

GOVDOCS PAID LEAVE

Spotlight on Summaries

When you need a quick reference, [GovDocs Paid Leave](#) summaries roll up high-level details of the laws impacting your locations.

They are written by our Employment Law and Compliance Team, organized by key topic and tailored for those without a legal background, eliminating the challenge of interpreting the laws.

Summaries are also exportable for additional analysis. As an example, here is a sample paid sick leave summary download, reflecting what you would see in a GovDocs Paid Leave subscription. *Please note: This information, exported from the GovDocs team account Jan. 24, 2023, is for demonstration purposes only and is not to be used for legal advice or counsel.*

Jurisdiction Name	Jurisdiction Type	Locations	Paid Leave Type	Effective Date	Accrual Rate	Date Accrual Begins	Max Use Per Year	Carryover
Allegheny County, PA	County	1	Paid Sick Leave	The effective date was changed. Read more.	1 hour for every 35 hours worked within the geographical boundaries of Allegheny County.	On the effective date of the ordinance or at the start of employment.	40 hours.	All accrued, unused paid sick time up to 40 hours. If Paid Sick Time is frontloaded and available at the beginning of the Calendar Year, Employer is not required to carry over the Employee's unused, accrued sick time from the previous Calendar Year.

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Arizona	State	4	Paid Sick Leave	12/9/2016	1 hour for every 30 hours worked.	At start of employment.	Employers with 15 or more employees - 40 hours. Employers with fewer than 15 employees - 24 hours.	Employers with 15 or more employees - 40 hours. Employers with fewer than 15 employees - 24 hours.
Berkeley, CA	City	1	Paid Sick Leave	10/1/2017	1 hour for every 30 hours worked.	At start of employment.	Small Employers (less than 25 employees) - 48 hours. All other employers - No limit.	Small Employers (less than 25 employees) - 48 hours. All other Employers - 72 hours.
Bloomington, MN	City	1	Paid Sick Leave	7/1/2023	1 hour for every 30 hours worked.	At start of employment.	No applicable provision.	All accrued, unused sick and safe time up to 80 hours.
California	State	42	Paid Sick Leave	1/1/2015	1 hour for every 30 hours worked.	At start of employment.	24 hours (3 days)	Unused accrued paid leave must carry over to the next calendar year.

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Chicago, IL	City	1	Paid Sick Leave	7/1/2017	1 hour for every 40 hours worked in the city of Chicago.	First calendar day after the first day of employment.	40 hours. If an employee takes FMLA in the year, employee may use up to 60 hours of accrued paid sick leave during a year if at least 20 of the hours had been carried over for FMLA eligible reasons.	Half of the employee's unused accrued paid sick leave up to a maximum of 20 hours. In addition, employees of employers subject to FMLA may carry over up to 40 hours of unused accrued paid leave to be used for FMLA eligible leave.
Colorado	State	2	Paid Sick Leave	Employers with 16 or more employees: Paid sick leave provisions are effective Jan. 1, 2021. All employers: effective on Jan. 1, 2022.	1 hour for every 30 hours worked.	At start of employment or effective date of the paid leave law based on employee size (1/1/21 for employers with 16 or more employees; 1/1/22 for all other employers), whichever is later.	48 hours	48 hours

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Connecticut	State	3	Paid Sick Leave	1/1/2012	1 hour for each 40 hours worked.	First date of employment.	40 hours	40 hours
Cook County, IL	County	6	Paid Sick Leave	7/1/2017	1 hour for every 40 hours worked in Cook County.	First calendar day after start of employment.	40 hours per 12-month period. The 12-month period is calculated from the date employee began to accrue earned sick leave.	Half of employee's accrued unused sick leave up to 20 hours must be carried over to next year for use as earned sick leave. Read more>>
District of Columbia	State	2	Paid Sick Leave	11/8/2008	1 hour for every 37 hours worked. For employers with 25-99 employees, 1 hour for every 43 hours worked. Read more>>	At start of employment.	7 days for employers with 100 + employees; 5 days for employers with 25-99 employees; 3 days for employers with 24 or less employees.	Unused accrued paid leave must carry over to the next calendar year.
Duluth, MN	City	1	Paid Sick Leave	1/1/2020	1 hour for every 50 hours worked.	At start of employment.	No applicable provision.	40 hours

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Emeryville, CA	City	1	Paid Sick Leave	7/2/2015	1 hour for every 30 hours worked within city limits.	At start of employment. (No applicable provision in the city ordinance. State law applies.)	Employee may use total amount of paid sick time accrued, subject to the cap.	Accrued, unused paid sick leave shall carryover each year up to the 72-hour or 48-hour cap depending on employer size.
Los Angeles, CA	City	3	Paid Sick Leave	7/1/2016	1 hour for every 30 hours worked.	First day of employment.	48 hours	72 hours
Maryland	State	3	Paid Sick Leave	2/11/2018	1 hour for every 30 hours worked.	At start of employment.	64 hours	Employees may carry over up to 40 hours of their balance of accrued, unused paid sick and safe leave.
Massachusetts	State	4	Paid Sick Leave	7/1/2015	1 hour for every 30 hours worked.	First date of actual work.	40 hours	Up to 40 hours.
Michigan	State	5	Paid Sick Leave	3/29/2019	1 hour for every 35 hours worked.	At start of employment.	40 hours	40 hours
Minneapolis, MN	City	1	Paid Sick Leave	7/1/2017	1 hour for every 30 hours worked.	At start of employment.	No limit.	80 hours
Montgomery County, MD	County	2	Paid Sick Leave	10/1/2016	1 hour for every 30 hours worked.	At start of employment.	80 hours	56 hours

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Nevada	State	3	Paid Sick Leave	1/1/2020	0.01923 hours for each hour worked.	At start of employment.	40 hours	40 hours
New Jersey	State	4	Paid Sick Leave	10/29/2018	1 hour for every 30 hours worked.	At start of employment.	40 hours	40 hours
New Mexico	State	8	Paid Sick Leave	July 1, 2022 - paid sick leave benefits go into effect. April 8, 2021 - law passed.	1 hour for every 30 hours worked.	The latter of July 1, 2022 or the employee's start date with the employer.	64 hours in a fixed 12 month period, as determined by employer. Read more>>	All accrued, unused earned sick leave shall carry over from year to year, up to a maximum of 64 hours in a 12-month period.
New York	State	4	Paid Sick Leave	The law is effective on Sept. 30, 2020, and employees begin accruing sick leave as of Sept. 30, 2020, but paid sick leave is not available to be taken under the law until Jan. 1, 2021.	At start of employment.	Los Angeles County	Between 5-99 employees: 40 hours. 100 or more employees: 56 hours.	Accrued, unused sick leave shall carry over, subject to the accrual and use limits.

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New York City, NY	City	9	Paid Sick Leave	May 5, 2018, as amended. Read more>>	1 hour for every 30 hours worked.	At start of employment.	Employers with 99 or fewer employees: 40 hours per year. Employers with 100 or more employees: 56 hours per year. Read more>>	Employers with 99 or fewer employees: 40 hours. Employers with 100 or more employees: 56 hours.
Oakland, CA	City	1	Paid Sick Leave	3/2/2015	1 hour for every 30 hours worked.	Large Employers - 72 hours. Small Employers - 40 hours.	\$16.90	All accrued, unused paid sick leave limited to the accrual cap.
Oregon	State	8	Paid Sick Leave	1/1/2016	1 hour for every 30 hours worked or 1-1/3 hours for every 40 hours worked.	First day of employment.	40 hours	Employees may carry over up to 40 hours of unused sick time. Read more>>

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Philadelphia, PA	City	1	Paid Sick Leave	5/13/2015	1 hour for every 40 hours worked in Philadelphia.	At start of employment.	40 hours	Employers must carryover unused, earned sick time to the following calendar year unless employer frontloads 40 hours of sick time at the beginning of each calendar year.
Pittsburgh, PA	City	1	Paid Sick Leave	March 15, 2020 (pursuant to case law challenge of original ordinance, which was effective Aug. 13, 2015).	1 hour for every 35 hours worked in Pittsburgh.	At start of employment.	Employers with 15 or more employees - 40 hours. Employers with less than 15 employees - 24 hours.	Employers with 15 or more employees - 40 hours. Employers with less than 15 employees - 24 hours.
Puerto Rico	State	1	Paid Sick Leave	Effective July 27, 1998. Amended Jan. 26, 2017 and April 9, 2020.	1 day per month.	At start of employment.	No applicable provision.	Allowed up to maximum of 15 days.

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Rhode Island	State	2	Paid Sick Leave	7/1/2018	1 hour for every 35 hours worked.	At start of employment.	40 hours	Accrued, unused sick and safe leave shall carry over to the following calendar year.
San Diego, CA	City	1	Paid Sick Leave	7/11/2016	1 hour for every 30 hours worked.	At start of employment.	40 hours	All unused accrued earned sick leave must be carried over to the following benefit year.
San Francisco, CA	City	1	Paid Sick Leave	Feb. 7, 2007. Amendments effective Jan. 1, 2017.	1 hour for every 30 hours worked.	At start of employment.	No applicable provision.	Small businesses - 40 hours. Large businesses - 72 hours.
Santa Monica, CA	City	1	Paid Sick Leave	June 9, 2016 for private employers. Jan. 1, 2017 for Hotel Workers.	1 hour for every 30 hours worked.	At start of employment.		Large employers - 72 hours. Small employers - 40 hours.

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Seattle, WA	City	1	Paid Sick Leave	9/1/2012	Tiers 1 and 2 - 1 hour for every 40 hours worked. Tier 3 - 1 hour for every 30 hours worked.	At start of employment.	No applicable provision.	Tier 1 - 40 hours maximum. Tier 2 - 56 hours maximum. Tier 3 - 72 hours maximum.
St. Paul, MN	City	2	Paid Sick Leave	July 1, 2017, for employers with 24 or more employees. Jan. 1, 2018, for employers with 23 or less employees.	1 hour for every 30 hours worked.	At start of employment.	No applicable provision.	80 hours
Tacoma, WA	City	1	Paid Sick Leave	Jan. 1, 2018, as amended.	1 hour for every 40 hours worked.	At start of employment.	No applicable provision.	40 hours

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Vermont	State	1	Paid Sick Leave	Jan. 1, 2017 for employers with more than 5 employees. Jan. 1, 2018 for employers with 5 or fewer employees who work an average of 30 hours per week.	1 hour for every 52 hours worked.	First day of actual work.	40 hours	Any earned but unused and unpaid sick time at end of annual period.
Washington	State	4	Paid Sick Leave	1/1/2017	1 hour for every 40 hours worked.	At start of employment.	No applicable provision.	40 hours

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West Hollywood, CA	City	1	Paid Sick Leave	Effective 1/1/2022 for Hotel Employers. Effective 7/1/2022 for Other Employers.	Full time employees (working 40 hours per week or in accordance with company policies if more generous) accrue at least 96/52 hours of compensated time off each week while employed. Compensated time off does not accrue for work in excess of 40 hours per week.	First day of employment.	192 hours, unless employer policy is more generous.	Carryover up to the maximum of 192 hours must be allowed, unless employer policy is more generous.
Westchester County, NY	County	1	Paid Sick Leave	4/10/2019	1 hour for every 30 hours worked. Domestic workers - 1 hour for every 7 days worked.	At start of employment.	40 hours	40 hours