



Paid Sick Days Statutes Updated May 2013

Key:
EE: employee; **ER:** employer; **SB:** small business; **LB:** large business; **FTE:** full-time equivalent; **DP:** domestic partner; **DV:** domestic violence; **PHE:** public health emergency; **CBA:** collective bargaining agreement

Location & Bill Number	Exemptions: e.g. Employer size; Types of workers; Tenure of workers	Small Business Size	Accrual Rate and Maximum Accrual or Use Amount	Employer's Existing Policy	Family Members Covered <u>other than Self, Child, Spouse or Parent</u>	Domestic Violence Coverage and/or Coverage for Public Health Emergency	Collective Bargaining Agreements	Wait Period for Accrual or Use
San Francisco S.F. Admin. Code Ch. 12W (2006)	--	1-9 EEs	SB: 1 hour for every 30 worked, 40 max LB: 1 hour for every 30 worked, 72 max	No additional time required if ER provides paid leave that meets bill's accrual requirements and that can be used for the same purposes	Domestic partner; sibling; grandparent; grandchild; child of domestic partner; all step-relationships; "designated person"	--	Waiver of any and all requirements in a CBA in clear and unambiguous terms is permitted	Accrual begins 90 days after commencement of employment

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District of Columbia D.C. Code § 32-131.01 et seq. (2008)	Does not apply to EEs employed by ER for less than 1 year or who have worked less than 1000 hours in last 12 months; independent contractors; students employed by their higher ed institution for less than 25 hours/week; health care workers participating in premium pay programs; restaurant/bar workers who work for combination of wages and tips	Three tiers: SB: 24 or fewer EEs MB: 25-99 EEs LB: 100 or more EEs	SB: 1 hour for every 87 worked, max 3 days/year MB: 1 hour for every 43 worked, max 5 days/year LB: 1 hour for every 37 worked, max 7 days/year	No add'l time required if ER provides paid leave that meets Act's accrual requirements and that can be used for the same purposes and under the same conditions	Domestic partner; parent of spouse; spouse of child; sibling; sibling's spouse; live-in partner (living together at least 12 months); child living with EE for whom EE cares for permanently	DV: For EE or family member	A CBA cannot waive the paid leave requirements of the Act unless the CBA provides at least 3 paid days of leave	Accrual and usage begins after EE becomes eligible

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Connecticut Public Act 11-52 (2011) (effective 1/2012)	Does not apply to EEs not employed in one of the 68 enumerated service occupations or by ERs with fewer than 50 EEs; salaried or exempt workers; temporary workers; certain state EEs; manufacturing ERs; nationally chartered nonprofits	Fewer than 50 EEs	1 hour for every 40 worked, 40 max (EEs who do not earn paid leave under the law but are covered by an ER's paid leave policy and are employed by covered ERs are still protected by the anti-retaliation provision in the law)	No add'l time required if ER provides paid leave that meets Act's accrual requirements and that can be used for the same purposes and under the same conditions	Child and spouse ONLY	DV: For EE only	Does not preempt or override the terms of any CBAs in effect on legislation's effective date	Accrual begins at commencement of employment; accrued hours may be used 680 hours after commencement of employment

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Seattle Ordinance 123698 (2011) (effective 9/2012)	Does not apply to federal, state or local government ERs other than the City of Seattle; Tier 1 and Tier 2 ERs in business for fewer than 24 months are exempt	<p>"Tier 1" (SB): 5-49 FTE EEs</p> <p>"Tier 2" (Medium): 50-249 FTE EEs</p> <p>"Tier 3" (LB): 249+ FTE EEs</p>	<p>Tier 1 (SB): 1 hour for every 40 worked, 40 max</p> <p>Tier 2 (Medium): 1 hour for every 40, 56 max</p> <p>Tier 3 (LB): 1 hour for every 30, 72 max</p> <p>Tier 3 with paid time off (PTO) policy: 1 hour for every 30, 108 max</p>	No additional time required if ER provides paid leave that meets Act's accrual requirements and that can be used for the same purposes and under same conditions	Grandparent; parent-in-law; domestic partner	<p>DV: Coverage for EE's or family member's DV, sexual assault or stalking</p> <p>PHE: Coverage for closure of place of business or child's school or place of care</p>	Does not diminish obligations under CBAs that provide greater benefits; does not apply if CBA expressly waives requirements in clear and unambiguous terms; waiver shall not be permitted by unilateral terms and conditions of employment (e.g. order to continue working after expiration of a CBA)	Accrued hours may be used 180 days after commencement of employment

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Portland (as enacted in March, 2013; takes effect January 1, 2014)	Does not apply to federal, state or local government ERs other than the City of Portland; independent contractors; work-study students; railroad workers exempted under FRIA	1-5 EEs	<p>SB: 1 hour of <i>unpaid</i> time off for every 30 worked, 40 max</p> <p>LB: 1 hour of paid time off for every 30 worked, 40 max</p>	No add'l time required if ER provides paid leave that meets bill's accrual requirements and that can be used under the same conditions as the law requires. Existing policies are presumed compliant.	Spouse; domestic partner; parent; child; grandparent; grandchild; parent-in-law; person with whom EE was or is in a relationship of in loco parentis	<p>DV: Coverage for DV, harassment, sexual assault or stalking of EE or minor child/dependent</p> <p>PHE: Coverage for closure of place of business or child's school or place of care</p>	Does not diminish ER obligations under CBAs that provide greater benefits	Accrual begins at commencement of employment; accrued hours may be used 90 days after commencement of employment

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<p>New York City (passed by City Council in May, 2013)</p>	<p>Does not apply to federal, state or city EEs; work-study students; independent contractors; or certain physical, occupational and speech therapists. Certain manufacturing workers earn unpaid rather than paid sick time.</p>	<p>Fewer than 20 EEs as of April, 2014; fewer than 15 EEs as of October, 2015.</p> <p>For certain chain businesses and franchises, all workers in the chain/franchise are counted together to determine if it is considered a SB.</p>	<p>SB: 1 hour <i>unpaid</i> time off for every 30 worked, 40 max</p> <p>LB: 1 hour for every 30 worked, 40 max</p>	<p>No additional time required if ER provides paid leave that meets bill's requirements and that can be used for the same purposes and under the same conditions</p>	<p>Domestic partner; child or parent of spouse or domestic partner</p>	<p>PHE: Coverage for closure of place of business or child's school or place of care</p>	<p>For EEs in construction or grocery industry, does not apply if CBA expressly waives requirements. For other EEs, does not apply if CBA expressly waives requirements and provides a comparable benefit.</p>	<p>Accrual begins at commencement of employment; accrued hours may be used 120 days after commencement of employment</p>