

Summary of paid sick leave laws in the states, Including COVID-19 legislation

Jurisdiction	Employee Threshold	Accrual Vesting	Accrual & Carry-Over	Qualifications	Accrual Cap
AK COVID-19 Legislation	1 or more in qualifying profession.	Applies automatically if illness contracted during 2020 COVID public health emergency.		<ul style="list-style-type: none"> ▪ Applies if firefighter, emergency medical technician, paramedic, peace officer, or health care provider ▪ Illness contracted during public health disaster emergency declared on March 11, 2020 	
AZ	1 or more.	Accrual begins immediately. Employer may require employees to wait 90 days to begin using.	1 hour for every 30 hours worked. Can be carried over. Employers may limit up to a max. of 40 hrs. (15 or more employee) or 24 hrs. (14 or fewer employees), or pay out.	<ul style="list-style-type: none"> ▪ Care of family member ▪ Safe time (self or family) ▪ Public health emergency (self or family) 	Over 14 employees: 40 hrs. Under 15 employees: 24 hrs.
CA (State)	1 or more.	Accrual begins immediately if, but employees not eligible to use until 90 days of employment.	1 hour for every 30 hours worked. Can be carried over. Carryover not required if employer pays max. sick time at beginning of each year.	<ul style="list-style-type: none"> ▪ Employed in California for 30 or more days a year ▪ Care of Family Member ▪ Safe time (self only) 	Employers may cap at 48 hrs. or 6 days. Employers may also cap use at 24 hrs. or 3 days per year.

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CA (State) COVID-19 Executive Order		Immediate if COVID-related, but must exhaust all paid sick leave specific to COVID-19 illness. No wait time for coverage otherwise.	Claims for COVID illness prior to March 19 must be made within 15 days of May 7, 2020 (date of EO issuance) and recertified every 15 days for first 45 days.	<ul style="list-style-type: none"> ▪ Test positive or diagnosed by licensed physician with COVID-19 within 14 days of being at the workplace as required by the employer ▪ Confirmation of diagnosis by COVID test must occur within 30 days. ▪ Applies to work on or after March 19, 2020 	All workers' comp. benefits applicable under state law, including full hospital, surgical, medical treatment, disability indemnity, and death benefits.
CA (Berkeley)	1 or more including through temporary or staffing agency, subcontractors.	Accrual begins immediately, but employees not eligible to use until 90 days of employment.	1 hour for every 30 hours worked. Can be carried over. Employers with 25+ employees may not cap use but may cap accrual at statutory limit. Employers with fewer than 25 employees may cap use at 48 hours.	<ul style="list-style-type: none"> ▪ Must perform at least 2 hours of work within the geographic boundaries of city and be entitled to min. wage under CA law. ▪ Care of family member 	25 or more employees: 72 hrs. Under 25 employees: 48 hours. Accrual can resume until cap is reached if leave is used.
CA (Los Angeles) *COVID-19 Legislation	1 or more. *500 or more nationally, except healthcare providers or first responders (peace officer, firefighter, paramedic, emergency medical technician,	Accrual begins immediately, but employees not eligible to use until 90 days of employment. *Terminates December 31, 2020	1 hour for every 30 hours worked. Can carry over, but employer can cap to 72 hours. *Immediately upon request, no note required.	<ul style="list-style-type: none"> ▪ Must work at least 2 hours within boundaries of city and be entitled to minimum wage under state law are covered. ▪ Must also work in city for the same employer for 30 days or more within a year. 	48 hours. *Additional 80 hours, runs concurrently with federal law but in addition to state law.

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CA (Los Angeles, cont'd)	public safety dispatcher or safety telecommunicator, emergency response communication employee, rescue service personnel)			<ul style="list-style-type: none"> ▪ Care of a family member. ▪ Safe time (self only). • Work at least 40 hours/week during period of Feb. 3, 2020 and March 4 2020. ▪ Recommendation to self-quarantine. ▪ Aged 65 or older with underlying health issue. ▪ Care for family member under self-quarantine recommendation. ▪ Care for senior or minor child whose living facility or school closes due to health emergency recommendation. 	<ul style="list-style-type: none"> ▪ Full-time: calculated based on average two-weeks' pay. *Part time: Average of two weeks *Capped at \$511 per day or \$5,110 total.
CA (Oakland)	1 or more, unless CBA explicitly waives.	Accrual begins immediately, but employees not eligible to use until 90 days of employment.	1 hour for every 30 hours worked. Can carry over. 10 or more employees: 72 hrs. Fewer than 10 employees: 40 hrs. Employers not required to allow leave balance beyond 72/40 hr. limit.	<ul style="list-style-type: none"> ▪ Must perform at least 2 hours of work within the geographic boundaries of city and be entitled to min. wage under state law. ▪ Care of a family member. 	10 or more employees: 72 hrs. Fewer than 10 employees: 40 hrs. Accrual can resume until cap is reached if leave is used.

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CA (San Diego)	1 or more.	Accrual begins immediately, but employees not eligible to use until 90 days of employment.	1 hour for every 30 hours worked. Can carry over. Employer can meet carry over obligation by providing 40 hrs. at the beginning of the year (i.e., no accrual).	<ul style="list-style-type: none"> ▪ Must perform at least 2 hours of work within the geographic boundaries of city. ▪ Care of a family member. ▪ Safe time (self or family member). ▪ Public health emergency. 	No limit, but employers may cap at 80 hrs. and cap use at 40 hrs.
CA (San Francisco) *COVID-19 Legislation	1 or more, unless CBA explicitly waives. *500 or more nationwide (presumption in favor of employment vs. IC)	Accrual begins immediately, but employees not eligible to use until 90 days of employment. *Begins immediately. Employers may not alter existing policies except to add leave. Employees may use emergency leave before regular paid leave.	1 hour for every 30 hours worked. *Carry-over N/A, expires at end of emergency order. No pay-out for unused sick leave.	<ul style="list-style-type: none"> ▪ Must work within the city. ▪ Care of family member. ▪ Safe time (self only). ▪ *Must work 56 hrs. w/in city in yr. prior to enactment. ▪ Not able to work from home ▪ Subject to quarantine/isolation order/recommendation. ▪ Seeking diagnosis. ▪ Reasons apply to self or care for others. ▪ Care for family member due to school/facility closure due to emergency. 	10 or more employees: 72 hrs. Fewer than 10 employees: 40 hrs. Accrual can resume until cap is reached if leave is used. *Special rules for healthcare providers.

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CA (San Jose) COVID-19 legislation	Applies to employers not required – in whole or in part - to provide paid sick leave benefits under the federal Emergency Paid Sick Leave Act. Does not apply if equivalent pd. leave already allowed.	Accrual begins immediately, except hospitals (two week grace period).expires 12/30/20	Fully vested. Full-time, full amt. Part-time, two wk. avg. Carry-over N/A, expires 12/30/20. No pay-out for unused sick leave.	<ul style="list-style-type: none"> ▪ Must work at least 2 hrs./wk. w/in city. ▪ Not able to work from home. ▪ Subject to a quarantine/isolation order/recommendation (self or other). ▪ Seeking diagnosis. ▪ Care for minor child due to school closure. 	Full-time: 80 hrs. paid. Part-time: Two wk. avg. of time worked. Max. \$511/day, \$5,110 total for self. 2/3 of pay with a max \$200/day, \$2,000 total to care for another.
CA (Santa Monica)	1 or more, unless CBA explicitly waives.	Accrual begins immediately, but employees not eligible to use until 90 days of employment unless employer allows sooner.	1 hour for every 30 hours worked. Can carry over but cannot accrue beyond 72 or 40 hr. limit. Employer can meet carry over obligation by providing max. leave at beginning of the year.	<ul style="list-style-type: none"> ▪ Must perform at least 2 hours of work within the geographic boundaries of city and be entitled to min. wage under state law. ▪ Care of a family member. ▪ Safe time (self only). 	26 or more employees: 72 hrs. Fewer than 26 employees: 40 hrs. Accrual can resume until cap is reached if leave is used.
CO (State) Executive Order	50 or more employees, covers hourly workers in certain service occupations only.	Accrual begins immediately, but employees not eligible to use until 680 hours of employment.	1 hour for every 40 hours worked. Can carry over 40 hrs. Employers not required to allow use of more than 40 hrs./yr.	<ul style="list-style-type: none"> ▪ Care of a family member. ▪ Safe time (self only). 	40 hours.

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CO (State) Combined COVID-19 legislation with permanent paid leave requirement	1 or more (COVID-19) [different from federal legislation, which exempts employers with >500 employees] Permanent provisions: 16 or more 1 or more	Accrual begins immediately, applies through 12/31/2020. Permanent provisions: Begins 1/1/20121 Begins 1/2/2022 Accrual begins upon employment. Employers may require use in hourly increments unless employer allows use of sick time in smaller increments.	Benefits in the amounts and for the purposes specified in the federal "Emergency Paid Sick Leave Act" in the "Families First Coronavirus Response Act". Supplement available for four weeks after end of public health emergency. Permanent provisions: 1 hour for every 30 hour worked. Can carry over max. 48 hours accrued in any prior years. Additional paid sick leave required during public health emergency based on number of hours worked. Employers not required to pay out unused sick time upon separation. Notice posting and time tracking required.	Includes: <ul style="list-style-type: none"> Having or seeking a diagnosis. Greater vulnerability due other conditions. Determination of exposure or symptoms by public health officials. Care of a family member. Permanent provisions: <ul style="list-style-type: none"> Care of a family member. Safe time (self or family) Care for family member due to school/facility closure due to emergency. 	80 hours Rate of pay up to \$511 per day while the employee is in quarantine up to \$5,110 in aggregate Employees can also receive their full rate of pay up to \$200 per day up to a maximum of \$2000 if the are taking leave to care for a family member or child whose school has closed. Eligible employers are entitled to a fully refundable tax credit equal to the required paid sick leave. Permanent provisions: 48 hours

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CT	50 or more in state. May not terminate or transfer employees to avoid threshold. Exempts certain categories in manufacturing industry, certain national 501(c)(3) entities.	<p>Begins after 680th hour of employment.</p> <p>Employer may offer other equivalent forms of paid leave in lieu.</p> <p>Employer may require advance notice for foreseeable need.</p> <p>Employer may require documentation of permissible reason if leave is 3 or more days.</p>	<p>1 hour for every 40 hours worked. May carry over 40 hours.</p> <p>Pay must be higher of normal wage or minimum wage. If variable, normal wage=average of hourly wage in quarter prior to use of paid leave benefit.</p> <p>Employer may allow employee to work added hours/shifts in lieu of paid leave by mutual agreement. Must be during period of leave or the following</p>	<ul style="list-style-type: none"> Must be a service worker in qualified job category. Must have worked an average of ten hours per week in most recent quarter. 	<p>40 hrs.</p> <p>Use may not exceed 40 hours in a year.</p>
DC (District)	1 or more, unless CBA explicitly waives. CBA cannot waive below 3 days' leave. Several categories of employees exempt.	Accrual begins immediately, but employees not eligible to use until 90 days of employment.	<p>Employers with fewer than 25 employees: 1 hr. for every 87 hrs. worked.</p> <p>Employers with 25-99 employees and restaurant/bar employers with 1-99 tipped employees: 1 hr. for every 43 hrs. worked.</p> <p>Employers with 100+ employees: 1 hr. for every 37 hrs. worked.</p>	<ul style="list-style-type: none"> Care of family member. Safe time (self or family member). 	<p>Employers with fewer than 25 employees: 24 hrs.</p> <p>Employers with 25-99 employees and restaurant/bar employers with 1-99 tipped employees: 40 hrs.</p> <p>Employers with 100+ employees: 56 hrs.</p> <p>Employers with 100+ employees: 1 hr. for every 37 hrs. worked.</p>

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IL (Chicago & Cook Co.)	1 or more, unless CBA explicitly waives. Construction industry exempt.	Accrual begins on the first calendar day after employment starts. Employers can require employees to wait 180 days to use.	1 hour for every 40 hours worked. Can carry over 20 hrs. Can carry over 40 hours for FMLA-eligible purposes. Employers can limit use to 40 hrs./yr.	<ul style="list-style-type: none"> ▪ Care of a family member. ▪ Safe time (self or family member). ▪ FMLA-eligible purposes, including bonding with newborn. ▪ Public health emergency. 	40 hrs. Cannot be used for family member's death.
KY (State)	1 or more.	Contingent on donation.	Contingent on donation.	<ul style="list-style-type: none"> ▪ Donating organ and/or bone marrow 	240 hrs. if donating an organ. 40 hrs. if donating bone marrow. Up to \$10,000 tax deduction.
MA (State)	1 or more.	Accrual begins immediately, but employees not eligible to use until 90 days of employment. Employers can limit use to 40 hrs./yr. Employers can pay out up to 40 hrs. at end of year.	1 hour for every 30 hours worked for both paid and unpaid sick time. Can carry over 40 hrs. If paying out for more than 16 hrs. employer must allow 16 hrs. unpaid leave in new year. If paying for less than 16 hrs. employer must allow same amount of unpaid leave in new year. In both cases, unpaid leave is replaced by paid leave as accrued.	<ul style="list-style-type: none"> ▪ Care of a family member. ▪ Safe time (self or dependent child only). 	11 or more employees: 40 paid hrs. 10 or fewer employees: 40 hrs. unpaid, job-protected hrs.

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MD *COVID-19 Legislation	1 or more but several categories are exempted.	Accrual begins immediately, but employees not eligible to use until 106 days of employment.	1 hour for every 30 hours worked. Can carry over, but employer can cap total hours accrued at 64 hrs. Carry over not required if employer provides full amount of earned sick time at beginning of year or if employer is a nonprofit or governmental unit in accordance with a grant limited to 1 year and not subject to renewal.	<ul style="list-style-type: none"> ▪ Must work at least 12 hrs. /wk. ▪ Care of a family member. ▪ Safe time (self or family member). ▪ Maternity or paternity. <p>* Job-protected if required to quarantine * Eligible for UI if employer ceases temporarily for COVID, if required to quarantine, if employee departs due to risk of exposure, or to care for family member</p>	15 or more employees: 40 paid hrs. 14 or fewer employees: 40 hrs. unpaid, job-protected hrs.
MD (Montgomery Co.)	1 or more. Several categories exempted.	Accrual begins immediately, but employees not eligible to use until 90 days of employment.	1 hour for every 30 hours worked. Can carry over, but employer can cap total hours accrued at 56 hrs. Can use up to 80 hrs. in a year. Carry over not required if employer provides full amount of earned sick time at beginning of year.	<ul style="list-style-type: none"> ▪ Must work at least 8 hrs./wk. ▪ Care of a family member. ▪ Safe time (self or family member). ▪ Public health emergency 	5 or more employees: 56 paid hrs. 4 or fewer employees: 32 hrs. paid and 24 hrs. unpaid, job-protected hrs.

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MI	50 or more unless covered by a CBA in effect on 3/29/19, in which case at expiration of CBA. Several categories exempted.	Accrual begins immediately, but employees not eligible to use until 90 days of employment.	1 hour for every 35 hours worked. Can carry over 40 hours but employers can cap use at 40 hrs./yr.	<ul style="list-style-type: none"> ▪ Primary work location must be in state. ▪ Care of a family member. ▪ Safe time (self or family member). ▪ Public health emergency. 	40 hrs.
MI (State) Executive Order	All but exceptions for health care, emergency services, correctional facilities, and child protective services workers.	Applied as state paid medical leave.	If paid leave is exhausted, benefit carries to unpaid job-protected leave.	<ul style="list-style-type: none"> ▪ Care for “close contact” with symptoms w/ or w/o diagnosis of COVID. ▪ For duration of emergency order. 	Indefinite job-protected leave.
MN COVID-19 Legislation		If sick leave is allowed for employee, it must be allowed to care for family members.			
MN (Duluth)	5 or more employees. Several categories exempted.	Accrual begins immediately, but employees not eligible to use until 90 days of employment.	1 hour for every 50 hours worked. Can carry over 40 hrs. but employers may cap use at 40 hrs./yr. Employer in construction industry can satisfy law by paying prevailing wage or wage set by apprenticeship program.	<ul style="list-style-type: none"> ▪ Must work in city at least 50% of time or for substantial amount of time with no other particular workplace. ▪ Care for family member. ▪ Safe time (self or family member). 	64 hrs.

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MN (Minneapolis)	6 or more, except independent contractors. Employers with 5 or less employees must provide sick and safe time, but it may be unpaid	Accrual begins immediately, but employees not eligible to use until 90 days of employment. Can carry over and accrue up to 80 hrs. No limit on use.	1 hour for every 30 hours worked for both paid and unpaid sick time. Employer in construction industry can satisfy law by paying prevailing wage or wage set by apprenticeship program.	<ul style="list-style-type: none"> ▪ Must work 80 hrs./yr. in city. ▪ Care for family member. ▪ Safe time (self or family member). ▪ Public health emergency. ▪ Inclement weather or other unexpected closure of family member's school/workplace. 	6 or more employees: 48 paid hrs. 5 or fewer employees: 48 hrs. unpaid, job-protected hrs. New employers (not chains) only required to provide unpaid, job-protected leave for first 12 mos. after hiring first employee. Effective only for first 5 yrs. after law enacted.
MN (St. Paul)	1 or more except independent contractors.	Accrual begins immediately, but employees not eligible to use until 90 days of employment.	1 hour for every 30 hours worked. Can carry over but benefit is capped at 80 hrs. No limit on use. Carry over not required if employer provides 48 hrs. after 90 days of employment and 80 hrs./yr. thereafter.	<ul style="list-style-type: none"> ▪ Must work 80 hrs./yr. in city. ▪ Care for family member. ▪ Safe time (self or family member). ▪ Public health emergency. ▪ Inclement weather or other unexpected closure of family member's school/workplace. 	48 hrs. New employers only required to provide unpaid, job-protected leave for first 6 mos. after hiring first employee. Effective until 2023.

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NJ *COVID-19 Legislation **Related law	1 or more except in construction industry with a CBA. CBAs may explicitly waive.	Accrual begins immediately, but employees not eligible to use until 120 days of employment. *Under state of emergency declared by Governor or as directed by Commissioner of Health, employees may claim temporary disability insurance (self) or family leave insurance (family member) for serious health condition.	1 hr. for every 30 hrs. worked. Can carry over 40 hrs, but employers map cap use at 40 hrs./yr. *Normal one week waiting period eliminated for epidemic TDI	<ul style="list-style-type: none"> ▪ Must work in state. ▪ Care for family member. ▪ Safe time (self or family member) ▪ Public health emergency. ▪ School-related meetings and events for child. ▪ *"Serious health condition" of self or family member under state of emergency, including: illness caused by an epidemic, a known or suspected exposure, or efforts to prevent spread. ▪ *For FLI, family member would jeopardize others. ▪ *For FLI or TDI, if voluntary self-isolation is recommended. 	40 hrs. *12 weeks, job-protected within a 24 month period. *Job-protected TDI or FLI under state of emergency **Leave is job-protected if written recommendation from licensed healthcare provider for a specified time off. \$2,500 fine for each violation.
NV	Employers with 50 or more employees	Accrual begins immediately, employees are eligible to use leave on the 90 th day of employment	Employees accrue 0.019230 hours of paid leave per hour worked	<ul style="list-style-type: none"> ▪ An employee does not need to provide a reason for the use of paid leave ▪ Employer cannot deny the employee's right to use their accrued leave 	40 hours

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NV COVID-19 Legislation	1 or more in covered industries	Dependent on testing for and/or diagnosis of COVID-19.	Dependent on testing for and/or diagnosis of COVID-19.	<ul style="list-style-type: none"> Covers employees in hotel, casino, resort, bed and breakfast facility or other similar facilities. 	<p>Max. 3 days following testing for COVID-19, with proviso for extra time off required if testing is delayed.</p> <p>Min. 14 days off with diagnosis, min. 10 of which must be paid.</p>
NY (State)	1 or more.	<p>120 days after beginning of employment</p> <p>Employer may require documentation for absences over 3 days.</p> <p>Law goes into effect September 30, 2020</p> <p>Paid leave usage can be restricted until January 1, 2021</p>	<p>1 hr. for every 30 hrs. worked.</p> <p>Can carry over 40 hrs, but employers may cap use at 40 hrs./yr</p> <p>Carry over not allowed if employer pays for unused sick time and provides full amount of earned sick time at beginning of following year.</p>	<ul style="list-style-type: none"> Must work for at least 80 hours in a year. Safe time 	<p>Under 5 employees and revenue under \$1mm: 40 hrs. unpaid.</p> <p>5-99 employees; under 5 employees with revenue over \$1mm: 40 hrs. paid.</p> <p>100 or more employees: 56 hrs. paid.</p>

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NY (State) COVID-19 legislation	1 or more. Employers with CBA exempt.	Immediately until the termination of any mandatory or precautionary order of quarantine or isolation due to COVID-19 and any other benefit as provided by any other provision of law.		<ul style="list-style-type: none"> Only applies if no federal legislation. May not have returned from international travel with level 2-3 CDC warning unless work-related, but may use regular accrued leave followed by unpaid leave. Disability and family leave can be used concurrently for period of unpaid leave, not to exceed \$840.70 in paid family leave and \$2,043.92 in disability per week. 	<p>10 or fewer employees: unpaid leave until end of mandatory or precautionary isolation order. Paid family or disability leave can be applied.</p> <p>10 or fewer employees with net income over \$1mm: 5 paid sick days, then family leave.</p> <p>11-99 employees: 5 paid sick days, followed by unlimited unpaid until end of quarantine/isolation. Paid family or disability leave can be applied.</p> <p>100+ employees: 14 paid sick days during period of quarantine/isolation.</p>

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NY (NYC)	1 or more. Does not apply to independent contractors and certain other categories. CBAs for construction and grocery industry may waive. CBAs in other industries may waive if comparable benefit is included.	Accrual begins immediately, but employees not eligible to use until 120 days of employment.	1 hour for each 30 hours worked. 5 or more total (full or part-time) provide paid sick leave. 5 or fewer provide unpaid sick leave	<ul style="list-style-type: none"> ▪ Must work for employer 120 days use is eligible. ▪ Care for a family member. ▪ Safe time (self or family member). ▪ Public health emergency. 	Maximum of 40 hours. Any type of paid leave counts (e.g. PTO, vacation, personal days, etc.).
NY (Westchester Co.)	1 or more. Does not apply to unionized government workers or work study. CBAs may explicitly waive if comparable benefit of leave and/or compensation is provided.	Accrual begins immediately, but employer may require employees to wait 90 days to begin using.	1 hour for each 30 hours worked.	<ul style="list-style-type: none"> ▪ Must work in county for 80 hrs./yr. ▪ Care for family member. ▪ Public health emergency. ▪ Safe time covered under other legislation. 	5 or more employees: 40 paid hrs. 4 or fewer employees: 40 hrs. unpaid, job-protected hrs.

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OR (State)	1 or more. Independent contractors and certain other categories exempt.	Accrual begins immediately, but employees not eligible to use until 90 days of employment.	1 hour for every 30 hours worked (paid), 1 and 1/3 hrs. for every 40 hrs. worked (unpaid). Can carry over 40 hrs. Home care policy: If care is paid at all through gov't program 40 paid leave hrs. required.	<ul style="list-style-type: none"> ▪ Care for family member. ▪ Safe time (self or dependent child). ▪ Public health emergency. 	<p>10 or more employees: 40 paid hrs. 9 or fewer employees: 40 unpaid, job-protected hrs.</p> <p>Special policy for Portland: Employers w/ 6 or more employees in state: 40 paid hrs.</p>
PA (Philadelphia)	1 or more. Several categories exempted.	Accrual begins immediately, but employees not eligible to use until 90 days of employment.	1 hour for every 40 hours worked. Can carry over, but employers may cap use at 40 hrs./yr. Carry over not required if employer provides 40 hrs. at beginning of the year.	<ul style="list-style-type: none"> ▪ Must work in city at least 40 hrs./yr. ▪ Care for family member. ▪ Safe time (self or family member). 	<p>10 or more employees: 40 paid hrs.; 9 or fewer employees: 40 unpaid, job-protected hrs.</p> <p>Certain chain employers must provide 40 paid hrs.</p>
PA (Pittsburgh)	1 or more, except for employers in construction industry with CBA.	Accrual begins immediately, but employee not eligible to use until 90 days of employment.	1 hour for every 35 hours worked. Can carry over, but employer may cap use: at legal limit for accrual (i.e., 40 or 24 hrs.) Carry over not required if employer provides legal limit for accrual on first day of year.	<ul style="list-style-type: none"> ▪ Must work in city. ▪ Care to family member. ▪ Public health emergency. 	<p>15 or more employees: 40 hrs. 14 or fewer employees: 24 hrs.</p>

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RI (State)	1 or more.	Accrual begins immediately, but employee not eligible to use until 90 days of employment, 150 days for seasonal employees, and (180 days for temporary employees.	1 hour for every 35 hours worked. Can carry over paid leave, but employer may cap use at 40 hrs. Carry over not required if employer pays for unused earned leave at the end of year and provides full legal minimum at the beginning of next year.	<ul style="list-style-type: none"> Care for family member. Safe time (self or family member). Public health emergency. 	18 or more employees: 40 paid hrs. 17 or fewer employees: 40 unpaid, job-protected hrs.
TX (Austin) – Ordinance suspended due to court ruling	1 or more in private sector. CBA may explicitly waive. Public sector covered by separate resolution. Independent contractors and unpaid interns exempt.	Accrual begins immediately, but employers may require employees to wait 60 days to begin using	1 hour per 30 hours worked. Can carry over up to amount of yearly cap (64 or 48 hours). Carry over not required if employer makes full amount of leave available for use at beginning of year.	<ul style="list-style-type: none"> Must work in city 80 hrs./yr. Care for family member. Safe time (self or family member). 	16 or more employees: 64 hrs. 15 or fewer employees: 48 hrs.
TX (Dallas) – Ordinance suspended due to court ruling	1 or more, including those hired through staffing agency. Independent contractors, unpaid interns, and gov't. employees exempt.	5 or more employees: accrual begins immediately. Under 5 employees: begins immediately as of 8/1/21. Employers may require employee to wait 60 days to use if employee is hired for min. 1 year.	1 hour for every 30 hours worked. Can carry over up to amount of yearly cap (64 or 48 hours). Carry over not required if employer makes full amount of leave available for use at beginning of year.	<ul style="list-style-type: none"> Must work in city at least 80 hrs./yr. Care for a family member. Safe time (self or family member). 	16 or more employees: 64 hrs. 15 or fewer employees: 48 hrs.

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TX (San Antonio) - Ordinance suspended due to court ruling	1 or more in private sector. CBA-covered employers, independent contractors, unpaid interns, and gov't exempt.	Accrual begins immediately, but employer may require 90 days of employment to use.	1 hour per 30 hours worked. Can carry over 56 hrs. Not required if employer makes full amount of leave available for use at beginning of year.	<ul style="list-style-type: none"> Must work in city 80 hours in a year. Care for a family member. Safe time (self or family member). 	16 or more employees: 64 hrs. 15 or fewer employees: 48 hrs.
VT	1 or more. Several categories exempted, including minors, and short term (20 wks.) jobs.	Accrual begins immediately, but employers may require 1 yr. of employment to use.	1 hour for every 52 hours worked. Can carry over, but employers may cap use at 40 hrs. Carry over not required if employer pays for unused earned leave at the end of year	<ul style="list-style-type: none"> Must work in state an average of at least 18 weeks/yr. Care for a family member. Safe time (self or family member). Public health or safety emergency 	40 hrs. New businesses have 1 yr. grace period.
WA	1 or more, unless exempt from state minimum wage statute.	Accrual begins immediately, but employees may not use until 90 days of employment.	1 hour for every 40 hours worked. Can carry over, but employer may cap at 40 hrs.	<ul style="list-style-type: none"> Care for a family member. Safe time (self, extended family members, significant others). Public health emergency or other closure for health reasons. 	No cap to earn or use, but employer may cap use at 40 hrs./yr.

Jurisdiction	Employee Threshold	Accrual Vesting	Accrual & Carry-Over	Qualifications	Accrual Cap
WA (Seattle)	1 or more. Independent contractors and government employees not working for city exempt. CBA may explicitly waive with benefits exceeding ordinance, but limited to CBAs in existence 12/31/18.	Accrual begins immediately, but employees may not use until 90 days of employment.	250 or more employee: 1 hour for every 30 hours worked. Under 250 employees: 1 hour for every 40 hours worked Can carry over. 250+ employees: 72 hrs 50-249 employees: 56 hrs. 1-49 employees: 40 hrs.	<ul style="list-style-type: none"> Care for family member. Public health emergency or health-related closure. 	No cap to earn or use, but employer may cap amount carried over.
WA (Tacoma)	1 or more. Independent contractors and federal gov't. employees exempt. CBA may explicitly waive.	Accrual begins immediately, but employees may not use until 90 days of employment.	1 hour for every 40 hours worked. Can carry over 40 hrs.	<ul style="list-style-type: none"> Care for a family member. Safe time (self or family, including in-laws and significant others) Death of a family member. 	No cap to earn or use but employers may cap carry over to 40 hrs.
WA (SeaTac)	Non-managerial hospitality and transportation workers (certain exceptions based on business size)	Accrual begins immediately	1 hour for every 40 hours worked. Can carry over 40 hrs.	<ul style="list-style-type: none"> Employee's or a family member's illness, injury or condition; Preventive care; Reasons related to domestic abuse, sexual assault or stalking. 	No cap to earn or use but employers may cap carry over to 40 hrs.