

State and Local Resource - Paid Sick Leave

Paid sick leave laws pose a compliance challenge to employers. While the legislative framework for sick leave laws tends to be similar (they generally define eligible employees, an accrual formula, reasons for leave, carry-over requirements, employee and employer notice and documentation requirements), each law differs with respect to the application of these requirements which, in turn, poses unique challenges for multistate (and multi-city) employers.

This chart provides resources for those states and municipalities requiring certain employers to provide paid sick leave to employees. This chart is not a comprehensive resource of the requirements. Employers should consult with their legal professional to ensure that the information provided in this chart is current and applicable in their situation.

With 50 states and 39,000 municipalities, the number of sick leave mandates will continue to grow rapidly. The following jurisdictions and states have already enacted laws requiring employers to provide sick leave to employees:

Jurisdiction		Resources	Effective Dates
Arizona	State Law	Proposition 206 https://www.azica.gov/frequently-asked-questions-about-wage-and-earned-paid-sick-time-laws	July 1, 2017
California	State Law	Healthy Workplace Healthy Family Act of 2014 (AB 1522): http://www.dir.ca.gov/dlse/ab1522.html California Paid Sick Leave: Frequently Asked Questions: http://www.dir.ca.gov/dlse/paid_sick_leave.htm	January 1, 2015 Operative: July 1, 2015
	Berkeley	https://www.cityofberkeley.info/PSLO/	October 1, 2017
	Emeryville	http://www.ci.emeryville.ca.us/1024/Minimum-Wage-Ordinance	July 1, 2015
	Los Angeles	https://wagesla.lacity.org/	July 1, 2016
	Oakland	http://www2.oaklandnet.com/Government/o/CityAdministration/d/MinimumWage/OAK051451 See Frequently Asked Questions	March 2, 2015
	San Diego	https://www.sandiego.gov/treasurer/minimum-wage-program	July 11, 2016
	San Francisco	http://sfgsa.org/index.aspx?page=419	February 5, 2007

Jurisdiction		Resources	Effective Dates
			Amended: June 7, 2018
	Santa Monica	https://beta.smgov.net/strategic-goals/inclusive-diverse-community/minimum-wage-ordinance	February 25, 2016
Connecticut	State Law	https://www.ctdol.state.ct.us/wgwkstnd/sickleave.htm	January 1, 2012 Amended: January 1, 2015
District of Columbia		http://does.dc.gov/service/wage-and-hour-compliance For a copy the Accrued Sick and Safe Leave Act of 2008 & Earned Sick and Safe leave Amendment Act of 2013 Public Education Campaign click below: https://does.dc.gov/sites/default/files/dc/sites/does/page/content/attachments/ASSLA%20Presentation%20for%20employers-%205-24%2016_ABornelus%20Edits%206%2029%202016.pdf	November 13, 2008 Amended: October 1, 2014
Illinois	State Law*	https://www2.illinois.gov/idol/FAQs/Pages/Employee-Sick-Leave-Act-FAQs.aspx *The Employee Sick Leave Act (Public Act 99-0841) is a state law requiring employers to allow employees to use at least a portion of the sick leave time that is already available to them, under certain existing employer policies, to care for certain relatives.	January 1, 2017
	Chicago	https://www.chicago.gov/city/en/depts/bacp/supp_info/paidsickleave.html	July 1, 2017
	Cook County	https://www.cookcountyil.gov/service/earned-sick-leave-ordinance-0	July 1, 2017
Louisiana	New Orleans	Living Wage Ordinance https://www.nola.gov/	January 1, 2016
Maine	State Law	L.D. 369 Note: Maine has enacted a mandatory earned paid leave law that allows leave for any purpose.	January 1, 2021
Maryland	State Law	https://www.dllr.state.md.us/paidleave/paidleaveposter.shtml	February 11, 2018
	Montgomery County	https://www.montgomerycountymd.gov/humanrights/Employer_Corner.html Employers must comply with both state and county law	October 1, 2016
Massachusetts	State Law	https://www.mass.gov/info-details/earned-sick-time	July 1, 2015

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Michigan	State Law	Michigan LARA Paid Medical Leave Act https://www.michigan.gov/lara/0,4601,7-154-59886_91049---,00.html	March 29, 2019
Minnesota	Duluth	http://duluthmn.gov/city-clerk/earned-sick-and-safe-time/	January 1, 2020
	Minneapolis	http://sicktimeinfo.minneapolismn.gov/	July 1, 2017
	St. Paul	https://www.stpaul.gov/departments/human-rights-equal-economic-opportunity/contract-compliance-business-development/earned **July 1, 2017 (Employers with 24+ employees) ***January 1, 2018 (Employers with 23 or fewer employees)	July 1, 2017** and January 1, 2018***
Nevada	State Law	Senate Bill 312 Note: Nevada has enacted a paid leave law that allows leave for any purpose.	January 1, 2020
New Jersey	State Law	https://www.nj.gov/labor/earnedsick/index.html http://www.njleg.state.nj.us/2018/Bills/A2000/1827_R1.HTM <i>Note: New Jersey state law has preempted all local laws effective October 29, 2018</i>	October 29, 2018
New Mexico	Bernalillo County	Note: Bernalillo County, NM has enacted a paid leave law that allows leave for any purpose.	
New York	New York City	https://www1.nyc.gov/site/dca/about/paid-sick-leave-law.page	April 1, 2014
	Westchester County	http://westchestercountyny.iqm2.com/Citizens/Detail_Document.aspx?ID=4245&highlightTerms=%22earned%20sick%20leave%22	April 10, 2019
Oregon	State Law	https://www.oregon.gov/BOLI/WHD/OST/Pages/index.aspx	January 1, 2016
Pennsylvania	Philadelphia	https://www.phila.gov/documents/paid-sick-leave-information/	May 13, 2015
	Pittsburgh	Pittsburgh has yet to announce an effective date of its paid sick leave ordinance.	TBD
Puerto Rico		Puerto Rico Minimum Wage, Vacation, and Sick Leave Act, Act No. 180 of July 27, 1998 Law No. 251 (House Bill 695) effective December 31, 2015 http://www.trabajo.pr.gov/	December 31, 2015
Rhode Island	State Law	http://www.dlt.ri.gov/l/HSFWact.htm	July 1, 2018

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Texas	Austin	Ordinance No. 20180215-049 <i>Note: A state appellate court reversed the district court's denial of the temporary injunction and instructed the district court to temporarily block the ordinance from taking effect until the state's lawsuit was fully adjudicated. An appeal has been filed with the state supreme court. Texas Association of Business v. Austin, No. 03-18-00445-CV (Tex. App. 3d Dist. Austin Nov. 16, 2018).</i>	October 1, 2018
	Dallas	https://dallascityhall.com/departments/fairhousing/paid-sick-leave/Pages/default.aspx <i>Note: the ordinance takes effect in 2021 for employers with 5 or fewer employees at any time in the preceding 12 months.</i> Announcement: the ordinance will not be enforced until April 1, 2020 for employers with 6 or more employees.	August 1, 2019 (6 or more employees)
	San Antonio	https://www.sanantonio.gov/Health/Paid-Sick-Leave Ordinance No. 18-4820	DELAYED December 1, 2019
Vermont	State Law	http://labor.vermont.gov/learn-more-about-vermonts-new-earned-sick-time-law/	January 1, 2017
Washington	State Law	https://lni.wa.gov/WorkplaceRights/LeaveBenefits/VacaySick/PaidSickLeave.asp	January 1, 2018
	Seattle	http://www.seattle.gov/civilrights/sickleave.htm http://www.seattle.gov/laborstandards/ordinances/paid-sick-and-safe-time Pre-Amendment Effective Date: September 1, 2012 Amended Date: January 1, 2018	Amendment Effective: January 14, 2018
	Tacoma	https://www.cityoftacoma.org/cms/one.aspx?pagelid=75860	February 1, 2016

Compliance with the numerous paid sick leave laws will have its challenges, particularly for those employers who operate in both a city and a state with separate paid sick leave laws containing varying provisions. As an employer, you will need to review the differences of each law applicable to your workforce and ensure you are providing your employees with the greatest protection called for under the more generous law. Employers may wish to monitor various news sources and associations to identify other similar laws; evaluate the recently enacted laws noting any questions; review current company policies; and consult with legal counsel to develop a plan to help ensure other legal and compliance requirements are met.

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