

2021

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State Paid Sick and Safe Time Leave

STATE	CITY	OFFICIAL NOTICES	ORDINANCE EFFECTIVE DATE	ACCRUAL RATE	USAGE PER YEAR	ACCRUAL BEGIN DATE	EMPLOYEE USAGE EFFECTIVE DATE
Arizona	Statewide	Arizona-Earned Paid Sick Time Notice	07/01/2017	One (1) hour for every 30 hours worked.	Small Business: Up to 24 hours per year. Large Business: Up to 40 hours per year.	First day of employment or effective date of law, whichever is later.	Employer may require employees hired after 07/01/2017, to wait 90 days before they can use earned paid sick time.
California	Statewide <i>Exception: Employees covered by city/local ordinances.</i>	California-Paid Sick Leave Notice	07/01/2015	One (1) hour for every 30 hours worked.	Up to 24 hours per year.	First day of employment or effective date of law, whichever is later.	90 calendar days after commencement of employment.
California	Berkeley	Berkeley Paid Sick Leave and Minimum Wage Notice	10/01/2017	One (1) hour for every 30 hours worked.	Small Business: Up to 48 hours per year. Large Business: No Cap.	First day of employment or effective date of law, whichever is later.	90 calendar days after commencement of employment.
California	City of Los Angeles	City of Los Angeles Paid Sick Leave Notice	07/01/2017	One (1) hour for every 30 hours worked.	Up to 48 hours per year.	First day of employment or effective date of law, whichever is later.	90 calendar days after commencement of employment.
California	Emeryville	City of Emeryville Minimum Wage and Paid Sick Leave Notice	07/01/2015	One (1) hour for every 30 hours worked.	Small Business: Up to 48 hours per year. Large Business: Up to 72 hours per year.	First day of employment or effective date of law, whichever is later.	90 calendar days after commencement of employment.
California	Oakland	Oakland Minimum Wage and Paid Sick Leave Notice	03/02/2015	One (1) hour for every 30 hours worked.	No Cap.	First day of employment or effective date of law, whichever is later.	90 calendar days after commencement of employment.
California	San Diego	San Diego-Earned Sick Leave and Minimum Wage Notice	07/11/2016	One (1) hour for every 30 hours worked.	Up to 40 hours per year.	First day of employment or effective date of law, whichever is later.	90 calendar days after commencement of employment.

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California	San Francisco	San Francisco-Paid Sick Leave Notice	02/05/2007	One (1) hour for every 30 hours worked.	No Cap.	Effective on 01/01/2017, employees hire on or after this date will start accrual when employment begins.	90 calendar days after commencement of employment.
California	Santa Monica	Santa Monica Paid Sick Leave Notice	01/01/2017	One (1) hour for every 30 hours worked.	Small Business: Up to 40 hours per year. Large Business: Up to 72 hours per year.	First day of employment or effective date of law, whichever is later.	90 calendar days after commencement of employment.
Connecticut	Statewide Employers with 50 or more employees in the State. <i>Service Workers Only</i>	Connecticut-Paid Sick Leave Notice	01/01/2012	One (1) hour for every 40 hours worked.	Up to 40 hours per year.	First day of employment or effective date of law, whichever is later.	Completion of 680 hours worked after commencement of employment.
Colorado	Statewide	Colorado Workplace Public Health Rights-Notice	07/14/2020	One (1) hour for every 30 hours worked.	Up to 48 hours per year. Businesses with 16 or more employees starting 01/01/2021. All businesses starting 01/01/2022.	First day of employment or effective date of law, whichever is later.	Employees may use accrued paid sick leave as it is accrued.
Illinois	Chicago	Chicago Paid Sick Leave Notice	07/01/2017	One (1) hour for every 40 hours worked.	Up to 40 hours per year.	First day of employment or effective date of law, whichever is later.	180 calendar days after commencement of employment.
Illinois	Cook County	Cook County-Earned Sick Leave Notice	07/01/2017	One (1) hour for every 40 hours worked.	Up to 40 hours per year.	First day of employment or effective date of law, whichever is later.	180 calendar days after commencement of employment.
Maine	Statewide Applies to employers with more than 10 employees in Maine for more than 120 days in any calendar year.	Maine Earned Paid Leave Notice	01/01/2021	One (1) hour for every 40 hours worked.	Up to 40 hours per year.	First day of employment or effective date of law, whichever is later.	120 calendar days after commencement of employment.
Maryland	Montgomery-County	Montgomery County-Earned Sick and Safe Leave Notice	10/01/2016	One (1) hour for every 30 hours worked.	Up to 80 hours per year.	First day of employment or effective date of law, whichever is later.	90 calendar days after commencement of employment.

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Maryland	Statewide <i>Exception: Employees covered by city/local ordinances.</i>	Maryland-Earned Sick Leave Notice	02/11/2018	One (1) hour for every 30 hours worked.	Up to 64 hours per year.	First day of employment or effective date of law, whichever is later.	Employed prior to 02/11/18, use as accrued. Employed after 02/11/18 use after 106 calendar days after commencement of employment.
Massachusetts	Statewide	Massachusetts-Earned Sick Time Notice	07/01/2015	One (1) hour for every 30 hours worked.	Up to 40 hours per year.	First day of employment or effective date of law, whichever is later.	90 calendar days after commencement of employment.
Michigan	Statewide	Michigan Paid Medical Leave Act Notice	03/29/2019	One (1) hour for every 35 hours worked.	Up to 40 hours per year.	First day of employment or effective date of law, whichever is later.	90 calendar days after commencement of employment.
Minnesota	Duluth	Duluth Earned Sick and Safe Time Notice	01/01/2020	One (1) hour for every 50 hours worked.	Up to 40 hours per year.	First day of employment or effective date of law, whichever is later.	90 calendar days after commencement of employment.
Minnesota	Minneapolis	Minneapolis Sick and Safe Time Notice	07/01/2017	One (1) hour for every 30 hours worked.	An employee may use all of the sick and safe time hours that they have banked at any given time.	First day of employment or effective day of law, whichever is later.	90 calendar days after commencement of employment.
Minnesota	Saint Paul <i>Employer must have physical location in City.</i>	St. Paul Earned and Safe Sick Time Notice	07/01/2017	One (1) hour for every 30 hours worked.	Up to 48 hours in a year.	First day of employment or effective day of law, whichever is later.	90 calendar days after commencement of employment.
New Jersey	Statewide	New Jersey-Earned Sick Leave Notice	10/29/20018	One (1) hour for every 30 hours worked.	Up to 40 hours per year.	First day of employment or effective date of law, whichever is later.	120 calendar days after commencement of employment.
New Mexico	Statewide	Pending Release	07/1/2022	One (1) hour for every 30 hours worked.	Up to 64 hours per year.	First day of employment or effective date of law, whichever is later.	Employees may use accrued paid sick and safe leave as it is accrued.
New Mexico	Bernalillo County	None Released by State	10/1/2020	One (1) hour for every 32 hours worked.	Up to 24 hours in a year as of 10/01/2020. Up to 40 hours in a year as of 10/01/2021. Up to 56 hours in a year as of 10/01/2022.	Earned paid time off shall begin to accrue on the employee's 90th day of employment.	90 calendar days after commencement of employment, or the effective date of this law, whichever is later.

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New York	Statewide	None Released by State	04/03/2020	One (1) hour for every 30 hours worked.	Employers with 4 or fewer employees: 40 hours either unpaid or paid, depending of previous next year income. Employers with 5 to 99 employees: 40 hrs paid. Employers with one hundred or more employees: 56 hours paid.	09/30/2020 or first day of employment, whichever is later.	Beginning 01/01/2021 Employees may use accrued paid sick and safe leave as it is accrued.
New York	New York City (New York City Boroughs)	New York City Notice of Employee Rights Safe and Sick Leave	04/01/2014	One (1) hour for every 30 hours worked.	As of 01/01/2021 Employers with 4 or fewer employees: 40 hrs either unpaid or paid, depending of previous next year income. Employers with 5 to 99 employees: 40 hrs paid. Employers with 100 or more employees: 56 hours paid.	First day of employment or effective date of law, whichever is later.	Employees may use accrued paid sick and safe leave as it is accrued.
New York	Westchester County-Safe Time Leave Law	Westchester County Safe Time-Notice	10/30/2019	Up to 40 hours per year.	Up to 40 hours per year.	90 days after commencement of employment or effective date of the law, whichever is later.	90 days after commencement of employment.
Nevada	Statewide <i>Employers with a minimum of 50 or more employees in the State.</i>	Nevada-Paid Leave Notice	01/01/2020	0.01923 hours of paid leave for each hour worked.	An employee may use paid leave without providing a reason to his/her employer for such use.	First day of employment or effective date of law, whichever is later.	90 calendar days after commencement of employment.
Oregon	Statewide	Oregon Paid Sick Time -Notice	01/01/2016	One (1) hour for every 30 hours worked.	Up to 40 hours per year.	First day of employment or effective date of law, whichever is later.	90 calendar days after commencement of employment.

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Pennsylvania	Pittsburg	Pittsburgh Paid Sick Time-Notice	03/15/2020	One (1) hour of paid sick time for every 35 hours worked.	After one year from the effective date of the ordinance, covered employers with fewer than 15 employees; up to 24 hours of paid sick time. Covered employers with 15 or more employees; up to 40 hours.	First day of employment or effective day of law, whichever is later.	90 calendar days after commencement of employment.
Pennsylvania	Philadelphia	Philadelphia Paid Sick Time-Notice	05/13/2015	One (1) hour for every 40 hours worked.	Up to 40 hours per year.	First day of employment or effective date of law, whichever is later.	90 calendar days after commencement of employment.
Rhode Island	Statewide	Rhode Island Paid Sick Time - Notice	07/01/2018	One (1) hour for every 35 hours worked.	Up to 40 hours per year.	First day of employment or effective date of law, whichever is later.	90 calendar days after commencement of employment.
Vermont	Statewide	Vermont-Earned Sick Time Notice	01/01/2017	One (1) hour for every 52 hours worked.	Up to 40 hours per year.	First day of employment or effective date of law, whichever is later.	One year after commencement of employment.
Washington	Seattle	Seattle Labor Standards Ordinances Notice	02/01/2012	One (1) hour for every 30 hours worked.	No Cap.	First day of employment or effective date of law, whichever is later.	90 calendar days after commencement of employment.
Washington	City of SeaTac <i>Applies to Hospitality or Transportation Workers.</i>	None	01/01/2014	One (1) hour for every 40 hours worked.	No Cap.	First day of employment or effective date of law, whichever is later.	As hours are accrued.
Washington	Tacoma	Tacoma-Paid Sick Leave Notice	02/01/2015	One (1) hour for every 40 hours worked.	No Cap.	First day of employment or effective date of law, whichever is later.	90 calendar days after commencement of employment.

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Washington State	Statewide <i>Exception: Employees covered by city/local ordinances.</i>	Washington State-Paid Sick Leave Notice	01/01/2018	One (1) hour for every 40 hours worked.	No Cap.	First day of employment or effective date of law, whichever is later.	90 calendar days after commencement of employment.
Washington DC	Washington DC	Washington-DC-Paid Sick Leave Notice	05/13/2008	One (1) hour for every 37 hours worked.	Up to seven (7) days per year.	First day of employment or effective date of law, whichever is later.	90 calendar days after commencement of employment.



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