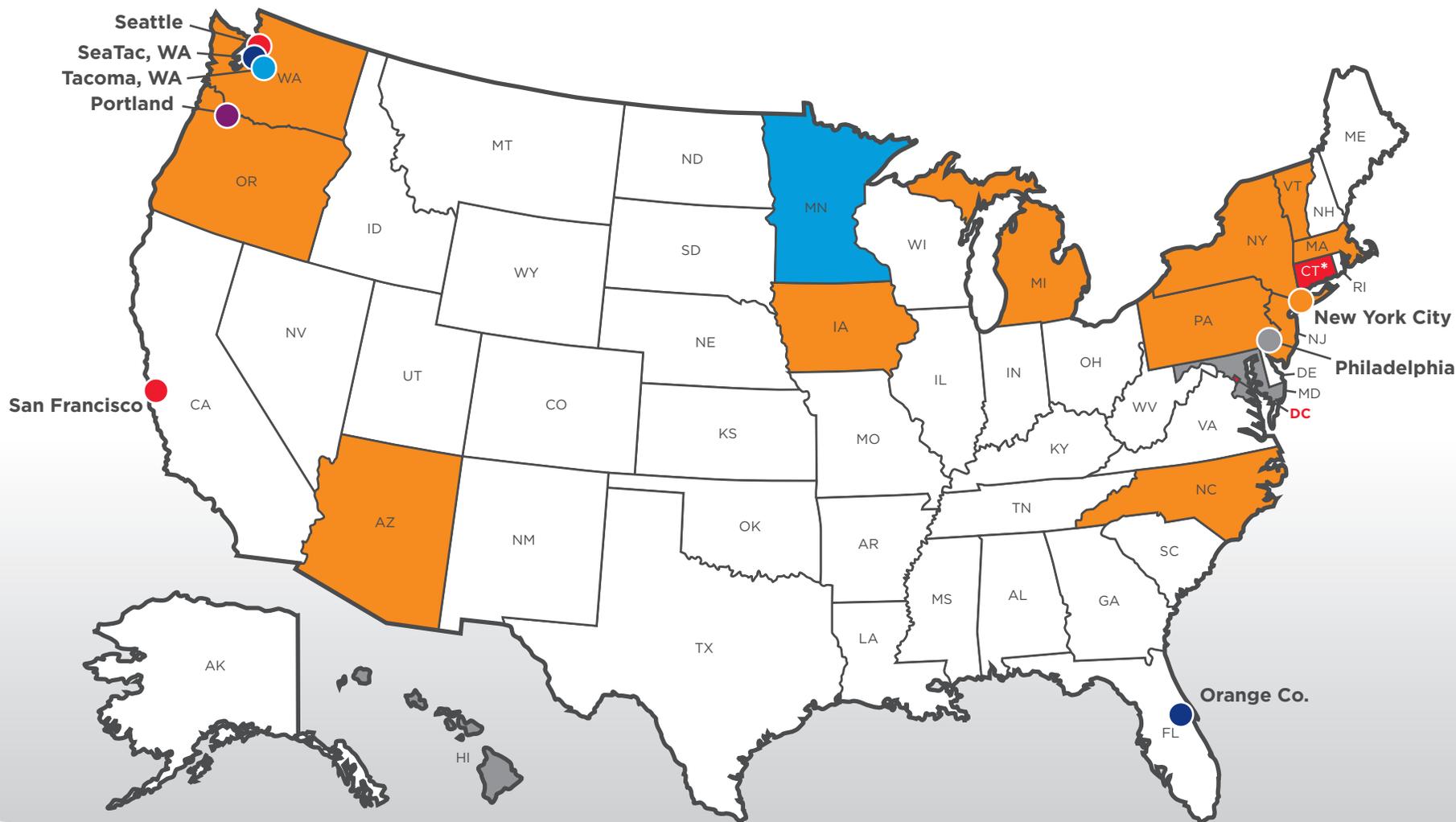


# State and Local Paid Sick Leave Mandates



■ Enacted

■ Anticipated/expected

\* PSL repeal legislation introduced

■ Pending

■ Failed

■ Ballot initiative

■ Passed in 2013



# State and Local Paid Sick Leave Mandates

## CALIFORNIA

### San Francisco

San Francisco was the first city to enact a paid sick leave ordinance, through a November 7, 2006 ballot measure.

All employers must offer paid sick leave for full time, part time, and temporary employees. Employees earn 1 hour of paid sick leave for every 30 hours worked up to 72 hours (40 hours for businesses with fewer than 10 employees). Reasons for taking sick leave include the employee's own illness, injury, medical condition, need for medical diagnosis or treatment, or medical reason, as well as for the purpose of providing care or assistance to other persons (child, parent, legal guardian or ward, sibling, grandparent, grandchild, and spouse, registered domestic partner under any state or local law, or designated person) with an illness, injury, medical condition, need for medical diagnosis or treatment, or other medical reason.

An employer may require employees to give reasonable notification of an absence from work for which paid sick leave is or will be used. Employers must retain records documenting hours worked by employees and paid sick leave taken by employees, for a period of four years. Employers must post a notice of the paid sick leave policy in a conspicuous place.

**Read full ordinance here:** [http://www.amlegal.com/nxt/gateway.dll/California/administrative/chapter12wsickleave\\*?f=templates\\$fn=default.htm\\$3.0\\$vid=amlegal:sanfrancisco\\_ca](http://www.amlegal.com/nxt/gateway.dll/California/administrative/chapter12wsickleave*?f=templates$fn=default.htm$3.0$vid=amlegal:sanfrancisco_ca)

## CONNECTICUT

Connecticut's Paid Sick Leave law went into effect in January 2012.

All employers with over 50 employees must provide full time and part time service workers (classifications available here: <http://www.bls.gov/soc/>) with 1 hour of leave for every 40 hours worked, capped at 40 hours annually. Workers may not use accrued leave until they have worked over 680 hours for the employer.

Reasons for taking leave include the employee's own or a child or spouse's illness, injury or health condition, the medical diagnosis, care or treatment of a mental illness or physical illness, injury or health condition, or preventative

medical care; or where a service worker (not child or spouse) is a victim of family violence or sexual assault.

Unused paid leave shall carry over annually, but the employee shall not use more leave in a year than the maximum number of hours that they may accrue annually. Employees must give employers as much notice of leave as possible. No documentation may be required unless an employee uses more than 3 consecutive days of leave. If the employee and employer agree, a service worker who chooses to work additional hours or shifts during the same or following pay period, in lieu of hours or shifts missed, shall not use accrued paid sick leave. Employers must post a notice of the paid sick leave policy in a conspicuous place.

**Read full law here:** <http://www.ctdol.state.ct.us/wgwkstnd/SickLeave.htm>

## WASHINGTON

### Seattle

Seattle's Paid Sick and Safe Time Ordinance went into effect in September 2012.

All employers must offer paid sick and safe time for full time, part time, and occasional employees employed for over 180 days (240 hours for occasional employees). Employers with 250+ employees must provide 1 hour of leave for every 30 hours worked, capped at 72 hours; employers with 49-249 employees must provide 1 hour of leave for every 40 hours worked, capped at 56 hours; employers with fewer than 49 employees must provide 1 hour of paid leave for every 40 hours worked, capped at 40 hours.

Reasons for taking leave include personal illness or preventative care, care for a family member's illness or preventative care (child, grandparent, parent, parent-in-law, spouse and registered domestic partner), safe time for survivors of domestic violence, sexual assault or stalking, closure of workplace or child's school or place of care by public official to limit exposure to infectious agent, biological toxin or hazardous material.

In restaurants, if the employee accepts substitute hours or shifts, the amount of time worked during the substitute period or the amount of time requested for sick and safe time, whichever is smaller, may be deduct-

ed from the employee's accrued sick/safe time.

Employees are permitted to carry over unused hours to the next calendar year. Employees must give employers as much notice of leave as possible. No documentation may be required unless an employee uses more than 3 consecutive days of leave. Employers must post a notice of the paid sick leave policy in a conspicuous place and must provide notification of available sick and safe time each time wages are paid.

**Read full ordinance here:** <http://www.seattle.gov/civilrights/SickLeave.htm>

## WASHINGTON, DC

The District of Columbia Council passed the Accrued Sick and Safe Leave Act in 2008 and it went into effect in 2010. Tipped employees are excluded from this Act.

All employers must provide paid sick leave to employees employed for over 1 year with at least 1,000 hours of service. Employers with 100+ employees must provide 1 hour of leave for every 37 hours worked, capped at 7 days; employers with 25-99 employees must provide 1 hour of leave for every 43 hours worked, capped at 5 days; employers with fewer than 24 employees must provide 1 hour of paid leave for every 87 hours worked, capped at 3 days.

Reasons for taking sick leave include the employee's own or the employee's family member's physical or mental illness, injury, medical condition, medical diagnosis, care, preventative medical care; or if the employee or the employee's family member is a victim of stalking, domestic violence, or sexual abuse and the absence is directly related to medical, social, or legal services pertaining to the stalking, domestic violence, or sexual abuse.

Unused paid leave shall carry over annually, but the employee shall not use more leave in a year than the maximum number of hours that they may accrue annually. Employees must give employers as much notice of leave as possible. Employers may ask for a "reasonable certification of the reason given" for 3 consecutive days of leave. Employers must post a notice of the paid sick leave policy in a conspicuous place.

**Read full ordinance here:** <http://www.dcregs.org/Gateway/FinalAdoptionHome.aspx?RuleVersionID=3602597>