

GUIDE

# COUNTY AND CITY PAID SICK LEAVE LAWS

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# INTRODUCTION

Managing paid sick leave laws is a complex process, especially for large, multi-jurisdiction employers.

This guide outlines the basics for U.S. county and city paid sick leave laws, including:

- Jurisdiction
- Ordinance name
- Accrual rate
- Usage start dates

This guide does not include additional paid sick leave detail such as:

- Covered reasons for use
- Annual caps for small and large businesses
- Carryover
- Other facets of the laws

Contact your legal counsel for more information.

The following chart displays county and city paid sick leave laws as of March 2022.

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# PAID SICK LEAVE LAWS

State	County/City	Ordinance Name	Accrual Rate	When Can Workers First Use Accrued Time?
CA	Berkeley	Berkeley Paid Sick Leave	1 hour for every 30 hours worked	On 90th calendar day after start of employment
CA	Emeryville	Emeryville Minimum Wage and Paid Sick Leave Ordinance	1 hour for every 30 hours worked within city limits	On 90th day of employment
CA	Los Angeles	Los Angeles Minimum Wage Ordinance	1 hour for every 30 hours worked	On 90th day after start of employment
CA	Oakland	Oakland Minimum Wage, Sick Leave and Other Employment Standards	1 hour for every 30 hours worked	After the first 90 days of employment
CA	San Diego	San Diego Earned Sick Leave and Minimum Wage Ordinance	1 hour for every 30 hours worked	After the first 90 days of employment
CA	San Francisco	San Francisco Paid Sick Leave Ordinance	1 hour for every 30 hours worked	On 90th day after start of employment
CA	Santa Monica	Santa Monica Minimum Wage Ordinance	1 hour for every 30 hours worked	After the first 90 days of employment

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# PAID SICK LEAVE LAWS

State	County/City	Ordinance Name	Accrual Rate	When Can Workers First Use Accrued Time?
DC	District of Columbia	District of Columbia Accrued Sick and Safe Leave Act	<ul style="list-style-type: none"> <li>1 hour for every 37 hours worked (100 or more employees)</li> <li>1 hour for every 43 hours worked (25 - 99 employees)</li> <li>1 hour for every 87 hours worked (24 or fewer employees)</li> </ul>	90 days after beginning employment
IL	Chicago	Chicago Minimum Wage and Paid Sick Leave Ordinance	1 hour for every 40 hours worked in the City of Chicago	On 180th calendar day following start of employment
IL	Cook County	Cook County Earned Sick Leave Ordinance	1 hour for every 40 hours worked in Cook County	On 180th calendar day after start of employment
MD	Montgomery County	Montgomery County Earned Sick and Safe Leave Law	1 hour for every 30 hours worked	After initial 90-day probationary period
MN	Duluth	Duluth Earned Sick and Safe Time Ordinance	1 hour for every 50 hours worked	After the first 90 calendar days of employment
MN	Minneapolis	Minneapolis Sick and Safe Time Ordinance	1 hour for every 30 hours worked	90 days after start of employment
MN	St. Paul	St. Paul Earned Sick and Safe Time	1 hour for every 30 hours worked	90 calendar days after beginning employment
NY	New York City	New York City Paid Safe and Sick Leave Law	1 hour for every 30 hours worked	On the 120th calendar day after start of employment

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# PAID SICK LEAVE LAWS

State	County/City	Ordinance Name	Accrual Rate	When Can Workers First Use Accrued Time?
NY	Westchester County	Westchester County Earned Sick Leave	1 hour per 30 hours worked	On the 90th calendar day of employment
PA	Allegheny County	Allegheny County Sick Leave Ordinance	1 hour for every 35 hours worked within Allegheny County	On the 90th calendar date following start of employment
PA	Philadelphia	Promoting Healthy Families and Workplaces Ordinance	1 hour for every 40 hours worked in Philadelphia	On the 90th calendar day after start of employment
PA	Pittsburgh	Pittsburgh Paid Sick Days Act	1 hour for every 35 hours worked in Pittsburgh	On the 90th calendar day of employment
WA	Seattle	Seattle Paid Sick and Safe Time	<ul style="list-style-type: none"> <li>1 hour for every 40 hours worked (5 - 249 employees)</li> <li>1 hour for every 30 hours worked (250 or more employees)</li> </ul>	90 calendar days after beginning employment
WA	Tacoma	Tacoma Paid Sick Leave Ordinance	1 hour for every 40 hours worked	On the 90th calendar day after start of employment

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# ABOUT GOVDOCS

## GovDocs Paid Leave

Challenged with tracking new and changing paid leave laws? Check out [GovDocs Paid Leave](#). Our software solution simplifies the process of managing paid leave for large, multi-jurisdiction employers, applying paid leave laws specific to each location.

## Employment Law Compliance. Simplified.

GovDocs simplifies employment law compliance for large, multi-jurisdiction employers in the U.S. and Canada. The GovDocs software platform integrates three solutions in one convenient place to help you master the employment laws impacting your business.

Whether you manage a postings, minimum wage or paid leave program, our products cut through research time, provide proactive insights into the everchanging landscape of employment laws and reduce the risk of noncompliance.

## CONTACT US

To learn more about GovDocs employment law compliance products, contact your GovDocs representative or Customer Service at 866-922-0930. Learn more at [www.govdocs.com](http://www.govdocs.com).

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