled to whichever requirements are more beneficial to them under state or local law.	Employers with one or more employees in Chicago must provide Paid Leave (PL) and Paid Sick and Safe Leave (PSL) to employees who work at least 80 hours in a 120-day period in Chicago.	Employees will be entitled to accrue two separate types of leave: PL that can be used for any reason and PSL that can be used for the reasons listed in the right-hand column. Accrual begins on the first day of employment or the ordinance's effective date, whichever is later. Employees accrue one hour of PL <i>and</i> one hour of PSL for every 35 hours worked in Chicago. Employers may cap annual accrual at 40 hours for each type of leave. Instead of hourly accrual, employers may choose to frontload a lump sum of 40 hours of each type of leave at the beginning of the year. For new employees, PSL must be frontloaded no later than 30 days after hire, and for PL, no later than 90 days after hire.	Employers must allow employees to use their PSL no later than their 30th calendar day of employment and PL by the 90th calendar day of employment. PL can be used for any reason. PSL can be used when: • The employee or their family member is ill or injured, or for the employee's or family member's medical care, treatment, diagnosis, or preventive care • The employee or their family member is a victim of domestic violence, a sex offense, or human trafficking • The employee's workplace or their family member's school, class, or place of care has been closed by a public official because of a public health emergency • The governor, the mayor, the Chicago Department of Public Health, or a treating healthcare provider orders the employee to stay home to minimize the transmission of a communicable disease, remain home while experiencing symptoms or sick with a communicable disease, or otherwise obey an isolation or quarantine order Employers can't cap use of either type of leave (except up to the amount that an employee has accrued). Employees can carry over up to 16 hours of PL from one benefit year to the next unless their employer frontloads PL, in which case PL does not need to carry over. Employees can carry over up to 80 hours of PSL from one benefit year to the next, <i>regardless</i> of whether the employer frontloads.

State/Locality and Effective Date	Eligible Employees, Covered Employers & Paid/Unpaid Leave	Accrual and Amount	Use and Carryover
Cook County, Illinois July 1, 2017 (most recently amended on December 31, 2023) Note: This is a general paid leave law and is not limited to only sick leave purposes. Illinois has a paid leave law. Employees are entitled to whichever requirements are more beneficial to them under state or local law.	Employers with one or more employees must provide Paid Leave for employees who work in Cook County to use for any purpose. Certain employees aren't covered by the law, including some railroad employees and certain short-term employees of higher education institutions.	Accrual begins on the ordinance's effective date or the employee's date of hire, whichever is later, at a rate of one hour of Paid Leave for every 40 hours worked. Employers can cap accrual at 40 hours per year. Instead of hourly accrual, employers can frontload a lump sum of 40 hours of Paid Leave at the beginning of each year or on a new hire's first day of employment.	Employers must allow employees to begin using their Paid Leave after 90 days of employment. Paid Leave can be used for any reason and is not limited to sick leave. Employers can cap use of leave at 40 hours per year. Employees must be able to carry over up to 40 hours of Paid Leave from year to year. If Paid Leave is frontloaded, unused leave does not need to be carried over into the following benefit year.
Maine January 1, 2021 Note: This is a general paid leave law and is not limited to only sick leave purposes.	Employers with 11 or more employees for more than 120 days in a calendar year must provide paid leave for covered employees to use for <i>any purpose</i>. For purposes of counting employees, workers are included if they are considered employees under Maine's unemployment law. Covered employees include those covered by unemployment, which includes employment localized in Maine. The law excludes seasonal employees as defined by Maine's Employment Security Act.	Accrual begins on the first day of employment or the effective date of the law, whichever is later, at a rate of one hour of paid leave for every 40 hours worked. Employers can cap <i>annual</i> accrual at 40 hours and <i>total</i> accrual at 80 hours. According to the Maine Department of Labor, instead of hourly accrual, employers may grant each employee a frontloaded lump sum of 40 hours of paid leave at the beginning of each benefit year.	Employers must allow employees to use their paid leave no later than 120 calendar days after employment begins. Earned paid leave can be used for any reason and is not limited to sick leave. Employers can cap paid leave usage at 40 hours per year. Employees can carry over up to 40 hours of paid leave into the next year. According to the Maine Department of Labor, if leave is frontloaded, unused leave may be forfeited at the end of the benefit year rather than carried over.

State/Locality and Effective Date	Eligible Employees, Covered Employers & Paid/Unpaid Leave	Accrual and Amount	Use and Carryover
Maryland February 11, 2018 Note: Montgomery County has its own sick leave law. Employees are entitled to whichever requirements are more beneficial to them.	Employers with one or more employees, regardless of location, must provide sick leave to their employees who work in Maryland who regularly work at least 12 hours per week. Several types of employees are exempt from the law, including, but not limited to, employees who are under 18 before the beginning of the year and certain temporary service agency employees. Sick leave can be <i>unpaid</i> if the employer has 14 or fewer employees; otherwise, sick leave must be paid. To determine the employer's size, employers must calculate their average monthly number of employees during the immediately preceding year. All employees must be counted, even if they are not eligible for sick leave. The law doesn't address whether to count employees outside of Maryland. The commissioner has interpreted the law to only count employees who work in Maryland.	Accrual begins on the law's effective date or the first day of employment, whichever is later, at a rate of one hour of sick leave for every 30 hours worked, with certain exceptions when employees are not entitled to accrual. Employers may cap sick leave accrual at 40 hours per year and 64 hours total accrual at any time. Instead of hourly accrual, employers may frontload an employee's full entitlement of sick leave in a lump sum at the beginning of the year.	Employers must allow employees to use their paid sick leave no later than after their 106th calendar day of employment. Sick leave can be used for the following reasons: • The employee's or a family member's illness, injury, or condition, or preventive care • Maternity or paternity leave • Certain covered purposes if the employee or their family member is a victim of domestic violence, sexual assault, or stalking Note: Maryland's Flexible Leave Act entitles employees to use available paid leave for bereavement purposes. Employers may cap the use of sick leave at 64 hours per year. Employees are entitled to carry over up to 40 hours of accrued unused leave into a new year. If the employer frontloads, no carryover is required. Nonprofits don't have to carry over unused sick leave for employees who are employed under a grant that's limited to one year and isn't subject to renewal.

State/Locality and Effective Date	Eligible Employees, Covered Employers & Paid/Unpaid Leave	Accrual and Amount	Use and Carryover
Montgomery County, Maryland October 1, 2016 Note: The state of Maryland has its own mandatory sick leave law. If there is conflict between state and local law, employers must abide by whichever law (or part of it) is more beneficial to employees.	Employers with one or more employees who work in Montgomery County must provide sick leave to employees who perform work in the county, except for the following: • Employees who regularly work eight hours or less each week • Workers who don't have a regular work schedule with the employer, contact the employer for work assignments and are scheduled to work within 48 hours after contacting the employer, aren't obligated to work if they don't contact the employer for assignments, and aren't employed with a temporary placement agency	Accrual begins on the law's effective date or the first day of employment, whichever is later, at a rate of one hour of sick leave per 30 hours worked in <i>Montgomery County</i>. Employers may set the following caps on yearly accrual: • Employers with four or fewer employees: 32 hours of paid sick leave plus 24 hours of unpaid sick leave (paid sick leave accrues first) • Employers with five or more employees: 56 hours of paid sick leave • Employee count is calculated by counting paid employees in the county. Instead of hourly accrual, employers may choose to provide a frontloaded lump sum of the full amount of sick leave the employee would earn over the calendar year at the beginning of the calendar year.	Employers must allow employees to use their sick leave no later than 90 days after employment begins. Sick leave may be used for the following reasons: • To care for or treat an employee's or a family member's illness, injury, or condition, or for preventive medical care • The birth of a child or the placement of a child with the employee for adoption or foster care • To care for a newborn, newly adopted, or newly placed child within one year of the birth or placement • If a public health official has closed the employee's workplace or the employee's family member's school or childcare center because of a public health emergency • To care for a family member when a health official or healthcare provider determines that the family member should stay home to prevent the spread of a communicable disease • Certain reasons related to the employee or their family member being a victim of domestic violence, sexual assault, or stalking Employers may cap the use of sick leave at 80 hours per calendar year. Employers must allow employees to carry over up to 56 hours of accrued, unused sick time into the next benefit year. If the employer frontloads, no carryover is required.

State/Locality and Effective Date	Eligible Employees, Covered Employers & Paid/Unpaid Leave	Accrual and Amount	Use and Carryover
Massachusetts July 1, 2015	Employers with one or more employees, regardless of the employer's location, must provide sick leave to all employees whose primary place of work is in Massachusetts, except: • School-aged students working under the Individuals with Disabilities Education Act (IDEA) • Adult clients who reside in Massachusetts-licensed programs and perform work duties within the program setting as part of bona fide educational or vocational training • Certain students attending a public or private institution of higher education • Railroad employees covered by the Railroad Unemployment Insurance Act (RUIA) Employers with 10 or fewer employees can provide <i>unpaid</i> sick leave. Employers with 11 or more employees during the previous benefit year are required to provide paid sick leave. Employer size is calculated by counting the number of employees on the payroll (whether working within or outside of Massachusetts) during each pay period and dividing by the number of pay periods. If an employer uses multiple start dates for the benefit year (such as dates based on employees' anniversaries of hire), employee count is calculated based on the previous January 1 through December 31 calendar year.	Accrual begins on the law's effective date or an employee's first day of employment, whichever is later, at a rate of one hour of paid sick leave for every 30 hours worked. Employers may cap annual sick leave accrual at 40 hours. Instead of hourly accrual, employers may frontload a lump sum of 40 hours at the beginning of each benefit year. Employers may prorate the frontloaded amount for part-time employees on a monthly basis.	Employers must allow employees to use their sick leave no later than their 90th calendar day of employment. Sick leave may be used for the following reasons: • The employee's or their family member's illness, injury, or medical condition that requires home care, professional medical diagnosis or care, or preventive medical care • To attend a routine medical appointment for the employee or their family member • To address the psychological, physical, or legal effects of domestic violence • To travel to and from an appointment, a pharmacy, or other location related to any of the above • To address the employee's or their spouse's physical and mental health needs resulting from pregnancy loss, or failed attempts at assisted reproduction, adoption, or surrogacy Employers can cap the use of leave at 40 hours per benefit year. Employees are entitled to carry over 40 hours of sick leave per benefit year. However, employers that frontload 40 hours or more aren't required to allow employees to carry over unused sick leave to the next benefit year. Employers may also pay out unused sick leave at the end of the year under certain conditions.

State/Locality and Effective Date	Eligible Employees, Covered Employers & Paid/Unpaid Leave	Accrual and Amount	Use and Carryover
Michigan February 21, 2025 Note: The 2018 Earned Sick Time Act (ESTA) is reinstated effective February 21, 2025 (with amendments).	Employers with one or more employees* must provide earned sick time (EST) to all employees in Michigan, with the exception of certain employees who are minors and employees who set their own working hours. *Small employers, defined as those with 10 or fewer employees, don't have to comply with the law until October 1, 2025. The chart will be updated to include provisions applicable to small employers closer to the effective date.	Accrual begins on the law's effective date or the first day of employment, whichever is later, at a rate of one hour of EST for every 30 hours worked. The law doesn't permit employers to cap employees' EST accrual. Employers are permitted to frontload all 72 hours at the beginning of the benefit year.	Employers can require new employees to wait until their 120th day of work to use <i>accrued</i> EST. Employers that frontload EST must allow immediate use. Employees may use EST for the following reasons: • Their own or their family member's mental or physical illness, injury, or health condition, including medical diagnosis, care, treatment, or preventive medical care • Certain reasons related to domestic violence or sexual assault • Meetings at their child's school or place of care related to the child's health, disability, or the effects of domestic violence or sexual assault on the child • The closure of their workplace or their child's school or place of care by a public health official because of a public health emergency • Certain reasons related to limiting the spread of a communicable disease Employers may cap employees' use of EST at 72 hours per year. Up to 72 hours of earned but unused EST carries over from year to year. Frontloading eliminates the need for carryover.

State/Locality and Effective Date	Eligible Employees, Covered Employers & Paid/Unpaid Leave	Accrual and Amount	Use and Carryover
Minnesota January 1, 2024 Note: Some localities in Minnesota have their own sick leave laws. Employees are entitled to whichever requirements are more beneficial to them.	Employers with one or more employees must provide earned sick and safe time (ESST) to employees who are expected to work at least 80 hours in a year in Minnesota. Certain emergency responders and farm employees are not covered by the law.	Accrual begins on the law's effective date or the first day of employment, whichever is later, at a rate of one hour of ESST for every 30 hours worked. Employers can cap accrual at 48 hours per year and can cap total ESST accrual at 80 hours. Instead of using an hour-by-hour accrual system, employers can frontload employees' ESST for immediate use at the beginning of each year. Employers don't have to allow ESST to be carried over from one year to the next if they do either of the following: • Provide a lump sum of 48 hours of ESST each year and pay out any unused ESST at the end of the year; or • Provide a lump sum of 80 hours of ESST to employees (with no payout required).	Employees can use their ESST as soon as it is accrued. Employees may use ESST for the following reasons: • Their own or their family member's mental or physical illness, injury, or health condition, including preventive medical care • To attend or make arrangements for memorial or funeral services or to address financial or legal matters that arise after the death of a family member • Certain covered reasons related to domestic abuse, sexual assault, or stalking of the employee or their family member • The closure of their workplace because of weather or a public emergency • To care for their family member whose school or place of care is closed because of weather or a public emergency • Their inability to work because the employer is concerned about the transmission of a communicable illness related to a public emergency, or because the employee is seeking tests or diagnoses related to a public health emergency • When health authorities or a healthcare professional have determined the employee or their family member is a risk to others due to their exposure to a communicable disease Employees must be allowed to carry over unused ESST into the following year unless the employer frontloads the leave to employees.

State/Locality and Effective Date	Eligible Employees, Covered Employers & Paid/Unpaid Leave	Accrual and Amount	Use and Carryover
Bloomington, Minnesota July 1, 2023 (most recently amended on January 1, 2024) Note: Minnesota has a state earned sick and safe time (ESST) law. Employees are entitled to whichever requirements are more beneficial to them, though for the most part, the laws are identical. This row reflects the requirements from city and state law that employers need to follow.	Employers with at least one employee working in Bloomington, Minnesota, regardless of the employer's location, must provide ESST to their employees who work at least 80 hours in a year within the geographic boundaries of Bloomington.	Accrual begins on the law's effective date, or the first day of employment, whichever is later, at a rate of one hour of ESST for every 30 hours worked. Employers can cap ESST accrual at 48 hours per year. Employers can cap an employee's total ESST accrual at 80 hours. Instead of using an hour-by-hour accrual system, employers can frontload employees' ESST for immediate use at the beginning of each year. Employers don't have to allow ESST to be carried over from one year to the next if they do either of the following: • Provide a lump sum of 48 hours of ESST each year and pay out any unused ESST at the end of the year; or • Provide a lump sum of 80 hours of ESST to employees (with no payout required).	Employers must allow employees to use their ESST leave as it is accrued. Employees may use the leave time for the following reasons: • Their own or their family member's mental or physical illness, injury, or health condition, including preventive medical care • To attend or make arrangements for memorial or funeral services or to address financial or legal matters that arise after the death of a family member • Certain covered reasons related to domestic abuse, sexual assault, or stalking of the employee or their family member • The closure of their workplace because of weather or a public emergency • To care for their family member whose school or place of care is closed because of weather or a public emergency • Their inability to work because the employer is concerned about the transmission of a communicable illness related to a public emergency, or because the employee is seeking tests or diagnoses related to a public health emergency • When health authorities or a healthcare professional have determined the employee or their family member is a risk to others due to their exposure to a communicable disease Employers may not cap ESST use. Employees may use any accrued ESST they have available. Up to 80 hours of accrued, unused ESST carries over to the following year. If the employer frontloads the leave as provided in the accrual column, no carryover is required.

State/Locality and Effective Date	Eligible Employees, Covered Employers & Paid/Unpaid Leave	Accrual and Amount	Use and Carryover
Minneapolis, Minnesota July 1, 2017 Note: Minnesota has a state earned sick and safe time (ESST) law. Employees are entitled to whichever requirements are more beneficial to them, though for the most part, the laws are identical. This row reflects the requirements from city and state law that employers need to follow.	Employers with at least one employee working in Minneapolis, regardless of the employer's location, must provide ESST to employees who work at least 80 hours in a calendar year in Minneapolis.	Accrual begins on the law's effective date or the first day of employment, whichever is later, at a rate of one hour of ESST for every 30 hours worked. Employers can cap annual sick leave accrual at 48 hours. Employers can cap employees' total ESST accrual at 80 hours. Instead of using an hour-by-hour accrual system, employers can frontload employees' ESST for immediate use at the beginning of each year. Employers don't have to allow ESST to be carried over from one year to the next if they do either of the following: • Provide a lump sum of 48 hours of ESST each year and pay out any unused ESST at the end of the year; or • Provide a lump sum of 80 hours of ESST to employees (with no payout required).	Employees can use their ESST as soon as it is accrued. Employees may use ESST for the following reasons: • Their own or their family member's mental or physical illness, injury, or health condition, including preventive medical care • To attend or make arrangements for memorial or funeral services or to address financial or legal matters that arise after the death of a family member • Certain covered reasons related to domestic abuse, sexual assault, or stalking of the employee or their family member • The closure of their workplace because of weather or a public emergency • To care for their family member whose school or place of care is closed because of weather or a public emergency • Their inability to work because the employer is concerned about the transmission of a communicable illness related to a public emergency, or because the employee is seeking tests or diagnoses related to a public health emergency • When health authorities or a healthcare professional have determined the employee or their family member is a risk to others due to their exposure to a communicable disease Employers may not cap ESST leave use. Employees may use any accrued ESST leave they have available. Up to 80 hours of accrued, unused ESST leave carries over to the following year. If the employer frontloads the leave as provided in the accrual column, no carryover is required.

State/Locality and Effective Date	Eligible Employees, Covered Employers & Paid/Unpaid Leave	Accrual and Amount	Use and Carryover
Saint Paul, Minnesota January 1, 2018 (most recently amended on January 1, 2024) Note: Minnesota has a state earned sick and safe time (ESST) law. Employees are entitled to whichever requirements are more beneficial to them, though for the most part, the laws are identical. This row reflects the requirements from city and state law that employers need to follow.	Employers with at least one employee working in Saint Paul, Minnesota, regardless of the employer's location, must provide ESST to their employees who work at least 80 hours in a year within the geographic boundaries of Saint Paul.	Accrual begins on the law's effective date or the first day of employment, whichever is later, at a rate of one hour of ESST for every 30 hours worked. Employers can cap ESST accrual at 48 hours per year. Employers can cap an employee's total ESST accrual at 80 hours. Instead of using an hour-by-hour accrual system, employers can frontload employees' ESST for immediate use at the beginning of each year. Employers don't have to allow ESST to be carried over from one year to the next if they do either of the following: • Provide a lump sum of 48 hours of ESST each year and pay out any unused ESST at the end of the year; or • Provide a lump sum of 80 hours of ESST to employees (with no payout required).	Employers must allow employees to use their ESST leave as it is accrued. Employees may use ESST for the following reasons: • Their own or their family member's mental or physical illness, injury, or health condition, including preventive medical care • To attend or make arrangements for memorial or funeral services or to address financial or legal matters that arise after the death of a family member • Certain covered reasons related to domestic abuse, sexual assault, or stalking of the employee or their family member • The closure of their workplace because of weather or a public emergency • To care for their family member whose school or place of care is closed because of weather or a public emergency • Their inability to work because the employer is concerned about the transmission of a communicable illness related to a public emergency, or because the employee is seeking tests or diagnoses related to a public health emergency • When health authorities or a healthcare professional have determined the employee or their family member is a risk to others due to their exposure to a communicable disease Employers may not cap ESST use. Employees may use any accrued ESST they have available.

State/Locality and Effective Date	Eligible Employees, Covered Employers & Paid/Unpaid Leave	Accrual and Amount	Use and Carryover
Nebraska October 1, 2025 Note: Additional information may be released by the state before the law's effective date that may change the details in this chart.	Employers with 11 or more employees who work 80 or more hours in Nebraska in a calendar year must provide their employees with paid sick time (PST). However, several types of employees are not covered by the PST law, such as certain agricultural employees, workers subject to the federal Railroad Unemployment Insurance Act (RUIA), and individuals aged 15 and younger.	Accrual begins on the law's effective date or after an employee has worked for at least 80 consecutive hours, whichever is later, at a rate of one hour of PST for every 30 hours worked. Employers can cap annual PST accrual as follows: • Employers with 11–19 employees: 40 hours per year • Employers with 20 or more employees: 56 hours per year Instead of hourly accrual, employers can frontload the full amount of PST that an employee is expected to accrue for immediate use at the beginning of each year. Note: Any paid sick leave the employer provided to an employee between January 1, 2025, and September 30, 2025, that can be used for the reasons covered by the PST law can be counted toward the employer's obligation to provide PST in the 2025 calendar year.	Employees can use PST as soon as it's accrued. Employees can use PST for the following reasons: • Their own or their family member's mental or physical illness, injury, or health condition, including preventive medical care • To attend a meeting regarding their child's mental or physical illness, injury, or health condition at the child's school or care facility • The closure of their workplace or their child's school or place of care because of a public health emergency • To care for themselves or a family member because of a determination of exposure to a communicable disease Employers can cap the use of annual PST as follows: • Employers with 11–19 employees: 40 hours per year • Employers with 20 or more employees: 56 hours per year Unused accrued PST must be carried over to the following year—there is no maximum carryover cap. However, employers aren't required to let employees carry over unused PST if they pay employees for the unused time at year-end and frontload their full amount of PST for immediate use at the beginning of the next year.

State/Locality and Effective Date	Eligible Employees, Covered Employers & Paid/Unpaid Leave	Accrual and Amount	Use and Carryover
Nevada January 1, 2020 Note: This is a general paid leave law and is not limited to only sick leave purposes.	Employers with 50 or more employees working in Nevada must provide paid leave to all regular employees who work in Nevada. However, seasonal, temporary, and on-call workers are not entitled to paid leave. The law exempts the following employers: • Employers that provide at least the minimum paid leave required under a contract, policy, or other agreement • Employers in their first two years of operation According to a labor commissioner's advisory opinion, employee count is calculated by counting the number of full-time and part-time employees in Nevada in 20 or more workweeks in the current or preceding calendar year.	Accrual begins on the law's effective date or the employee's first day of employment, whichever is later, at a rate of .01923 hours of paid leave for every one hour worked. The law doesn't specify whether employers can cap paid leave accrual. Instead of hourly accrual, employers may provide employees with a frontloaded lump sum of all the paid leave they are expected to earn in a year at the beginning of the year.	Employers must allow employees to use their paid sick leave no later than 90 calendar days after employment begins. Paid leave may be used for any reason and is not limited to sick leave purposes. Employers may not require employees to provide them with a reason for use. Employers may cap usage of paid leave at 40 hours per benefit year. Employees are entitled to carry over up to 40 hours of accrued leave into the next year. If a lump sum is provided, carryover is not required.

State/Locality and Effective Date	Eligible Employees, Covered Employers & Paid/Unpaid Leave	Accrual and Amount	Use and Carryover
New Jersey October 29, 2018 Note: The law prohibits New Jersey cities, towns, and counties from enacting or enforcing their own paid sick and safe leave requirements.	All employers with at least one employee in New Jersey must provide their employees who perform work in New Jersey with paid sick leave. The following employees are not covered by the law: • Certain construction employees • Per diem healthcare employees (as defined by the law)	Accrual begins on the law's effective date or the employee's first day of employment, whichever is later, at a rate of one hour of paid sick leave for every 30 hours worked. Employers may cap paid sick leave accrual at 40 hours per year. Alternatively, employers may frontload 40 hours of paid sick leave in a lump sum.	Employers must allow employees to use their paid sick leave no later than 120 days after employment begins. Paid sick leave may be used for the following reasons: • Diagnosis, care, treatment of, or recovery from the employee's or a family member's illness, injury, or health condition, or for preventive healthcare • When the employee's workplace or their child's school or place of care is closed by a public official or because the governor declared a state of emergency due to an epidemic or other public health emergency • When the presence in the community of either the employee or their family member would jeopardize the health of others under either a declaration of a state of emergency by the governor or an issuance by a healthcare provider, the commissioner of health, or another public health authority • When the employee isolates or quarantines or cares for a family member in quarantine as a result of suspected exposure to a communicable disease and a finding that the presence of the employee or their family member in the community would jeopardize the health of others, under either a state of emergency as declared by the governor or the recommendation, direction, or order of a healthcare provider or authorized public official • For specified purposes if the employee or employee's family member is a victim of domestic or sexual violence • To attend a school-related conference or meeting Employers may cap paid sick leave use at 40 hours per year. Employees are entitled to carry over up to 40 hours of their unused sick leave at the end of each benefit year. Alternatively, employers may pay out all or part of an employee's unused sick leave at the end of the year. If leave is frontloaded, employers must either pay employees for unused sick leave at the end of the year or allow carryover.

State/Locality and Effective Date	Eligible Employees, Covered Employers & Paid/Unpaid Leave	Accrual and Amount	Use and Carryover
New Mexico July 1, 2022 Note: Bernalillo County has its own earned paid leave law. Employees are entitled to whichever law is more beneficial to them.	Employers with one or more employees in New Mexico must provide paid sick leave to employees who work in New Mexico, except for certain railroad employees.	Accrual begins on July 1, 2022, or the employee's first day of employment, whichever is later, at a rate of one hour of paid sick leave for every 30 hours worked. The law doesn't allow employers to cap annual paid sick leave accrual. Instead of hourly accrual, employers may choose to frontload sick leave as a lump sum of 64 hours on January 1 of each year. Employers may prorate the frontloaded amount for new hires.	Employers must allow employees to use their sick leave as it is accrued, with no waiting period for new hires. Employees can use paid sick leave for the following reasons: • Their own, or their family member's, illness, injury, or health condition, or for a medical diagnosis, care, or treatment of an illness, injury, or health condition, or for preventive medical care • Meetings related to the child's health or disability at the employee's child's school or place of care • Certain purposes when the employee or their family member is a victim of domestic abuse, sexual assault, or stalking Employers may cap paid sick leave usage at 64 hours per year. Although the law specifies that unused sick leave must be carried over from year to year, the regulations specify that employers can cap carryover at 64 hours. Given the discrepancy, the risk-averse approach would be to allow unused hours to carry over, but set a use cap of 64 hours per year.

State/Locality and Effective Date	Eligible Employees, Covered Employers & Paid/Unpaid Leave	Accrual and Amount	Use and Carryover
Bernalillo County, New Mexico October 1, 2020 Note: This is a general paid leave law and is not limited to only sick leave purposes.	Employers in Bernalillo County are required to provide paid leave to employees who work at least 56 hours in a year in the unincorporated areas of the county, if the following apply: 1. The employer is required to apply for a business registration from the county; 2. The employer has a physical premises in an unincorporated part of the county; and 3. The employer has two or more employees who work in an unincorporated part of the county. Employers with a principal office and place of business in the unincorporated county are exempt from providing paid leave for their first 12 months of operation (calculated from the date the business' initial business registration permit with the county is issued). Several types of employees are not covered by the paid leave ordinance, such as per diem employees and college interns in a work-study program.	Accrual begins on the ordinance's effective date or the first day of employment, whichever is later, at a rate of one hour of paid leave for every 32 hours worked. Employers can cap annual paid leave accrual as follows: • Employers with 2–10 employees: 28 hours • Employers with 11–34 employees: 44 hours • Employers with 35 or more employees: 56 hours Instead of hourly accrual, employers may grant employees a frontloaded lump sum of leave at the beginning of the year.	Employers must allow employees to use their paid leave no later than 90 calendar days after employment begins. Paid leave may be used for any reason and is not limited to sick leave. Annual paid leave usage may be capped at the applicable annual accrual cap based on employer size. Unused, accrued paid leave carries over from year to year subject to the employer's applicable accrual cap based on its size. Frontloading doesn't eliminate the need for carryover.

State/Locality and Effective Date	Eligible Employees, Covered Employers & Paid/Unpaid Leave	Accrual and Amount	Use and Carryover
New York September 30, 2020 (Employees may begin using accrued sick leave on January 1, 2021) Note: New York City has its own mandatory sick leave law. If state and local laws conflict, employers must abide by the aspects of each law that are more beneficial to employees. In addition: Westchester County, New York, has a <i>safe</i> leave law (that is not covered in this chart).	All employers with at least one employee in New York State must provide their employees who perform work in the state with sick leave. Whether the leave is paid and the amount of annual sick leave depends on the size and net income of the employer, as follows: • Four or fewer employees and net income of \$1 million or less in the previous tax year: 40 hours of unpaid sick leave • Four or fewer employees and net income of more than \$1 million in the previous tax year: 40 hours of paid sick leave • Five to 99 employees: 40 hours of paid sick leave • 100+ employees: 56 hours of paid sick leave For counting employees, all employees nationwide must be counted, and the count is based on any calendar year (January 1–December 31).	Accrual begins on the law's effective date or the first day of employment, whichever is later, at a rate of one hour of sick leave for every 30 hours worked. Employers may cap sick leave accrual as follows: • Four or fewer employees and net income of \$1 million or less: 40 hours of unpaid sick leave • Four or fewer employees and net income of more than \$1 million: 40 hours of paid sick leave • Five to 99 employees: 40 hours of paid sick leave • 100+ employees: 56 hours of paid sick leave Instead of hourly accrual, employers may frontload a lump sum of sick leave hours at the beginning of each year.	Employers must allow employees to use their sick leave as it is accrued, with no waiting period for new hires. Sick leave can be used for the following reasons: • The employee's or a family member's illness, injury, or health condition (regardless of whether it has been diagnosed or requires medical care when the employee requests leave) • The diagnosis, care, or treatment of an illness, injury, or health condition of, or need for medical diagnosis of, or preventive care for, the employee or their family member • Certain purposes related to an employee or their family member being a victim of domestic violence, a family offense, a sexual offense, stalking, or human trafficking Annual sick leave usage may be capped at 40 hours for employers with fewer than 100 employees and at 56 hours for employers with 100 or more employees. Unused sick leave carries over to the following year. Alternatively, according to the regulations, employers can give employees the option to receive payment for paid sick leave prior to the end of a calendar year (or carry over unused sick leave).

State/Locality and Effective Date	Eligible Employees, Covered Employers & Paid/Unpaid Leave	Accrual and Amount	Use and Carryover
New York City, New York April 1, 2014 Note: New York State has a mandatory sick leave law. If state and local laws conflict, employers must abide by the aspects of each law that are more beneficial to employees.	Employers with one or more employees who work in New York City (NYC), regardless of the employer's location, must provide sick leave to covered employees who perform work in NYC. Employers may be required to provide paid or unpaid leave. The following employers must provide <i>paid</i> sick leave: • Employers that have one or more domestic workers • Employers that have five or more employees • Employers that had a net income of \$1 million or more in the previous tax year (regardless of employee count) Employers with four or fewer employees can provide <i>unpaid</i> leave if none of their employees is a domestic worker and the company's net income was less than \$1 million in the previous tax year. Several types of employees are not covered by the sick time ordinance, such as certain therapists and participants in work experience programs.	Accrual begins on the law's effective date or first day of employment, whichever is later, at a rate of one hour of sick leave per 30 hours worked. Employers must provide leave as follows: • Employers with 100 or more employees: up to 56 hours of paid leave each calendar year • Employers with 5–99 employees: up to 40 hours of paid leave each calendar year • Employers with four or fewer employees and a net income of \$1 million or more: up to 40 hours of paid leave each calendar year • Employers with four or fewer employees and a net income of less than \$1 million: up to 40 hours of unpaid leave each calendar year • Employers with one or more domestic workers: up to 40 hours of paid leave each calendar year if they employ up to 99 employees; or up to 56 hours of paid leave each calendar year if they employ 100 or more employees Instead of hourly accrual, employers may frontload a lump sum of sick leave hours (40 or 56 hours) at the beginning of each year.	Employers must allow employees to use their sick leave as it is accrued, with no waiting period for new hires. Sick time may be used for the following reasons: • The employee's or a family member's illness, injury, or health condition, or their need for medical diagnosis, care or treatment of an illness, injury or health condition, or their need for preventive healthcare • When the employee's workplace or their child's school or childcare provider is closed by a public official due to a public health emergency • Certain covered purposes when the employee or their family member is the victim of domestic violence, a family offense, sexual offense, stalking, or human trafficking Annual usage caps are the same as annual accrual caps (see amounts at left). Employees must be allowed to carry over unused sick leave to the following calendar year up to the relevant usage caps. NYC law doesn't require carryover if the employer frontloads sick leave.

State/Locality and Effective Date	Eligible Employees, Covered Employers & Paid/Unpaid Leave	Accrual and Amount	Use and Carryover
Oregon January 1, 2016	Employers with one or more employees working in Oregon, regardless of the employer's location, must provide up to 40 hours of sick leave per year to employees who work in Oregon. However, several types of employees are not covered by the sick time law, such as railroad workers exempted under the federal Railroad Unemployment Insurance Act (RUIA) and individuals employed by their parent, spouse, or child. The employer's size determines whether leave must be offered paid or unpaid, as follows: • Employers with 10 or more employees in Oregon, or six or more if they have a location in Portland, must provide paid leave • Employers with fewer than 10 employees in Oregon, or fewer than six if operating in Portland, must provide the same amount of leave, but may choose for it to be <i>unpaid</i> Employee count is determined by the daily average of employees on payroll (including those on leave) during 20 workweeks in the previous calendar or fiscal year. Several types of workers do not have to be counted.	Accrual begins on the first day of employment at a rate of one hour of sick leave per 30 hours worked or one and one-third hours of sick leave for every 40 hours worked. Employers may cap sick leave accrual at 40 hours per year and total sick leave accrual to 80 hours. Instead of hourly accrual, employers may frontload a lump sum of 40 hours of sick leave at the beginning of each year. Employers that invoke an undue hardship exception and require employees to use sick time in increments of more than one hour must frontload 56 hours of sick leave (and must allow employees to use up to that amount).	Employers must allow employees to use their sick leave no later than 91 calendar days after employment begins. Sick leave can be used for the following reasons: • The employee's or a family member's illness, injury, or health condition, or their need for medical diagnosis, care, or treatment of an illness, injury, or health condition, or their need for preventive care • Certain reasons related to domestic violence, harassment, bias crimes, sexual assault, or stalking • Certain public health emergency and public health reasons (e.g., excessive heat or bad air quality) • Any purpose allowed under Paid Leave Oregon (PLO) • Any purpose allowed under the Oregon Family Leave Act (OFLA), regardless of whether the employer or employee are covered by OFLA Employers can limit the use of sick time to 40 hours per year. Up to 40 hours of accrued unused sick time may be carried over to the next year. However, carryover is not required if the worker and the employer agree not to carry forward the time; the employer credits the worker with an amount of sick time that meets the law's requirements up front at the start of the subsequent year; and if the employer has 10 or more workers in Oregon, the employer pays the worker for all unused paid sick time at the end of the year in which it is earned.

State/Locality and Effective Date	Eligible Employees, Covered Employers & Paid/Unpaid Leave	Accrual and Amount	Use and Carryover
Allegheny County, Pennsylvania December 15, 2021	Employers with 26 or more employees, regardless of the employer's location, must provide paid sick leave to employees who work in Allegheny County for at least 35 hours in a year. The law excludes seasonal employees, as defined by the law, and certain construction employees. Employer size is calculated by counting all employees (but not owners), whether they are present in Allegheny County or not, and whether they are covered by the paid sick leave ordinance or not, including those working part time. If the number of employees varied over the last year, the employer should use the highest number of employees at any one time.	Accrual begins on the law's effective date or the employee's first day of employment, whichever is later, at a rate of one hour of sick leave for every 35 hours worked <i>in Allegheny County</i>. Employers may cap paid sick leave accrual at 40 hours per calendar year. Instead of hourly accrual, employers may grant employees a frontloaded lump sum of 40 hours of paid sick leave at the beginning of each year.	Employers must allow employees to use their paid sick leave no later than 90 calendar days after employment begins. Paid sick leave can be used for the following reasons: • The employee's or a family member's illness, injury, or health condition, or their need for medical diagnosis, care, or treatment of an injury, illness or health condition, or their need for preventive medical care • When the employee's place of business or the child's school or place of care is closed by a public official because of a public health emergency • To care for a family member when a health authority or healthcare provider determines that the family member's presence in the community would jeopardize the health of others because of their exposure to a communicable disease (regardless of whether they actually have the communicable disease) Accrued, unused sick leave carries over to the next calendar year. However, carryover is not required if the employer frontloads at least 40 hours of sick leave at the beginning of each calendar year.

State/Locality and Effective Date	Eligible Employees, Covered Employers & Paid/Unpaid Leave	Accrual and Amount	Use and Carryover
Philadelphia, Pennsylvania May 13, 2015	Employers with one or more employees in Philadelphia, regardless of the employer's location, must provide sick leave to all employees who work at least 40 hours in Philadelphia within a calendar year. Whether the leave must be paid depends on the employer's size, as follows: • Employers with 10 or more employees must provide <i>paid</i> sick leave • Employers with nine or fewer employees must provide sick leave, but it may be unpaid A chain establishment must provide paid sick time, regardless of the number of employees in that establishment. The law excludes several types of employees, including: • Seasonal workers • Temporary workers hired for less than six months • Adjunct professors • Interns • Other limited exceptions	Accrual begins on the law's effective date or the first day of employment, whichever is later, at a rate of one hour of sick leave per 40 hours worked in Philadelphia. Employers may cap sick leave accrual at 40 hours per calendar year. Instead of hourly accrual, employers may grant employees a frontloaded lump sum of 40 hours of paid sick leave at the beginning of each year.	Employers must allow employees to use their sick leave no later than 90 calendar days after employment begins. Sick leave may be used for the following reasons: • Diagnosis, care, or treatment of the employee's or a family member's illness, injury, or health condition, or preventive care for the employee or their family member • Certain reasons related to the employee or their family member being the victim of domestic violence, sexual assault, or stalking Employers may cap sick leave usage at 40 hours per year. Accrued, unused sick leave carries over to the next year. However, carryover is not required if the employer provides at least 40 hours of sick leave at the beginning of each calendar year.

State/Locality and Effective Date	Eligible Employees, Covered Employers & Paid/Unpaid Leave	Accrual and Amount	Use and Carryover
Pittsburgh, Pennsylvania March 15, 2020	Employers situated in or doing business in Pittsburgh that employ one or more employees must provide paid sick leave to employees who work at least 35 hours per calendar year in Pittsburgh. The law excludes certain seasonal workers.	Accrual begins on the law's effective date or the first day of employment, whichever is later, at a rate of one hour of paid sick leave for every 35 hours <i>worked in Pittsburgh</i>, subject to the following annual accrual caps: • Employers with 1–14 employees: 24 hours • Employers with 15 or more employees: 40 hours According to the mayor's sick leave guidelines, employers are required to count all employees regardless of location (excluding owners). Part-time employees count the same as full-time employees. The count includes employees who aren't covered by the sick leave law. If the number of employees varied over the last 12 months, employers must use the highest number of employees at any one time. Instead of hourly accrual, employers may frontload sick leave as a lump sum at the beginning of each year.	Employers must allow employees to use their paid sick leave no later than 90 days after employment begins. Sick leave may be used for the following reasons: • The employee's or a family member's illness, injury, or health condition, need for medical diagnosis, care, or treatment of an illness, injury, or health condition, or for preventive medical care • When the employee's place of business or the employee's child's school or place of care is closed by a public official because of a public health emergency • To care for a family member when a health authority or healthcare provider determines that the family member's presence in the community would jeopardize the health of others because of their exposure to a communicable disease (regardless of whether they have actually contracted the communicable disease) Accrued, unused paid sick time carries over to the next year, subject to the accrual cap. If the employer frontloads the full amount of paid sick leave, no carryover is required.

State/Locality and Effective Date	Eligible Employees, Covered Employers & Paid/Unpaid Leave	Accrual and Amount	Use and Carryover
Rhode Island July 1, 2018	All employers with one or more employees in Rhode Island, regardless of the employer's location, must provide their Rhode Island employees with sick leave. An employee is employed in Rhode Island if it was their primary place of employment within the last year and they spend more time working in Rhode Island than any other state. The law exempts several types of employees. Whether an employer must offer <i>paid</i> sick leave depends on the employer's size, as follows: • Employers that have 18 or more employees in Rhode Island must provide paid sick leave • Employers with 17 or fewer employees must provide sick leave but may choose to offer it <i>unpaid</i> Employee count is determined by whether the employer maintained an average of 18 or more employees in Rhode Island during the previous payroll year's highest two employment quarters. Employers are required to calculate their employee count once a year, which applies for the next 12 months even if the count fluctuates.	Accrual begins on the first day of employment or the law's effective date, whichever is later, at a rate of one hour of sick leave for every 35 hours worked. Employers may cap annual sick leave accrual at 40 hours. Instead of hourly accrual, employers may grant employees a frontloaded lump sum of sick leave at the beginning of each year.	Employers must allow employees to use their sick leave no later than 90 calendar days after employment begins. However, temporary employees (as defined in the law) may be restricted from using sick leave until their 180th calendar day of employment. Seasonal employees (as defined by the law) may be restricted from using sick leave until their 150th calendar day of employment. Sick time may be used for the following reasons: • The employee's or a family member's illness, injury, or health condition, need for medical diagnosis, care, or treatment of an illness, injury, or health condition, or need for preventive healthcare • When the employee's workplace or the employee's child's school or place of care has been closed by order of a public official because of a public health emergency, or if the employee or their family member has been told to remain isolated by health authorities or a healthcare provider due to their exposure to a communicable disease • Certain reasons related to the employee or their family member being the victim of domestic violence, sexual assault, or stalking Employers may cap paid sick leave usage at 40 hours per year. Sick time carries over to the next calendar year. However, if the employer frontloads sick leave, no carryover is required.

State/Locality and Effective Date	Eligible Employees, Covered Employers & Paid/Unpaid Leave	Accrual and Amount	Use and Carryover
Vermont January 1, 2017, for employers with more than five employees; January 1, 2018, for all employers.	All employers with one or more employees working in Vermont, regardless of the employer's location, must provide paid sick leave to employees whose primary place of work is in Vermont and who work an average of at least 18 hours per week during the year. Vermont's Earned Sick Leave FAQs state that an employee's <i>primary place of work</i> is in Vermont if that's the location where they do most of their work for the employer. The law excludes the following employees: • Those employed for 20 or fewer weeks in a 12-month period in a job scheduled to last 20 or fewer weeks • Certain per diem employees • Substitute teachers • Those under 18 years of age • Sole proprietors or partner owners • Certain executives New employers are not subject to the law for one year after hiring their first employee.	Accrual begins on the first day of employment or the law's effective date, whichever is later, at a rate of one hour of paid sick leave for every 52 hours worked. Accrual can be capped at 40 hours per year. Instead of hourly accrual, employers may grant employees a frontloaded lump sum of 40 hours of paid sick leave at the beginning of each year.	Employers must allow employees to use their paid sick leave no later than one year after employment begins. Paid sick leave may be used for the following reasons: • The employee's or a family member's illness, injury, or medical condition that requires homecare, professional medical diagnosis, or care, or obtaining preventive, routine, or therapeutic health treatment • Accompanying the employee's parent, grandparent, spouse, or parent-in-law to an appointment related to their long-term care • To seek social, legal, medical, or counseling services if an employee or their family member is a victim of, or is relocating due to, domestic violence, sexual assault, or stalking • To care for a family member whose school or place of care is closed due to public health or safety reasons Employers may cap the use of sick leave at 40 hours per year. Unused sick leave carries over into the following year. However, if the employer frontloads the full amount of sick leave at the beginning of the year, no carryover is required.

State/Locality and Effective Date	Eligible Employees, Covered Employers & Paid/Unpaid Leave	Accrual and Amount	Use and Carryover
Washington January 1, 2017 (paid sick leave accrual and use began January 1, 2018; most recently amended January 1, 2025) Note: Some localities in Washington have their own sick leave laws. Employees are entitled to whichever requirements are more beneficial to them.	All employers with at least one employee in Washington state, regardless of the employer's location, must provide their nonexempt employees who work in Washington state with paid sick leave. However, the law excludes several types of employees, such as certain types of agricultural employees and newspaper carriers. See the laws page for a full list of exclusions.	Accrual begins on the first day of employment or the law's effective date, whichever is later, at a rate of one hour of paid sick leave for every 40 hours worked. Employers can't cap annual paid sick leave accrual. Instead of hourly accrual, employers may grant employees a frontloaded lump sum of paid sick leave. If paid sick leave is frontloaded, employers must have a written policy establishing terms and conditions of frontloading that is provided to employees in advance.	Employers must allow employees to use their paid sick leave no later than 90 days after employment begins. Sick time can be used for any of the following reasons: • The employee's or a family member's illness, injury, or health condition, including the need for a medical diagnosis, care, or treatment, or preventive medical care • Any purpose allowed under Washington's Domestic Violence Leave Act • When the employee's workplace or their child's school or place of care has been closed by order of a public official for any health-related reason or because of any declared emergency • To prepare for or take part in immigration proceedings involving the employee or their family member Employers can't cap an employee's annual use of accrued paid sick leave. Employees are entitled to use any sick leave they have accrued. Accrued, unused paid sick leave carries over to the following year, up to a 40-hour cap. Frontloading does not eliminate the carryover requirement.

State/Locality and Effective Date	Eligible Employees, Covered Employers & Paid/Unpaid Leave	Accrual and Amount	Use and Carryover
Seattle, Washington September 1, 2012	Employers with one or more employees in Seattle, regardless of the employer's location, must provide paid sick leave to their employees who work in Seattle. However, employees who are typically based outside Seattle but work in the city <i>occasionally</i> are covered by the ordinance only after they have completed 240 hours of work in the city within a year. Once they pass the 240-hour mark, they are covered for the rest of their employment. New employers that have 249 or fewer employees have a two-year exemption period before they need to comply with the requirements of Seattle's sick leave law that are more generous than the state sick leave law. This includes both the higher accrual rate and higher carryover amounts. The two-year exemption period starts from the date the employer hires its first employee.	Accrual begins on the law's effective date or the first day of employment, whichever is later, and is based on employer size, as follows: • Tier One (up to 49 FTEs): one hour of paid sick time for every 40 hours worked • Tier Two (50–249 FTEs): one hour of paid sick time for every 40 hours worked • Tier Three (250 or more FTEs): one hour of paid sick time for every 30 hours worked To determine employer size, all full-time equivalent (FTE) employees are counted, regardless of location. There is no cap on paid sick leave accrual. Instead of hourly accrual, employers may grant employees a frontloaded lump sum of paid sick leave at the beginning of each year.	Employers must allow employees to use their paid sick leave no later than 90 days after employment begins. Paid sick leave may be used for the following reasons: • Diagnosis, care, or treatment of an illness, health condition, or injury of, or preventive care for, the employee or their family member • When the employee's workplace has been closed by order of a public health official for health reasons • For employers with 250 or more full-time equivalents (FTEs), when the employee's workplace has been closed or operations have been reduced for any health or safety reason • When a family member's school or place of care has been closed • Certain reasons related to the employee or a member of their family or household being a victim of domestic violence, sexual assault, or stalking Employers can't cap an employee's annual use of accrued paid sick leave. Employees are entitled to use any sick leave they have accrued. Paid sick leave carries over into the following year. However, employers may cap carryover as follows: • Tier One: 40 hours • Tier Two: 56 hours • Tier Three: 72 hours Frontloading does not eliminate the carryover requirement.

State/Locality and Effective Date	Eligible Employees, Covered Employers & Paid/Unpaid Leave	Accrual and Amount	Use and Carryover
Tacoma, Washington February 1, 2016	Employers with one or more employees who work in Tacoma, regardless of the employer's location, must provide paid sick leave to their employees who work at least 80 hours in a year in Tacoma. Once an employee becomes covered by the ordinance, they remain covered for the next calendar year, even if they don't meet the 80-hour threshold.	Accrual begins on the law's effective date or the first day of employment, whichever is later, at a rate of one hour of paid sick leave for every 40 hours worked. Employers can't cap annual paid sick leave accrual. Instead of hourly accrual, employers may grant employees a frontloaded lump sum of paid sick leave at the beginning of each benefit year. If sick leave is frontloaded, employers must have a written policy establishing terms and conditions of frontloading.	Employers must allow employees to use their paid sick leave no later than 90 days after employment begins. Sick leave may be used for the following reasons: • Diagnosis, care, or treatment of a health condition or injury of, or preventive care for, the employee or their family member • When the employee's workplace has been closed by order of a public official for any health-related reason • To care for a child whose school or place of care has been closed by order of a public official • For specified reasons when the employee or a covered member of their family is the victim of domestic violence, sexual assault, or stalking • Bereavement for the death of a family member Employers can't cap an employee's annual use of accrued paid sick leave. Employees are entitled to use any sick leave they have accrued. Up to 40 hours of unused paid sick leave carries over to the following year. Frontloading does not eliminate the carryover requirement.