



PAID SICK DAYS AND PAID FAMILY LEAVE LAWS BY STATE (WITH CITIES)



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The Family Values @ Work network and our partners have now won Paid/Earned Sick Time in dozens of jurisdictions, with the greatest impact on low-wage working people. We have also now won Family Medical Leave Insurance in 8 states plus the District of Columbia, with each win improving the model. More than 50 million workers and their families will benefit from these new policies. And many more victories are on the horizon. Information about time won below.

ARIZONA

Paid Sick and Safe Days – includes specific information about COVID-19!

Many Arizona workers began earning paid sick and safe days on July 1, 2017.

If you earn this time, you may use it:

- For you or your family's medical care or mental or physical illness, injury, or health condition (including COVID-19)
- For closure of your business, your child's school, or their place of care in a public health emergency

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- *To care for yourself or a family member when health authorities determine their presence in the community would jeopardize the health of others*
- *For reasons related to domestic violence, sexual violence, abuse, or stalking*

Under this law, family members include: your child, parent, spouse, domestic partner, grandparent, grandchild, sibling, and any other individual related by blood or whose close association with the employee is the equivalent of a family relationship.

You earn one hour of sick and safe time for every 30 hours you work in Arizona.

- *The total number of hours you earn depends on how many employees work for your employer. You earn up to 40 hours if the firm has 15 or more employees, and 24 hours if it has fewer.*
- *Employers may choose to provide more time.*

If you run into problems using your sick and safe days, or if you have questions, contact the Industrial Commission at (602) 542-4515 or visit [them here](#). [Source](#)

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CALIFORNIA

Paid Family Leave – includes specific information about COVID-19!

Many California workers began earning paid family leave on July 1, 2004.

If you work in California, you may use the time to receive 8 weeks of partial pay while caring for a seriously ill family member or to bond with a new child. If you need to care for yourself, you may be able to use [Disability Insurance](#) instead.

If you are unable to work because you are caring for an ill or quarantined family member due to COVID-19, you can file a Paid Family Leave Claim. Workers may be eligible for 60-70% of their income for full or partial wage loss.

- *Under this law, family members include: your child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner. When bonding with a new child, the child may enter the family through birth, adoption, or foster care placement.*
- *Workers may use up to 6 weeks of leave per year under this law.*

[Click here to learn your rights on COVID-19 and paid sick days in California.](#)

[Click to learn your rights on COVID-19 and paid family leave in California.](#)

Please visit [here](#) to file a claim. If you run into problems using your leave or have questions, please contact the Employment Development Department or call (877) 238-4373. [Source](#)

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CALIFORNIA

Disability Insurance – includes specific information about COVID-19!

Many California workers began earning disability insurance in 1946.

- *If you work in California, you may receive partial pay while using the time to recover from serious illness, injury, or pregnancy which prevents you from performing your regular and customary work.*
- *If you are unable to work due to having or being exposed to COVID-19, you may also be able to file a claim.*
- *If you need to take time to care for your family or bond with a child, you may use [Paid Family Leave](#).*
- *You may receive up to 52 weeks of Disability Insurance benefits.*

[Click here to learn your rights on COVID-19 and paid sick days in California.](#)

[Click to learn your rights on COVID-19 and paid family leave in California.](#)

Workers may use up to 52 weeks of leave per year under this law.

Please visit [here](#) to file a claim. If you run into problems using your leave or have questions, please contact the [Employment Development Department](#) or call (800) 480-3287. [Source](#)

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CALIFORNIA

Paid Sick and Safe Days – includes specific information about COVID-19!

Many California workers began earning paid sick and safe days on July 1, 2015.

On April 16, 2020, Governor Gavin Newsom signed an [executive order](#) providing two weeks of supplemental paid sick days for workers in the food sector not covered by the new [federal paid sick days law](#). This order is in effect until December 31, 2020.

If you earn this time, you may use it:

- For your or your family's diagnosis, care, treatment, or for preventive medical care
- Preventative care may include self-quarantine if recommended by civil authorities and in some other COVID_19 related situations
- For reasons related to domestic violence, sexual assault, or stalking

Under this law, family members include: your parent, child, spouse, registered domestic partner, grandparent, grandchild, and sibling.

[Click here to learn your rights on COVID-19 and paid sick days in California.](#)

[Click to learn your rights on COVID-19 and paid leave in California](#)

- *You earn one hour of sick and safe time for every 30 hours you work in California. An employer may limit the amount of paid sick leave an employee can use in one year to 24 hours or three days. Accrued paid sick leave may be carried over to the next year, but it may be capped at 48 hours or six days. Employers may choose to offer a more generous policy.*

If you run into problems using your sick and safe days, or if you have questions, contact the [local office of the Labor Commissioner](#). [Source](#)

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Berkeley, CA

Paid Sick Days – includes specific information about COVID-19!

Many Berkeley workers began earning paid sick days on July 1, 2017.

If you work in Berkeley, you may use the time to care for yourself or your family when one of you are ill, injured, and/or receiving medical care, treatment, or diagnosis.

- *Under this law, family members include: your child, parent, legal guardian or ward, sibling, grandparent, grandchild, spouse, registered domestic partner under any state or local law, and designated person.*

[Click here to learn your rights on COVID-19 and paid sick days in California.](#)

[Click to learn your rights on COVID-19 and paid family leave in California.](#)

- *You earn one hour of sick time for every 30 hours you work in Berkeley. You may use up to 48 hours of time each year – check the law for details. Employers may choose to offer a more generous policy.*

If you run into problems using your sick days, or if you have questions, contact the Health, Housing & Community Services Department at (510) 981-CITY/2489 or 311 from a landline in Berkeley, or email the [Department](#). [Source](#)

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Emeryville, CA

Paid Sick and Safe Days – includes specific information about COVID-19!

Many Emeryville workers began earning paid sick and safe days on July 2, 2015.

If you earn this time, you may use it:

- *For your or your family's illness, injury, or medical care, treatment, and diagnosis*
- *For reasons related to domestic violence*
- *To give aid or care to your or your family's guide dog, signal dog, or service dog*

Under this law, family members include: your child, parent, legal guardian or ward, spouse, registered domestic partner, grandparent, grandchild, and sibling. If you do not have a spouse or domestic partner, you may designate one person to fall into this category.

- *For COVID-19, the city of Emeryville says workers may use the time:*
- *For you or your family's quarantine or isolation if it is recommended by public health officials or health providers*
- *You are a "vulnerable population" under guidance from the state*
- *Your business or work location temporarily closed by request of a public health official or other public official*
- *You need to care for a family member whose school childcare, senior care, or work temporarily closed by request of a public health official or other public official*

[Click here to learn your rights on COVID-19 and paid sick days in California.](#)

[Click to learn your rights on COVID-19 and paid family leave in California.](#)

- *You earn one hour of sick time for every 30 hours you work in Emeryville. You may use up to 48 hours of time each year – check the law for details. Employers may choose to offer a more generous policy.*

If you run into problems using your sick and safe days, or if you have questions, contact the City of Emeryville at (510) 596-4316 or [email the city](#). [Source](#)

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Long Beach, CA

Emergency Paid Sick Days

On May 20, 2020, workers in Long Beach, California, began receiving extended paid sick days. This leave is meant to cover workers left out of the [Families First Coronavirus Response Act \(FFCRA\)](#) – specifically workers in businesses of 500 people or more. Employers may still exclude health-care providers and emergency responders.

Workers who can work from home and are healthy enough to do so or who have some combination of paid personal time equal to 160 hours annually are exempted. An employer can reduce the amount of leave it must provide by the number of new leave hours it provided to a worker on or after March 4, 2020, that was available for reasons required by the law.

Supplemental paid sick leave is in addition to other leave available through work. Employers cannot change paid time off policies on or after May 19 except to provide more leave.

This law will be reviewed every 90 days.

If you earn this time, you may use it:

- *For your symptoms of COVID-19 while seeking a medical diagnosis*
- *For your quarantine or isolation by federal, state, or local order due to COVID-19*

- For your quarantine as advised by a health-care provider or to care for someone who is so advised
- To care for a minor child because a school or daycare is closed due to COVID-19

[Click here to learn your rights on COVID-19 and paid sick days in California.](#)

[Click to learn your rights on COVID-19 and paid family leave in California.](#)

- Full-time workers earn 80 hours of paid sick time.
- Part-time workers earn 1 hour of paid sick time per hour worked based on their average hours in a 2-week period.

Employers may choose to offer a more generous policy.

If you run into problems using your sick days, you have the right to file a private lawsuit in state court. [Source](#)

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Los Angeles, CA

Paid Sick and Safe Days – includes specific information about COVID-19!

Many Los Angeles workers began earning paid sick and safe days on July 1, 2016.

If you earn this time, you may use it:

- For your or your family's illness, injury, health condition, or preventative medical care, and diagnosis
- For reasons related to domestic violence, sexual assault, or stalking

For COVID-19, the city of [Los Angeles](#) says workers may use the time:

- For you or your family's quarantine or isolation if it is recommended by public health officials or health providers
- You 65 or older or have a serious medical condition as described by the CDC
- Your business or work location temporarily closed by request of a public health official or other public official
- You need to care for a family member whose school childcare, senior care, or work temporarily closed by request of a public health official or other public official

Under this law, family members include: your child, parent, spouse, registered domestic partner, grandparent, grandchild, sibling, or any individual related by blood or affinity whose close association with the you is the equivalent of a family relationship.

On April 7, 2020, the Mayor of Los Angeles issued an executive order providing supplemental paid sick days related to COVID-19. This time is available to employed working with the same employer from February 3, 2020 to March 4, 2020 if they are unable to work or telework. Workers in Emergency and Health Services, Critical Parcel Delivery, new businesses, government, or who already have 160 hours of paid leave annually are exempt from the new leave. This leave ends two weeks after the expiration of the COVID-19 local emergency period.

[Click here to learn your rights on COVID-19 and paid sick days in California.](#)

[Click to learn your rights on COVID-19 and paid family leave in California.](#)

- You earn one hour of sick time for every 30 hours you work in Los Angeles. You may use up to 48 hours of time each year – check the law for details. **Additional time may be available for uses related to COVID-19.** Employers may choose to offer a more generous policy.

If you run into problems using your sick and safe days, or if you have questions, contact the Office of Wage Standards at (844) 924-3752 or by [email](#). [Source](#)

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Oakland, CA

Paid Sick Days – includes specific information about COVID-19!

Many Oakland workers began earning paid sick days on March 2, 2015.

If you earn this time, you may use it:

- *For your mental or physical illness, injury, pregnancy, or medical condition, or to obtain a professional diagnosis or a physical examination*
- *For your family member who is ill, injured, and/or receiving medical care, treatment, or diagnosis.*
- *The city has issued guidance specifically around COVID-19 available [here](#)*

Under this law, family members include: your child, parent, legal guardian or ward, spouse, registered domestic person, grandparent, grandchild, and sibling. If you do not have a spouse or domestic partner, you may designate one person to fall into this category.

[Click here to learn your rights on COVID-19 and paid sick days in California.](#)

[Click to learn your rights on COVID-19 and paid family leave in California.](#)

- *You earn one hour of sick time for every 30 hours you work in Oakland. The total number of hours you earn each year depends on how many employees work for your employer. You earn up to 72 hours if the firm has 10 or more employees, and 40 hours if it has fewer. Employers may choose to offer a more generous policy.*

If you run into problems using your sick days, or if you have questions, contact the City of Oakland at (510) 238-6258 or by [email](#). [Source](#)

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San Diego, CA

Paid Sick and Safe Days – includes specific information about COVID-19!

Many San Diego workers began earning paid sick and safe days on July 11, 2016.

If you earn this time, you may use it:

- *For you or your family's mental or physical illness (including COVID-19), injury, medical condition, treatment, diagnosis, or preventive medical care*
- *If your workplace or your child's school/place of care has been closed due to a public health emergency*
- *For reasons related to domestic violence, sexual assault, or stalking*

Under this law, family members include: your child, spouse, parent, grandparent, grandchild, sibling, or the child or parent of your spouse.

[Click here to learn your rights on COVID-19 and paid sick days in California.](#)

[Click to learn your rights on COVID-19 and paid family leave in California.](#)

You earn one hour of sick and safe time for every

- *30 hours you work in San Diego. You may earn up to 80 hours per year, and you may use up to 40 hours of time each year – check the law for details. Employers may choose to offer a more generous policy.*

If you run into problems using your sick and safe days, or if you have questions, contact the Office of the Treasurer at (619) 615-1565 or by [email](#). [Source](#)

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San Francisco, CA

Paid Sick and Safe Days – includes specific information about COVID-19!

Many San Francisco workers began earning paid sick and safe days on February 5, 2007.

If you earn this time, you may use it:

- *For your or your family's illness, injury, medical care, treatment, or diagnosis*
- *For reasons related to domestic violence, sexual assault, or stalking*
- *To donate your bone marrow or another organ, or care for someone who donated their bone marrow or organ*

For COVID-19, the city of [San Francisco](#) says workers may use the time (without a doctor's note or medical documentation):

- *For you or your family's quarantine or isolation if it is recommended by public health officials or health providers*
- *You are 60 or older or a person with a health condition such as heart disease, lung disease, diabetes, kidney disease, or weakened immune system*
- *Your business or work location temporarily closed by request of a public health official or other public official subject to other guidelines below*
- *You need to care for a family member whose school childcare, senior care, or work temporarily closed by request of a public health official or other public official*

Other guidelines: The city has said that San Francisco paid sick days are only available to employees, not workers who have been laid off. Workers with hours reduced or eliminated cannot use paid sick days to make up for those changes in hours.

Under this law, family members include: your child, parent, legal guardian or ward, spouse, registered domestic partner, grandparent, grandchild, and sibling. If you do not have a spouse or domestic partner, you may designate one person to fall into this category.

[Click here to learn your rights on COVID-19 and paid sick days in California.](#)

[Click to learn your rights on COVID-19 and paid family leave in California.](#)

You earn one hour of sick and safe time for every

- *30 hours you work in San Francisco. The total number of hours you earn each year depends on how many employees work for your employer. You earn up to 72 hours if the firm has 10 or more employees, and 40 hours if it has fewer. Employers may choose to offer a more generous policy.*

If you run into problems using your sick and safe days, or if you have questions, contact the Office of Labor Standards Enforcement at (415) 554-6271 or by [email](#). [Source](#)

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San Francisco, CA

Paid Parental Leave – includes specific information about COVID-19!

Many San Francisco workers began earning paid parental leave on January 1, 2018. This program remains in effect during the COVID-19 public health emergency.

- *If you work in San Francisco for a business of twenty people or more, you may use the time to receive full pay during 6 weeks of leave to bond with a new child.*
- *(Part of this will be paid under California's Paid Family Leave (PFL) law – [read more](#)). This time will extend to 8 weeks on July 1, 2020.*

Under this law, a new child includes: a child who enters the family through birth, adoption, or foster care placement.

[Click here to learn your rights on COVID-19 and paid sick days in California.](#)

[Click to learn your rights on COVID-19 and paid family leave in California.](#)

- *California PFL benefits are 60%-70% of weekly wages (up to a cap). San Francisco employers pay the difference between the PFL program and 100% of your gross weekly wages (up to the maximum).*

If you run into problems using your leave, or if you have questions, contact the Office of Labor Standards Enforcement at (415) 554-4190 or visit [here](#). [Source](#)

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San José, California

Emergency Paid Sick Days – includes specific information about COVID-19!

On April 7, 2020, workers in San José, California, began receiving extended paid sick days. This leave is meant to cover workers left out of the [Families First Coronavirus Response Act \(FFCRA\)](#).

Specifically, the San José ordinance covers workers in businesses with more than 500 employees, businesses below 50 employees who may be exempted from FFCRA, health care providers, and emergency first responders.

Workers who can work from home or who provide some combination of paid personal time equal to 80 hours are exempted.

Workers can receive sick days under this ordinance until December 31, 2020.

- *If you earn this time, you may use it:*
- *For your symptoms of COVID-19 while seeking a medical diagnosis*
- *For your quarantine or isolation by federal, state, or local order due to COVID-19*
- *To care for someone quarantined or isolated due to COVID-19*
- *To care for a minor child because a school or daycare is closed due to COVID-19*

[Click here to learn your rights on COVID-19 and paid sick days in California.](#)

[Click to learn your rights on COVID-19 and paid leave in California.](#)

Full-time workers earn 80 hours of paid sick time. Part-time workers earn 1 hour of paid sick time per hour worked based on their average hours in a 2-week period. Employers may choose to offer a more generous policy.

If you run into problems using your sick days, or if you have questions, contact the San José Office of Equality Assurance at 408-535-8481 or [here](#). [Source](#)

Santa Monica, CA

Paid Sick and Safe Days – includes specific information about COVID-19!

Many Santa Monica workers began earning paid sick and safe days on January 1, 2017.

If you earn this time, you may use it:

- *For your or your family's diagnosis, care, or treatment of an existing health condition, or for preventive medical care*
For reasons related to domestic violence, sexual assault, or stalking

Under this law, family members include: your parent, child, spouse, registered domestic partner, grandparent, grandchild, and sibling.

[Click here to learn your rights on COVID-19 and paid sick days in California.](#)

[Click to learn your rights on COVID-19 and paid family leave in California.](#)

- *You earn one hour of sick and safe time for every 30 hours you work in Santa Monica. The total number of hours you earn each year depends on how many employees work for your employer. You earn up to 72 hours if the firm has 10 or more employees, and 40 hours if it has fewer. Employers may choose to offer a more generous policy.*

If you run into problems using your sick and safe days, or if you have questions, contact the Los Angeles County Department of Consumer & Business Affairs (who enforces the Santa Monica law) at (800) 593-8222 or by email [here](#). [Source](#).

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COLORADO

Health Emergency Leave with Pay (HELP) Paid Sick Days – includes specific information about COVID-19!

Workers in Colorado without federal paid sick days through [FFCRA](#) began earning COVID related paid sick days on July 14, 2020. Until December 31, 2020, employers in Colorado must follow FFCRA or Colorado law to ensure that all workers have access to sick days and paid emergency leave for COVID-related purposes.

If you work in Colorado and are not covered by [FFCRA](#) you may use the time:

- *For your symptoms of COVID-19 while seeking a medical diagnosis*
- *For your quarantine or isolation by federal, state, or local order due to COVID-19*
- *To care for someone quarantined or isolated due to COVID-19*
- *To care for a minor child because a school or daycare is closed due to COVID-19*

Beginning January 1, 2021, workers in business of 16 people or more will have access to regular paid sick time. On January 1, 2022, workers in businesses of all sizes will have access to paid sick time.

[Employers must follow the federal Families First Coronavirus Response Act \(FFCRA\) guidelines for providing time](#). Employees in Colorado not normally covered by the federal law now have access to the same amount of paid time off as workers covered by the law for the same reasons.

If you run into problems using your time, or if you have questions, contact the [Colorado Department of Labor and Employment](#). [Source](#)

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CONNECTICUT

Paid Sick and Safe Days

Many Connecticut service workers in businesses of 50 people or more began earning paid sick and safe days on January 1, 2012.

If you earn this time, you may use it:

- *For your or your family's mental or physical illness, injury, health condition, or preventive medical care and diagnosis*
- *For reasons related to family violence or sexual assault*

Under this law, family members include: your child or spouse.

You earn one hour of sick and safe time for every

- *40 hours you work in Connecticut.*
- *You may earn up to 40 hours of paid sick and safe time per year – check the law for details.*

If you run into problems using your sick and safe days, or if you have questions, contact the [Wage and Workplace Standards Division](#) at (860) 263-6790 or the Office of Program Policy at (860) 263-6755. [Source](#)

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DISTRICT OF COLUMBIA

Paid Sick and Safe Days – includes specific information about COVID-19!

Many District of Columbia workers began earning paid sick and safe days on July 1, 2013.

If you work in DC, you may use the time to care for yourself or your family when one of you:

- *Are sick, injured, or have a medical appointment*
- *Need services related to domestic violence, stalking, or sexual assault*

On April 10, 2020, an additional paid sick time law added more coverage for COVID-19 for workers in businesses of 50-499 people that are not healthcare providers. This law remains in effect until at least September 6, 2020.

If you work in DC, you may use the additional COVID-19 coverage if you:

- *Need to go into quarantine or isolation as recommended by a healthcare provider, including if you or a household member are at high risk for serious COVID-19 related illness*
- *Need to care for a family member or person in your household under government or healthcare provider order to quarantine or isolate*
- *You need to care for a child whose school or place of care is closed or unavailable*

Under this law, family members include: your spouse or domestic partner, your parents, your spouse's parents, children, grandchildren, siblings, your spouse's siblings, and a person who has lived with you for at least 12 months.

For regular paid sick days:

- *If you are a tipped restaurant worker, you earn 1 hour of paid sick and safe time for every 43 hours you work.*
- *If you are not a tipped restaurant worker, and you work at a business with:*
 - *1-25 employees, you earn 1 hour for every 87 hours you work*
 - *26-99 employees, you earn 1 hour for every 43 hours you work*
 - *100+ employees, you earn 1 hour for every 37 hours you work*
- *Employers may choose to offer a more generous policy.*

For COVID coverage:

- *Full time workers can take up to 2 full weeks or 80 hours of paid time*
- *Part-time workers can take the normal amount they work in a two week period as paid time*

If you run into problems using your sick and safe days, or if you have questions, contact the Department of Employment Services, Wage and Hour Division at (202) 671-1880. [Source](#)

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DISTRICT OF COLUMBIA

Paid Family and Medical Leave – takes effect July 1, 2020!

Many District of Columbia workers will begin having access to paid family and medical leave on July 1, 2020.

If you work in the District of Columbia after the program begins, you may receive partial pay while using the time to:

- *care for yourself or a family member with a serious health condition*
- *bond with a newborn child, adopted child, or foster child*

Under this law, family members include: child, grandparent, parent, parent-in-law, spouse, sibling, and registered domestic partner.

- *You may take the following amounts of paid family and medical leave in a 52 week period:*
 - *Up to two weeks to care for yourself*
 - *Up to six weeks to care for a seriously ill family member*

- *Up to eight weeks to bond with a child*
- *Check the law for details. Employers may choose to provide more time.*

If you need to file a claim, please visit [the DOES website](#). If you run into problems using your leave, or if you have questions, [contact DOES](#). [Source](#)

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GEORGIA

Family Care Act

Many Georgia workers in businesses of 25 or more began earning family care days on July 1, 2017.

- *If you work in Georgia for 30 hours or more each week, and you already earn sick time, you may use the time to care for family members.*
- *Under this law, family members include: your child, spouse, parent, grandparent, grandchild, and anyone you claimed as a dependent on your tax return.*
- *The law does not require a company to have any specific sick day policy. It allows you to use up to 5 days of any sick time you earn to care for ill family members.*

If you run into problems using your family care days, or if you have questions, contact the [Georgia Job/Family Collaborative](#) at (800) 522-0965. [Source](#)

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ILLINOIS

Chicago, IL

Paid Sick and Safe Days

Many Chicago workers began earning paid sick and safe days on July 1, 2017.

If you earn this time, you may use it:

- *For you or your family's illness or medical care*
- *If your workplace or your child's school/place of care has been closed due to a public health emergency*
- *If you are the victim of domestic or sexual violence or stalking*

Under this law, family members include: your child, legal guardian or ward, spouse, domestic partner, parent, sibling, grandparent, grandchild, and any other individual related by blood or whose close association with the employee is the equivalent of a family relationship.

You earn one hour of sick and safe time for every

- *40 hours you work in Chicago.*
- *You may use up to 40 hours of time each year – check the law for details. Employers may choose to provide more time.*

If you run into problems using your sick and safe days, or if you have questions, contact the Department of Business Affairs and Consumer Protection at 311 or visit [here](#). [Source](#)

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Cook County, IL

Paid Sick and Safe Days

Many Cook County workers began earning paid sick and safe days on July 1, 2017.

If you earn this time, you may use it:

- *For you or your family's illness or medical care*
- *If your workplace or your child's school/place of care has been closed due to a public health emergency*
- *If you are the victim of domestic or sexual violence or stalking*

Under this law, family members include: your child, legal guardian or ward, spouse, domestic partner, parent, sibling, grandparent, grandchild, and any other individual related by blood or whose close association with the employee is the equivalent of a family relationship.

You earn one hour of sick and safe time for every

- *40 hours you work in Cook County.*
- *You may use up to 40 hours of time each year – check the law for details. Employers may choose to provide more time.*

If you run into problems using your sick and safe days, or if you have questions, contact the Cook County Commission on Human Rights at (312) 603-1100 or visit [here](#). [Source](#)

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MARYLAND

Paid Sick and Safe Days

Many Maryland workers began earning paid sick and safe days on February 11, 2018. Workers in businesses of 15 or more employees earn paid sick and safe days, while workers in smaller businesses earn unpaid sick and safe days. All workers have job protection while using the time.

If you earn this time, you may use it:

- *For you or your family's mental or physical illness, injury, condition, or preventive medical care and diagnosis*
- *For parental leave*
- *For reasons related to domestic violence, sexual assault, or stalking*

Under this law, family members include: your spouse, child, parent, grandparent, grandchild, or sibling.

- *You earn one hour of sick and safe time for every 30 hours you work in Maryland.*
- *Employers may choose to offer a more generous policy.*

If you run into problems using your sick and safe days, or if you have questions, contact the [Commissioner of Labor and Industry](#). [Source](#)

This information is accurate to the best of our knowledge but should not be taken as a legal document.

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Montgomery County, MD

Paid Sick and Safe Days

Many Montgomery County workers began earning paid sick and safe days on October 1, 2016.

If you earn this time, you may use it:

- *For you or your family's mental or physical illness, injury, condition, or preventive care*
- *If your workplace or a child's school/place of care has been closed due to a public health emergency*
- *For care of a family member when health authorities determine their presence in the community would jeopardize the health of others*
- *For reasons related to domestic violence, sexual assault, or stalking affecting you or your family*
- *When a child is born or placed with you for adoption or foster care, including care for the child in the first year following birth or placement*

Under this law, family members include: your child, parent, legal guardian, spouse, grandparent, grandchild, and sibling.

You earn one hour of sick and safe time for every

- 30 hours you work in Montgomery County.
- You may use up to 56 hours of time each year – check the law for details. Employers may choose to offer a more generous policy.

If you run into problems using your sick and safe days, or if you have questions, contact the Office of Human Rights at (240) 777-8450 or [by email](#). [Source](#)

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MASSACHUSETTS

Earned Sick and Safe Time – includes specific information about COVID-19!

Massachusetts workers began earning sick and safe time on July 1, 2015. Workers in businesses of 11 or more employees earn paid sick and safe time, while workers in smaller businesses earn unpaid sick and safe time. All workers have job protection while using the time.

If you earn this time, you may use it:

*For your or your family member's illness (including COVID-19), injury, or routine medical appointment
For reasons related to domestic violence affecting you or your children*

Under this law, family members include: your child, spouse, parent, or spouse's parent.

*You earn one hour of sick and safe time for every 30 hours you work in Massachusetts.
You may use up to 40 hours of time each year – check the law for details. Employers may choose to offer a more generous policy.*

If you run into problems using your sick and safe time, or if you have questions, contact the Attorney General's Fair Labor Division at (617) 727-3465. [Source](#)

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MASSACHUSETTS

Paid Family and Medical Leave – benefits begin January 1, 2021!

On October 1, 2019, Massachusetts employees (and many employers) will begin contributing to the paid family and medical leave program. Workers can begin using some benefits on January 1, 2021. All benefits will be available on July 1, 2021.

If you work in Massachusetts, you may keep your job and receive partial pay while using the time to:

- Care for your own serious health condition
- Bond with a newly born, adopted, or foster child
- Care for a family member with a serious health condition
- Manage family affairs when a family member is deployed abroad on active military service

Under this law, family members include: your child, parent, parent-in-law, person who stood in loco parentis to you when you were a child, grandparent, grandchild, sibling, spouse, or domestic partner.

You may take up to 20 weeks of time per year to care for yourself and 12 weeks of time to care for others – check the law for details. Employers may choose to provide more time.

If you need to file a claim, please visit [the MA Department of Family and Medical Leave website](#). If you run into problems using your leave, or if you have questions, contact the [Massachusetts Department of Family and Medical Leave](#) at (617) 626-6565. [Source](#).

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MICHIGAN

Paid Sick and Safe Days – includes specific information about COVID-19!

Some Michigan workers began earning sick and safe days on March 29, 2019. Workers in businesses of 50 or more will be able to use this time.

If you earn this time, you may use it:

- *To care for your health needs and the health needs of your family*
- *When your work or your child's place of care has been closed for a public health emergency*
- *If health authorities determine you or a family member could jeopardize the health of others in the community*
- *For reasons related to domestic violence or sexual assault*

Under this law, family members include: your child, parent, parent-in-law, spouse, grandparent, grandchild, and sibling.

In April 2020, an [Executive Order expanded protections for workers](#). Employers cannot fire, discipline, or retaliate against workers for staying home when they are at particular risk of infecting others with COVID-19.

- *Employers must treat workers as if they were using sick days under MI law*
- *If workers do not have paid time accrued, time can be unpaid*
- *Leave time must extend as long as workers remain away from work until*
 - *It has been 3 days since their symptoms resolved and 7 days since their symptoms appeared or had a positive test result*
 - *It has been 14 days since they last had contact with a sick or symptomatic person*

The new executive order does not apply to health care professionals, workers in a health care facility, first responders, child protective service employees, workers at child caring institutions, and workers at correctional facilities as long as employer rules allow them to go to work.

If you qualify for regular paid sick and safe time, you earn one hour of time for every 35 hours you work in Michigan. You may earn up to 40 hours of time each year. Employers may offer a more generous policy. Many workers are now covered against discipline and job loss under the new COVID protections.

If you run into problems using your sick and safe days, or if you have questions, contact the [Department of Licensing and Regulatory Affairs](#). [Source](#)

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MINNESOTA

Duluth, MN

Paid Sick and Safe Days – includes specific information about COVID-19!

Many Duluth workers will begin earning paid sick and safe days on January 1, 2020.

If you earn this time, you may use it:

- *For you or your family's medical reasons, such as mental or physical illness, injury, health condition, care, and treatment, or for preventative medical care and diagnosis*

- For reasons related to domestic violence, sexual assault, or stalking affecting you or your family
- For COVID-19 screening
- To provide or receive care due to COVID-19 symptoms or infection
- For testing or quarantine following close contact with a COVID-19 infected or symptomatic person

Under this law, family members include: your child, adult child, spouse, domestic partner, sibling, parent, grandchild, grandparent, and any other individual related by blood or affinity whose close association with you is the equivalent of a family relationship.

You earn one hour of sick and safe time for every

- 50 hours you work in Duluth.
- You may use up to 40 hours of time each year – check the law for details.

Sick and safe time begins on January 1, 2020. If you run into problems using your sick and safe days, or if you have questions, contact the City Clerk's Office at (218) 730-5500. [Source 1](#) [Source 2](#)

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Minneapolis, MN

Paid Sick and Safe Days – includes specific information about COVID-19!

Many Minneapolis workers began earning paid sick and safe days on July 1, 2017. Workers in businesses of 6 or more employees earn paid sick and safe days, while workers in smaller businesses earn unpaid (but job-protected) sick and safe days.

If you earn this time, you may use it:

- For you or your family's medical reasons, such as mental or physical illness, injury, health condition, care, and treatment, or for preventive medical care and diagnosis
- For reasons related to domestic violence, sexual assault, or stalking affecting you or your family
- If your family member's school/place of care has an emergency closure, including for inclement weather
- For COVID-19 screening
- For care or quarantine due to COVID-19 symptoms or infection
- For testing or quarantine following close contact with a COVID-19 infected or symptomatic person
- For covered family members' school or place-of-care closure due to COVID-19
- For workplace closure due to COVID-19

Under this law, family members include: your child, adult child, spouse, sibling, parent, grandchild, grandparent, guardian, ward, registered domestic partner, and people who currently reside in your home.

You earn one hour of sick and safe time for every

- 30 hours you work in Minneapolis.
- You may earn up to 48 hours of time each year – check the law for details.

If you run into problems using your sick and safe days, or if you have questions, contact the [Labor Standards Enforcement Division](#) at (612) 673-3000. [Source](#)

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St. Paul, MN

Paid Sick and Safe Days – includes specific information about COVID-19!

Many St. Paul workers began earning paid sick and safe days on July 1, 2017.

If you earn this time, you may use it:

- For you or your family's medical reasons, such as mental or physical illness, injury, health condition, care, and treatment, or for preventive medical care and diagnosis
- For reasons related to domestic violence, sexual assault, or stalking affecting you or your family
- For the closure of your or your family's business to limit exposure to infection, toxin, or hazardous material
- To care for a family member whose school or place of care was closed due to weather or unforeseen events
- For COVID-19 screening
- For care or quarantine due to COVID-19 symptoms or infection
- For testing or quarantine following close contact with a COVID-19 infected or symptomatic person
- For covered family members' school or place-of-care closure due to COVID-19
- For workplace closure due to COVID-19

Under this law, family members include: your child, adult child, spouse, sibling, parent, grandchild, grandparent, or registered domestic partners, and any individual related by blood or affinity whose close association with you is the equivalent of a family relationship.

- You earn one hour of sick and safe time for every 30 hours you work in St. Paul.
- You may earn up to 48 hours of time each year – check the law for details.

If you run into problems using your sick and safe days, or if you have questions, contact the [Department of Human Rights and Equal Economic Opportunity](#) at (651) 266-8900. [Source](#)

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NEVADA

Paid Time Off

Nevada workers in businesses of 50 people or more began earning paid time off on January 1, 2020. Workers using time may use the time in accordance with their employer's guidelines. This law does not apply to employers in their first two years of operating.

If your employer does not have a policy for taking time:

- Workers can use the time without providing a reason for use to your employer
- Workers cannot be required to find a replacement, be retaliated against for using time, or be denied the time.

[More information.](#)

- You earn 0.01923 hours of time for every hour you work in Nevada.
- You may use up to 40 hours of time each year – check the law for details. Employers may choose to provide more time.

If you run into problems using your time, or if you have questions, contact the [Office of the Labor Commissioner](#) at 1-800-992-0900 ext. 4850. [Source](#)

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NEW JERSEY

Family Leave Insurance – includes specific information about COVID-19!

Many New Jersey workers began earning paid family leave on July 1, 2009.

If you work in New Jersey, you may receive partial pay while using the time to:

- Bond with a newly born, adopted, or foster child
- Care for a family member with a serious health condition

- *Deal with issues related to domestic or sexual violence affecting you or a loved one*
- *Care for a family member diagnosed with or suspected of exposure to a communicable disease during a public health emergency*

Under this law, family members include: child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, domestic partner, civil union partner, other blood relatives, and individuals whose close association is the equivalent of family. Depending on the size of your employer, you may automatically be able to keep your job while you use this time. Beginning July 1, 2020, if you have more than one job you will have the ability from one employer while continuing to work for another.

If you need to take time to care for yourself, you may use [Temporary Disability Insurance](#).

If you are taking time for COVID-19 purposes, the state of New Jersey has a chart with their recommendations on how best to take the time available.

- *You may receive up to 12 consecutive weeks of benefits in a 12-month period beginning July 1, 2020 – check the law for details.*

If you need to file a claim, please visit [the Department of Labor & Workforce Development](#). If you run into problems using your leave, or if you have questions, contact the Department of Labor and Workforce Development at (609) 292-7060. [Source](#)

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New Jersey

Temporary Disability Insurance – includes specific information about COVID-19!

Many New Jersey workers began earning temporary disability benefits in 1948.

If you work in New Jersey, you may receive partial pay while using the time to recover from serious illness, injury, or pregnancy that prevents you from working and was not caused by your work. You may also use Temporary Disability Insurance to take time off of work because you are diagnosed with or suspected of exposure to a communicable disease during a public health emergency.

If you need to take time to care for your family or bond with a child, you may use Temporary Caregivers Insurance.

If you are taking time for COVID-19 purposes, the state of New Jersey has a chart with their recommendations on how best to take the time available.

The law may limit the number of weeks you use per year – check the law for details.

If you need to file a claim, please visit [here](#). If you run into problems using your leave, or if you have questions, contact the Department of Labor and Workforce Development at (609) 292-7060. [Source 1](#) [Source 2](#)

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New Jersey

Paid Sick and Safe Days – includes specific information about COVID-19!

Many New Jersey workers began earning paid sick and safe days on October 29, 2018. Until October 29, 2018, 13 cities in New Jersey had their own laws around paid sick days. All cities and counties in New Jersey are now covered by the statewide law.

If you earn this time, you may use it:

- *For your or your family's diagnosis, care, treatment, recovery, or for preventive medical care*
- *For reasons related to domestic violence, sexual assault, or stalking*

- *If your workplace or your child's school/place of care has been closed due to a public health emergency*
- *If a healthcare provider or public health authority determines you or your family member needs to be in quarantine or isolation because it creates a health risk to others or because of suspected exposure to a communicable disease*
- *If you need time to attend a school-related conference or event for your child*

Under this law, family members include: your parent, child, spouse, partner, grandparent, grandchild, sibling, and any other individual related by blood or whose close association with the employee is the equivalent of a family relationship.

If you are taking time for COVID-19 purposes, the state of New Jersey has a [chart with their recommendations on how best to take the time available](#).

You earn one hour of sick and safe time for every 30 hours you work in New Jersey. An employer may limit the amount of paid sick leave an employee can use in one year to 40 hours. Accrued paid sick leave may be carried over to the next year, but it may be capped at 40 hours.

Employers may choose to offer a more generous policy.

If you run into problems using your sick and safe days, or if you have questions, contact the [New Jersey Department of Labor and Workforce Development](#) at 609-292-2305. [Source](#)

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NEW YORK

Emergency Paid Sick Days – includes specific information about COVID-19!

(Statewide regular paid sick days begin September 30, 2020)

Workers in New York began earning emergency paid sick days on March 18, 2020. Workers receive paid or unpaid time based on the size and net annual income of their businesses. All workers covered have guaranteed job protection for the duration of the quarantine order. This law only applies to sick leave needs related to COVID-19. If you are quarantined but working from home this leave does not apply to you. Also, according to the [state website](#), COVID protections and compensation might not be available to New Yorkers who take non-work related trips to [restricted states](#).

If you work in New York, you may use the time:

- *If you are under a personal (not general) order of quarantine or isolation due to COVID-19*
- *If you are caring for a child under a personal (not general) order of quarantine or isolation due to COVID-19*

If you work for an employer with 10 or fewer employees that reports a net annual income below \$1 million, you may receive unpaid sick time during the quarantine/isolation order. You may qualify for special temporary disability insurance (TDI) and paid family leave (PFL) benefits.

If you work for an employer with 11 to 99 employees OR a smaller employer with net annual income above \$1 million, you may receive 5 days of paid sick time, followed by unpaid sick leave and special TDI and PFL benefits for the remainder of the duration of the quarantine/isolation order.

If you work for an employer with 100 or more employees, or if you work for a public employer of any size, you may receive 14 days of paid sick time during the quarantine/isolation order.

Check the law for details. Employers may choose to provide more time.

If you run into problems using your time, or if you have questions, contact the novel coronavirus (COVID-19) hotline at 1-888-364-3065. [Source](#)

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New York

Paid Family Leave – includes specific information about COVID-19!

Many New York workers began earning paid family leave on January 1, 2018. On March 18, 2020, special leave for COVID-19 was added to the law.

If you work in New York, you may keep your job and receive partial pay while using the time to:

- Bond with a newly born, adopted, or foster child
- Care for a family member with a serious health condition including COVID-19
- Assist loved ones when a family member is deployed abroad on active military service
- Comply with mandatory or precautionary quarantine or isolation if you are in a private business of 99 or fewer workers
- Care for a minor dependent child under a mandatory or precautionary order of quarantine or isolation due to COVID-19

If you need to take time to care for yourself, you may use [Disability Benefits](#).

- Under this law, family members include: spouse, domestic partner, child/stepchild and anyone for whom you have legal custody, parent/stepparent, parent-in-law, grandparent, grandchild.
- The total combined disability leave and paid family leave you use in any 52 week period may not exceed 26 weeks – check the law for details. Employers may choose to offer a more generous policy.
- Employees using benefits for COVID-19 may use paid family leave during their quarantine for wage replacement of their salaries up to \$150,000.

If you need to file a claim, please visit [here to learn more](#). If you run into problems using your leave, or if you have questions, contact the Paid Family Leave Helpline at (844) 337-6303. COVID-19 information is available [here](#). [Source](#)

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New York

Temporary Disability Benefits – includes specific information about COVID-19!

Most New York workers began earning Temporary Disability in 1950. On March 18, 2020, special leave for COVID-19 was added to the law.

If you work in New York, you may receive partial pay while using the time to:

- recover from serious illness, injury, or pregnancy that prevents you from working and was not caused by your work
- comply with a personal order of quarantine or isolation if you are in a private business of 99 or fewer workers
 - If you work for a larger business, your employer must provide at least 14 days of paid sick leave for COVID-19 quarantine and you will have job protection for the duration of quarantine

If you need to take time to care for your family, bond with a child, or assist loved ones during a family member's deployment, you may use [Paid Family Leave](#).

The total combined disability leave and paid family leave you use in any 52 week period may not exceed 26 weeks – check the law for details. Employers may choose to offer a more generous policy.

Employees using benefits for COVID-19 may use disability leave during their quarantine for wage replacement of their salaries up to \$150,000.

If you need to file a claim, please visit [here](#). If you run into problems using your leave, or if you have questions, contact the Workers' Compensation Board Disability Benefits Bureau at (800) 353-3092. COVID-19 information is available [here](#). [Source](#)

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New York City, NY

Paid Sick and Safe Days – includes specific information about COVID-19!

Most New York City workers began earning sick days on April 1, 2014. Safe days began on May 5, 2018. Workers in businesses of 5 people or more earn paid time, while workers in smaller businesses earn unpaid time. Workers using sick and safe days in either case will have job protection while using the time.

If you work in New York City, you may use the time:

- *For you or your family's mental or physical illness, injury, health condition, or preventive medical care and diagnosis*
- *If your workplace or your child's school/place of care has been closed due to a public health emergency*
- *If you or your family are the victim of domestic violence, unwanted sexual physical contact, stalking, or human trafficking*

The city has specific guidance on using sick days for COVID-19 available [here](#).

In a public health emergency or other circumstances, workers may be eligible for 2 additional days of unpaid leave under NYC's [Temporary Schedule Change Law](#).

Under this law, family members include: your child, grandchild, spouse, domestic partner, parent, grandparent, sibling, and anyone related to you by blood.

- *You earn one hour of sick and safe time for every 30 hours you work in New York City.*
- *You may use up to 40 hours of time each year – check the law for details. Employers may choose to provide more time.*

If you run into problems using your sick and safe days, or if you have questions, contact the Department of Consumer Affairs at 311 or [here](#). [Source](#)

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Westchester County, New York

Paid Sick Days

Most Westchester County workers began earning sick days on April 10, 2019. Workers in businesses of 5 people or more earn paid time, while workers in smaller businesses earn unpaid time. Employers who have one or more domestic workers employed for 80 hours per year must provide paid sick time. Workers using paid or unpaid sick days will have job protection while using the time.

If you work in Westchester County, you may use the time:

- *For you or your family's mental or physical illness, injury, health condition, or preventive medical care and diagnosis*
- *If your workplace or your child's school/place of care has been closed due to a public health emergency*

Under this law, family members include: your child, grandchild, spouse, domestic partner, parent, grandparent, sibling, and household members.

If you need time to move to a safe location or testify in court regarding domestic violence or human trafficking, you may be eligible for safe days.

- *You earn one hour of sick time for every 30 hours you work in Westchester County.*
- *You may use up to 40 hours of time each year – check the law for details. Employers may choose to provide more time.*

If you run into problems using your sick and safe days contact the [Department of Consumer Protections](#) at (914) 995-2155. If you have questions, contact the Human Rights Commission at (914) 995-7710 or [here](#). [Source](#)

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Westchester County, New York

Paid Safe Days

Most Westchester County workers will begin earning safe days on October 30, 2019.

If you work in Westchester County, you may use the time:

- *To attend or testify in criminal or civil court proceedings related to domestic violence or human trafficking*
- *To move to a safe location*

If you need to care for yourself or a loved one during a short illness or to find preventative care, you may use Westchester County's paid sick days.

- *You may use 40 hours of safe time over a twelve month period in Westchester County. This time is in addition to the paid sick days law – check the law for details. Employers may choose to provide more time.*

If you run into problems using your sick and safe days contact the [Department of Consumer Protections](#) at (914) 995-2155. If you have questions, contact the Human Rights Commission at (914) 995-7710 or [here](#).

[Source](#)

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OREGON

Paid Sick and Safe Days – includes specific information about COVID-19!

Many Oregon workers began earning sick and safe days on January 1, 2016. Workers in businesses of 10 people or more earn paid time, while workers in smaller businesses earn unpaid time. Workers in Portland earn paid time when they work in businesses of six people or more. All workers have job protection while using the time.

If you earn this time, you may use it:

- *For your or your family's mental or physical illness (including COVID-19), injury, health condition, or preventive medical care and diagnosis*
- *To care for a newly born, adopted, or foster child under 18, or an adopted or foster child incapable of self-care who is over 18. This time is only available within 12 months of birth or placement of the child.*
- *To recover from or seek treatment for a health condition that leaves you unable to perform one of your essential job functions.*
- *Absences associated with the death of a family member*
- *Absences related to domestic violence, harassment, sexual assault, or stalking*
- *In the event of a public health emergency*

Under this law, family members include: your spouse, domestic partner, child, parent, grandparent, grandchild, and anyone that you had or have an "in loco parentis" relationship with.

- *You earn one hour of sick and safe time for every 30 hours you work in Oregon.*
- *You may use up to 40 hours of time each year – check the law for details. Employers may choose to offer a more generous policy.*

If you run into problems using your sick and safe days, or if you have questions, contact the Oregon Bureau of Labor and Industries at (971) 673-0761 or [here](#). [Source](#)

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PENNSYLVANIA

Philadelphia, PA

Paid Sick and Safe Days – includes specific information about COVID-19!

Many Philadelphia workers began earning sick and safe days on May 13, 2015. Workers in businesses of 10 people or more earn paid time, while workers in smaller businesses earn unpaid time. Workers using sick and safe days in either case will have job protection while using the time.

If you earn this time, you may use it:

- For your or your family's health needs
- For a public health emergency, including staying home for quarantine, business closure, or caring for a child following a school closure
- For reasons related to domestic violence, sexual assault, or stalking

Under this law, family members include: your child, parent, spouse, grandparent, grandchild, sibling, and Life Partner.

Employers must provide all covered employees the opportunity to use their accrued sick leave for the COVID-19 reasons before deciding to lay off, furlough, terminate or separate from employment. Employees do not need to provide a note from a medical professional to use consecutive paid sick days during the COVID-19 health risk.

- You earn one hour of sick and safe time for every 40 hours you work in Philadelphia.
- You may use up to 40 hours of time each year – check the law for details. Employers may choose to provide more time.

If you run into problems using your sick and safe days, or if you have questions, contact the [Office of Benefits and Wage Compliance](#). [Source](#)

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Pittsburgh, PA

Paid Sick Days

Most Pittsburgh workers begin earning sick days on March 15, 2020. Workers in businesses of 15 people or more earn paid time, while workers in smaller businesses earn unpaid time until March 15, 2021, when they will begin to earn paid time. Workers using paid or unpaid sick days will have job protection while using the time.

If you work in Pittsburgh, you may use the time:

- For you or your family's illness, injury, or health condition
- If there is a public health emergency
- If a family member is exposed to a communicable disease

Under this law, family members include: your child, grandchild, spouse, domestic partner, parent, grandparent, sibling, and any other individuals the employer permits.

- You earn one hour of sick time for every 35 hours you work in Pittsburgh.
- You may use up to 40 hours of time each year if you work in a business of 15 people or more.
- If you work for a smaller business, you may use up to 24 hours per year.

Check the law for details. Employers may choose to provide more time.

If you run into problems using your sick and safe days contact the Pittsburgh Mayor's Office of Equity [here](#). [Source](#)

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Rhode Island

Temporary Disability Insurance – includes specific information about COVID-19!

Many Rhode Island workers began earning Temporary Disability Insurance benefits in 1942 and Temporary Caregiver benefits in 2014.

- *If you work in Rhode Island, you may receive partial pay while using the time to recover from serious illness, injury, or pregnancy.*
- *For COVID-19 related claims, DLT will waive the 7 day minimum amount of time that you must be out of work to qualify for TDI/TCL benefits.*
- *For individuals under quarantine, DLT will waive required medical certification, and will allow them to temporarily qualify by self-certifying that they were under quarantine due to COVID-19*

If you need to take time to care for your family or bond with a child, you may use Temporary Caregivers Insurance.

The total disability leave you may use is 30 full weeks – check the law for details. Employers may choose to provide more time.

If you run into problems using your leave, or if you have questions, contact the Department of Labor and Training at (401) 462-8420 or [here](#). [Source](#)

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RHODE ISLAND

Temporary Caregivers Insurance – includes specific information about COVID-19!

Many Rhode Island workers began earning Temporary Disability Insurance benefits in 1942 and Temporary Caregiver benefits on January 5, 2014.

If you work in Rhode Island, you may receive partial pay while using the time to:

- *care for a seriously ill family member*
- *bond with a newborn child, adopted child, or foster child*
- *care for a family member that has been impacted by COVID-19*

If you need to take time to care for yourself, you may use [Temporary Disability Insurance](#).

Under this law, family members include: spouse, registered domestic partner, child, parent, parent-in-law, and grandparent.

You may take up to four weeks of temporary caregiving time per year – check the law for details. Employers may choose to provide more time.

If you need to file a claim, please visit [here](#). If you run into problems using your leave, or if you have questions, contact the Department of Labor and Training at (401) 462-8420 or [here](#). [Source](#)

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Rhode Island

Paid Sick and Safe Days

100,000 Rhode Island workers begin earning sick and safe days on July 1, 2018. Workers in businesses of 18 or more can earn paid sick and safe time and workers in businesses of 18 or less can take unpaid sick and safe time. All workers have job protection while using the time.

If you earn this time, you may use it:

- *For your or your family's mental or physical illness, injury, health condition, or preventive medical care and diagnosis*
- *If your workplace or your child's school/place of care has been closed due to a public health emergency*
- *For care of a family member when health authorities determine their presence in the community would jeopardize the health of others*
- *For reasons related to domestic violence, sexual assault, or stalking affecting you or your family member*

Under this law, family members include: your child, parent, spouse, grandparent, grandchild, domestic partner, sibling, care recipient, or member of your household.

- *You earn one hour of sick and safe time for every 35 hours you work in Rhode Island. The amount of time you may use each year varies – check the law for details.*
- *To learn more about the policy visit [here](#).*

If you run into problems using your sick and safe days, or if you have questions, contact the [Department of Labor and Training](#) at (401) 462-WAGE. [Source](#)

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TEXAS

Austin, Texas

Paid Sick and Safe Days

This law is not in effect at this time due to court review.

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Dallas, Texas

Paid Sick and Safe Days

This law was in effect but is now under injunction.

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San Antonio, Texas

Paid Sick and Safe Days

This law is not in effect at this time due to court review.

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VERMONT

Paid Sick and Safe Days

Many Vermont workers began earning sick and safe days on January 1, 2017.

If you earn this time, you may use it:

- *For you or your family's sickness or injury, including helping a family obtain health care or travel to an appointment related to long-term care*
- *To care for yourself or a family member who is a victim of domestic violence, sexual assault, or stalking*
- *To care for a family member because their school or business is closed for public health or safety reasons*

Under this law, family members include: your child, grandchild, sibling, parent, spouse, parent-in-law, or grandparent.

- *You earn one hour of sick and safe time for every 52 hours you work in Vermont.*

- *You may use up to 24 hours (3 days) of sick and safe time per year until January 1, 2019. After January 1, 2019, you may use up to 40 hours (5 days) of sick and safe time per year. Employers may choose to provide more time.*

If you run into problems using your sick and safe days, or if you have questions, contact the Department of Labor's Wage and Hour Division at (802) 828-0267 or visit [here](#). [Source](#)

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WASHINGTON

Paid Sick and Safe Days – includes specific information about COVID-19!

Many Washington workers began earning sick and safe days on January 1, 2018.

If you earn this time, you may use it:

- *To care for your health needs and the health needs of your family*
- *When your work or your child's place of care has been closed by a public official for any health-related reason including COVID-19*
- *For absences that qualify for leave under the WA Domestic Violence Leave Act*

An employer cannot require an employee to work from home instead of using their paid sick days under this law. However, employers are encouraged to allow telework if it is possible. You can find answers to more questions about paid sick and safe days and COVID-19 [here](#).

Under this law, family members include: your child, parent, parent-in-law, spouse, registered domestic partner, grandparent, grandchild, and sibling.

You earn one hour of sick and safe time for every 40 hours you work in Washington. Employers may choose to offer a more generous policy.

If you run into problems using your sick and safe days, or if you have questions, contact the Department of Labor and Industries at (866) 219-7321. [Source](#)

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Washington

Paid Family and Medical Leave – includes specific information about COVID-19!

On January 1, 2019, Washington employees (and many employers) began contributing to the paid family and medical leave program. Workers begin using benefits on January 1, 2020.

If you work in Washington, you may keep your job and receive partial pay while using the time to:

- *Care for your own serious health condition including COVID-19*
- *Bond with a newly born, adopted, or foster child*
- *Care for a family member with a serious health condition*
- *Spend time with a family member in the military about to be deployed overseas or returning from overseas deployment*

Under this law, family members include: your child, parent, parent-in-law, legal guardians, grandparent, grandchild, sibling, spouse, or domestic partner.

You may take up to 12 weeks of time to care for yourself or others. If you give birth to a baby, you qualify for up to 16 weeks or paid leave and up to 18 weeks if you have pregnancy complications – check the law for more details. Employers may choose to provide more time.

If you need to file a claim, please visit [here](#). If you run into problems using your leave, or if you have questions, contact the Washington Department of Paid Family and Medical Leave at (833) 717-2273 or [here](#). [Source](#)

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Seattle, Washington

Paid Sick and Safe Days – includes specific information about COVID-19!

Seattle workers began earning sick and safe days on September 1, 2012. On March 18, 2020, the city of Seattle amended the law due to COVID-19. [New provisions are starred below](#).

If you earn this time, you may use it:

- *For your or your family's physical or mental health condition, including a doctor's appointment*
- *For reasons related to domestic violence, sexual assault, or stalking that affect you, your family member, or your housemate*
- ** If your family member's school/place of care has been closed*
- *If your place of business has been closed by order of a public official for health reasons*
- ** If your business of 250 or more full time equivalent workers has been closed for any health or safety reason*

[From April 8, 2020, until at least June 7, 2020](#), there is no requirement to provide documentation from a health care provider for sick time. Workers can provide an oral or written statement about their need or documentation from other individuals.

Under this law, family members include: your child, parent, parent-in-law, spouse, registered domestic partner, grandparent, grandchild, and sibling. Check your law for which family members are covered for "safe time."

- *If you work at a business with:*
 - *1-249 employees, you earn 1 hour for every 40 hours you work*
 - *250+ employees, you earn 1 hour for every 30 hours you work*
- *There is no cap on accrual or use of hours. Employers may cap the number of hours carried over to the next year. Employers may also choose to offer a more generous policy.*

If you run into problems using your sick and safe days, or if you have questions, contact the Office of Labor Standards at (206) 256-5297. [Source](#)

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Tacoma, Washington

Paid Sick and Safe Days

Tacoma workers began earning sick and safe days on February 1, 2016.

If you earn this time, you may use it:

- *For your or your family's mental or physical illness, injury, or preventive care*
- *If your workplace or a child's school/place of care has been closed by order of a public official*
- *For reasons related to domestic violence, sexual assault, or stalking that affect you or your family member*
- *For bereavement of a family member*

Under this law, family members include: your child, grandchild, sibling, parent, parent-in-law, spouse, domestic partner, or grandparent. (Please note that the [Washington state paid sick and safe days law](#) covers more family members than Tacoma.)

You earn one hour of sick and safe time for every 40 hours you work in Tacoma. You may use all the hours that you earn. Employers may choose to offer a more generous policy.

If you run into problems using your sick and safe days, or if you have questions, contact the Minimum Employment Standards Office at (253) 591-5306 or [here](#). [Source](#)

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