

7 Fast Facts About Paid Leave



Maine, Nevada and Bernalillo County, N.M., Have Paid Leave for Any Reason

Sick day? Sick family member? Need a day of Zen? It doesn't matter in these jurisdictions, which are unique and require many employers to provide paid time off for any reason. However, company size, waiting periods and other factors vary between the three.

When a Child Remains a Child: Connecticut, New Jersey, Massachusetts

Need to use paid family and medical leave care for a child? Many jurisdictions have age cutoff that defines "child" as anyone younger than 18. There are exceptions — Connecticut, New Jersey and Massachusetts, where workers can use time to care for a child of any age. The law is silent on whether the child must be living in a parent's basement.



In Emeryville, Calif., You Can Use Paid Sick Leave to Care for a Service Dog

While many jurisdictions allow employees to use paid sick leave to care for a relative or "covered relation" — a definition that is expanding in many places — Emeryville, Calif., has gone further. Workers there can stay home to care for their (or their family member's) service/guide/signal dog. Another reason to bone up on paid leave laws.

Common 90-Day Waiting Period Before an Employee Can Use Paid Sick Leave

It's nice that there is a degree of uniformity among paid sick leave laws (whew!). Many jurisdictions require a worker to have been employed for 90 days before using the time off, or as accrued. One major exception is Vermont, where the waiting period is a full year, the longest of any jurisdiction.



Seven Jurisdictions Do Not Allow Employers to Frontload Paid Sick Leave

To streamline the paid sick leave process, some employers opt to give all paid sick leave time in one chunk at the onset of an employee's tenure. Yet some jurisdictions don't allow frontloading: New Jersey, Washington, D.C., San Francisco, Seattle, Oakland, Calif., Tacoma, Wash., and Berkeley, Calif. (employers with 25 or more employees).

Do Employees Have to Give Employers a Reason for Their Time Off? Not in Nevada

Generally, workers must inform their employers about the reason for taking paid leave. But not in Nevada. The Nevada Paid Time Off law allows employees to take time off without providing any reason to their employer. Sometimes, you need a day at the casino (or away from it, if you work there).



Two Jurisdictions Allow Paid Family Medical Leave for Military Events

Hoo-rah! There are two jurisdictions that have expanded the use of paid family and medical leave to include qualifying military events related to an active duty family member — Washington, D.C., and Connecticut. However, they vary slightly based on qualifying usage.