

Paid Sick Time Laws in the United States

Mandatory paid sick leave laws are employment benefit regulations that require employers to provide certain amounts of paid sick leave to employees to use at their discretion. All individuals who are employed by an employer within city limits will be eligible for paid sick time. Refer to the chart below for further details.

STATES	Effective Date	What is the Accrual Rate?	When does sick time begin to accrue? **	When can employee use sick time?	Amount of Sick Time accrued per year? (evaluate overall company size when determining paid vs unpaid)	Do I need to allow carryover?	Accrual Cap (Non-Front Load Method)
Federal Federal Contracts Executive Order 13706	01/2017	1 hour for every 30 hours worked	Commencement of employment	Requests may be made orally or in writing 7 days in advance or as soon as practicable.	7 Days/YR or 56 HR/YR	Yes	56 hours
Arizona Statewide	07/2017	1 hour for every 30 hours worked	Commencement of employment	90 days after employment	1-15 EMP = 24 HR/YR 15+ EMP = 40 HR/YR	Yes	1-15: 24 HR 15+: 40 HR
California Statewide	07/2015	1 hour for every 30 hours worked	Commencement of employment	90 days after employment	Use: 24 HR/YR	Up to 24 HR/YR	48 hours
California Berkeley	10/2017	1 hour for every 30 hours worked	Commencement of employment	90 days after employment	1-25 EMP = 48 HR/YR 25+ EMP = 72 HR/YR	Yes	1-24: 48 HR 25+: 72 HR
California Emeryville	07/2015	1 hour for every 30 hours worked	Commencement of employment	90 days after employment	1-55 EMP=48 HR/YR 56+ EMP=72 HR/YR	Yes	1-55: 48 HR 56+: 72 HR
California Los Angeles	07/2016	1 hour for every 30 hours worked Front-Load: 48 HR/YR	Commencement of employment	90 days after employment	Accrual: 72 HR/YR	Yes	72 hours
California Oakland	03/2015	1 hour for every 30 hours worked	Commencement of employment	90 days after employment	1-9 EMP=48 HR/YR 10+ EMP=72 HR/YR	Yes	1-10: 48 HR 10+: 72 HR
California San Diego	07/11/16 <i>Amended 09/02/16</i>	1 hour for every 30 hours worked	Commencement of employment	90 days after employment	Use: 40 hours	Yes	80 hours
California San Francisco	02/2007	1 hour for every 30 hours worked	Commencement of employment	90 days after employment	1-9 EMP=48 HR/YR 10+ EMP=72 HR/YR	Yes	1-9: 48 HR 10+: 72 HR
California Santa Monica	01/2017	1 hour for every 30 hours worked	Commencement of employment	90 days after employment	0-25=40 HR/YR 26+=72 HR/YR (Amended 01/01/2018)	Yes	0-25: 48 HR 26+: 72 HR
Colorado Statewide SB20-205 HFWA	01/2021 & 01/2022	1 hour for every 30 hours worked	Commencement of employment	Immediately upon accrual	Starting 01/2022 0-16 = 48 HR/YR Starting 01/2021 16+ = 48 HR/YR	Yes	48 hours
Connecticut Statewide	01/2012	1 hour for every 40 hours worked	Commencement of employment	After the 680 th hour of employment	50+ EMP=Up to 40 HR/YR	Up to 40 hours	40 hours

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Illinois Chicago	07/2017	1 hour for every 40 hours worked	Commencement of employment	180 days after employment	Use: 40 HR/YR	Yes	40 hours
Illinois Cook County*	07/2017	1 hour for every 40 hours worked	Commencement of employment	180 days after employment	Use: 40 HR/YR	Yes	40 hours
*Select cities within Cook County have opted out of paid sick leave. Consult the Cook County government, https://www.cookcountyil.gov/ for further details.							
Maryland Statewide	02/11/18	1 hour for every 30 hours worked	Commencement of employment	106 days after employment	0-14 EMP=40 HR/YR (Unpaid) 15+ EMP= 40 HR/YR (paid)	Up to 40 hours	64 hours
Maryland Montgomery County	10/2016	1 hour for every 30 hours worked	Commencement of employment	90 days after employment	1-4 EMP=56 HR/YR (32 Paid) 5+ EMP=56 HR/YR (56 Paid) (Use=Up to 80 HR/YR)	Yes	1-4: 56 HR 5+: 56 HR
Massachusetts Statewide	07/2015	1 hour for every 30 hours worked	Commencement of employment	90 days after employment	1-10 EMP=40 HR/YR (Unpaid-overall size) 11+ EMP=40 HR/YR (Paid)	Up to 40 hours	40 hours
Michigan Statewide	03/29/19	1 hour for every 35 hours worked	Commencement of employment	90 days after employment	50+ EMP=40 HR/YR Use: 40 HR/YR	Up to 40 hours	40 hours
Minnesota Duluth	01/2020	1 hour for every 50 hours worked	Commencement of employment	90 days after employment	Accrue: 64 HR/YR Use: 40 HR/YR	Up to 40 hours	64 hours
Minnesota Minneapolis	07/2017	1 hour for every 30 hours worked	Commencement of employment	90 days after employment	0-5 EMP=48 HR/YR (Unpaid) 6+ EMP=48 HR/YR (Paid)	Up to 80 hours	80 hours
Minnesota St Paul	07/2017 (24+ EEs) 07/2018 (<24 EEs)	1 hour for every 30 hours worked	Commencement of employment	90 days after employment	48 HR/YR	Up to 80 hours	80 hours

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Nevada Statewide *PAID LEAVE*	01/2020	0.01923 hours for every hour worked	Commencement of employment	90 days after employment	50+ = 40 HR/YR <i>May be used for any reason not just sick</i>	40 hours	40 hours
New Jersey Statewide	10/29/18	1 hour for every 30 hours worked	Commencement of employment	120 days after employment	1-10 EMP = 40 HR/YR 11+ EMP = 72 HR/YR	1-10 EMP = Up to 40 hours 11+ = Up to 72 hours	1-10 EMP = 40 hours 11+ EMP = 72 hours
New Jersey Jersey City	01/2014 <i>Amended 12/29/15</i>	1 hour for every 30 hours worked	Commencement of employment	90 days after employment	1-9 EMP=24 HR/YR 10+ EMP=40 HR/YR	Up to 40 hours	40 hours
New Jersey Morristown	01/2017	1 hour for every 30 hours worked	Commencement of employment	90 days after employment	1-9 EMP=24 HR/YR 10+ EMP=40 HR/YR	Up to 40 hours	40 hours
New Jersey New Brunswick	01/2016	1 hour for every 35 hours worked	Commencement of employment	120 days after employment	5-9=24 HR/YR 10+ EMP=40 HR/YR	Yes	40 hours
New Jersey Plainfield	07/2016	1 hour for every 30 hours worked	Commencement of employment	100 days after employment	5-9=24 HR/YR 10+ EMP=40 HR/YR	Up to 40 hours	40 hours
New Jersey Select Cities*	<i>*dates may vary</i>	1 hour for every 30 hours worked	Commencement of employment	90 days after employment	1-9 EMP=24 HR/YR 10+ EMP=40 HR/YR	Up to 40 hours	40 hours
<i>*NJ Cities: Bloomfield (06/2015), East Orange (01/2015), Elizabeth (03/2016), Irvington (01/2015), Montclair (03/2015), Newark (05/2014), Passaic (01/2015), Paterson (01/2015), Trenton (03/2015).</i>							
New York Statewide	01/2021 <i>Accrual starts 09/30/2020</i>	1 hour for every 30 hours worked	09/30/2020 or Commencement of employment, whichever is later	Immediately upon accrual	0-4 EMP (Net Income <1 MIL) = 40 HR/YR UNPAID 0-4 EMP (Net Income > 1 MIL) = 40 HR/YR PAID 5-99 EMP = 40 HR/YR 100+ = 56 HR/YR	Up to 40 hours or 56 hours based on size	0-99 EMP = 40 hours 100+ EMP = 56 hours
New York New York City	04/2014	1 hour for every 30 hours worked	Commencement of employment	120 days after employment	1-4 EMP=40 HR/YR (Unpaid) 5+ EMP=40 HR/YR (Paid)	Up to 40 hours	40 hours

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New York Westchester County	4/10/2019	1 hour for every 30 hours worked	Commencement of employment	90 days after employment	1-4 EMP=40 HR/YR (Unpaid) 5+ EMP=40 HR/YR (Paid)	Up to 40 hours	40 hours
Oregon Statewide	01/2016	1 hour for every 30 hours worked	Commencement of employment	91 days after employment	1-9 EMP=40 HR/YR (Unpaid) 10+ EMP=40 HR/YR (Paid)	Up to 40 hours	80 hours
Pennsylvania, Philadelphia	05/2015	1 hour for every 40 hours worked	Commencement of employment	91 days after employment	1-9 EMP=40 HR/YR (Unpaid) 10+ EMP=40 HR/YR (Paid)	Yes	40 hours
Pennsylvania, Pittsburgh	Original 01/11/16 Court Pending 07/17/19 Active 3/15/2020	Non-Exempt: 1 hour for every 35 hours worked Exempt: 1 hour for every 40 hours worked	Commencement of employment	90 days after employment	0-14 EMP=24 HR/YR 15+ EMP=40 HR/YR	Yes	40 hours
Rhode Island Statewide	07/2018	1 hour for every 35 hours worked	Commencement of employment	90 days after employment	2018 = 24 Hours* 2019 = 32 Hours* 2020 = 40 Hours* *Unpaid if 1-17 EEs	Yes	2018: 24 HR 2019: 32 HR 2020+: 40 HR
Texas Austin	Pending TBD	1 hour for every 30 hours worked	Commencement of employment	60 days after employment	1-14 = 48 HR/YR 15+ = 64 HR/YR Use: 64 HR/YR	Yes	1-14:48 HR 15+: 64 HR
Texas Dallas	08/2019 Enforce Law 5+: 04/2020 0-4:08/2021	1 hour for every 30 hours worked	Commencement of employment	60 days after employment	1-14 = 48 HR/YR 15+ = 64 HR/YR	Yes	1-14:48 HR 15+: 64 HR
Texas San Antonio	Pending TBD	1 hour for every 30 hours worked	Commencement of employment	90 days after employment	56 HR/YR	Yes	56 HR

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Vermont Statewide	01/2017	1 hour for every 52 hours worked	Commencement of employment	Waiting period not to exceed one year	01/01/17-12/31/18 = 24 HR/YR 01/01/19 = 40 HR/YR	Yes	2018: 24 HR 2019: 40 HR (after 12/31/18)
Washington D.C.	02/2014	1-24=1 hour for every 87 worked 25-99=1 hour for every 43 worked 100+=1 hour for every 37 worked	Commencement of employment	90 days after employment	1-24 EMP=24 HR/YR 25-99 EMP=40 HR/YR 100+ EMP=56 HR/YR	Yes	1-24: 24 HR 25-99:40 HR 100+: 56 HR
Washington Statewide	01/2018	1 hour for every 40 hours worked	Commencement of employment	90 days after employment	No cap on accrual or use	Up to 40 hours	N/A
Washington Seattle	09/2012 <i>Amended to meet WA statewide 01/01/18</i>	1-249 = 1 hour for every 40 worked 250+ = 1 hour for every 30 worked	Commencement of employment	90 days after employment	No cap on accrual or use	5-49 EMP=40 HR/YR 50-249 EMP=56 HR/YR 250+ EMP=72 HR/YR	N/A
Washington Spokane	01/2017 <i>Amended 01/01/18</i>	1 hour for every 40 hours worked	Commencement of employment	90 days after employment	No cap on accrual or use	Up to 40 hours	N/A
Washington Tacoma	02/2016 <i>Amended 01/01/18</i>	1 hour for every 40 hours worked	Commencement of employment	90 days after employment	No cap on accrual or use	Up to 40 hours	N/A

**Sick time may begin to accrue on the DOH or the effective date, whichever is later. Accrual may be a 12-month period and not necessarily calendar year.

The information provided on the above chart is subject to change. Please consult with the department of labor in the city where individuals are currently employed to obtain up to date information. Sick time may not be paid out at the time of termination, but accrual balances may remain as per state/city regulations. Employers may elect to offer a company sick time policy as long as the benefit is as favorable as or greater than the mandatory requirement.

The information contained within this document is for educational purposes only and should not be construed as legal advice, direction, or consent.