

States

Arizona
California
Connecticut
District of Columbia
Massachusetts
Oregon
Vermont
Washington

Localities

California:

- Berkeley
- Emeryville
- Los Angeles (City)
- Oakland
- San Diego
- San Francisco
- Santa Monica

Illinois:

- Chicago
- Cook County

Maryland:

- Montgomery County

Minnesota:

- Minneapolis
- Saint Paul

New Jersey:

- Bloomfield
- East Orange
- Elizabeth
- Irvington
- Jersey City
- Montclair
- Morristown
- New Brunswick
- Newark
- Passaic
- Paterson
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- Trenton

New York:

- New York City

Pennsylvania:

- Philadelphia

Washington:

- Seattle
- Spokane
- Tacoma

State/Locality	Effective Date	Paid or Unpaid	Accrual	Use	Notice
Arizona 	July 1, 2017	<p>Paid for any private employee, including municipalities and school districts.</p> <p>Excludes state and federal government workers, but not local workers. Excludes individuals employed by parent or sibling and in-home, casual babysitters.</p> <p>Excluding employees under a collective-bargaining agreement where the collective-bargaining agreement explicitly waives the requirements in clear and unambiguous terms.</p>	<p>Accrual begins on July 1, 2017 or the first day of employment, whichever is later, at a rate of one hour for every 30 hours worked.</p> <p>Accrual caps are as follows:</p> <ul style="list-style-type: none"> Employers with 15 or more employees, accrual is capped at 40 hours per year. Employers with fewer than 15 employees, accrual is capped at 24 hours per year. <p>Accrued, unused paid sick leave carries over to the following year, subject to the limitations on usage.</p>	<p>Paid sick leave can be used as it is accrued for self or family, including domestic partner and any other individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship; however, employers may require an employee hired after July 1, 2017 to wait until the 90th calendar day after beginning employment before using the earned paid sick leave.</p> <p>Can also be used when employee's place of business or child's provider or school is closed due to public health emergency, or for domestic violence purposes.</p>	<p>Notice of policy to provide notice when leave is unforeseeable.</p> <p>Written notice at time of hire.</p> <p>Notice of amount of sick leave available, taken, and pay received in regular paycheck.</p>
California Note: California state law does not pre-empt	July 1, 2015	<p>Paid for any employee working in California for the same employer for 30 or more days a year after commencement of</p>	<p>Accrual begins on first day of employment, at a rate of:</p>	<p>The first day paid sick leave can be used is the 90th day of employment for self or family, including domestic partner, and for purposes</p>	<p>Individual notice at time of hire.</p> <p>Maintain conspicuous</p>

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city ordinances offering greater benefit to employees.		<p>employment.</p> <p>Excluding employees under a collective-bargaining agreement expressly providing paid sick days.</p> <p>Excluding airline flight deck/cabin crew workers with comparable paid time off.</p> <p>Workers who provide in-home supportive care are exempted until July 1, 2018, then they will be able to accrue paid sick leave subject to specific usage and carryover provisions.</p>	<ul style="list-style-type: none"> One hour for every 30 worked; Lump sum of 24 hours or three days; Accrual with at least 24 hours by the 120th day; or For new hires, accrual with no less than 24 hours by 120th day of employment. <p>Accrual cap of 48 hours per year.</p>	<p>related to domestic violence, sexual assault, or stalking when employee is a victim.</p> <p>Usage cap of 24 hours per year.</p> <p>Accrued, unused paid sick leave carries over to the next year but is limited by employer's accrual cap.</p> <p>If rehired within one year from separation, previously accrued and unused paid sick days must be reinstated.</p>	<p>poster.</p> <p>Available amount on either pay stub or on a separate sheet with the payment of wages.</p>
Berkeley, CA	October 1, 2017	<p>Paid for any employee working at least two hours a week within the geographic boundaries of Berkeley and who qualifies as an employee entitled to minimum wage under California law or is a Welfare-to-Work participant.</p> <p>Employees covered by a collective-bargaining</p>	<p>Employees who have not accrued state-required paid sick leave before October 1, 2017, must begin to accrue city-required paid sick leave on October 1, 2017 or when employment begins, whichever is later.</p> <p>Employees who have accrued state-required paid sick leave before</p>	<p>The first day paid sick leave can be used is on the 90th calendar day of employment for self and family, including domestic partner, plus a designated person if no spouse or domestic partner.</p> <p>Small employers can limit usage to 48 hours per year, but larger employers cannot limit use (only the accrual or</p>	<p>Employers must post notice in a conspicuous place at each workplace in Berkeley where any employee works, or if no such regular location, then a copy of the notice must be provided to the employee when hired or assigned to work within the city.</p>

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		agreement may be exempted.	<p>October 1, 2016 continue to accrue and use such leave in a manner consistent with state law.</p> <p>One hour per 30 hours worked and only in hour-unit increments (no accrual of a fraction of an hour of leave).</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> • 48 hours per year for small businesses (fewer than 25 employees). • 72 hours per year for all other businesses. 	<p>amount earned).</p> <p>Accrued, unused paid sick leave carries over from year-to-year, but may not exceed caps unless employer establishes higher or no caps.</p>	<p>Notice must be posted in any language spoken by at least 5 percent of the workplace or jobsite.</p>
Emeryville, CA	July 1, 2015	<p>Paid for any employee working at least two hours per calendar week within the geographic boundaries of Emeryville and who qualifies as an employee entitled to minimum wage under California law.</p> <p>Includes learners as defined by California Industrial Commission wage orders.</p>	<p>Accrual begins on first day of employment, or July 1, 2015, whichever is later, at rate of one hour for every 30 worked; lump sum of annual accrual cap; or any lump sum at the start of the year, with accrual at one hour for every 30 hours worked after lump sum has been</p>	<p>The first day paid sick leave can be used is on the 90th day of employment for self or family, including domestic partner plus a designated person if no spouse or domestic partner, or for care of a guide dog, signal dog, or service dog of the employee, family member, or designated</p>	<p>California requirements, plus written notification and posting must be in any language spoken by 10 percent or more of the employees. English, Chinese, Farsi, Spanish language posters are available from the City of</p>

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		Excludes employees covered by collective-bargaining agreement containing an explicit waiver of some or all of the ordinance's benefits written in clear and unambiguous terms.	<p>earned.</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> • Small employer (1 – 55 employees): accrual capped at 48 hours. • Large employer (56 or more employees): accrual capped at 72 hours. 	<p>partner.</p> <p>No usage cap.</p> <p>Accrued, unused paid sick leave carries over to the next year but is limited to employer's accrual cap.</p>	Emeryville.
Los Angeles (City), CA	July 1, 2016	<p>Paid for employees working at least two hours within the geographic boundaries of Los Angeles, for the same employer for 30 days or more, within a year from beginning of employment and who are entitled to minimum wage under California law.</p> <p>Employers with 25 or fewer employees are not required to comply until July 1, 2017.</p>	<p>Accrual begins on first day of employment, or July 1, 2016, whichever is later, at the rate of one hour per 30 hours worked; or lump sum of 48 hours at the start of each year.</p> <p>Accrual cap of 72 hours per year.</p>	<p>The first day paid sick leave can be used is as follows:</p> <ul style="list-style-type: none"> • Employers with 26 or more employees, use begins on 90th day of employment or July 1, 2016, whichever is later. • Employers with 25 or fewer employees, use begins on the 90th day of employment or July 1, 2017, whichever is later. <p>Use for self or family member, including domestic partner, and any individual</p>	Employers must post notice in a conspicuous place at any workplaces or job sites in English, Spanish, Chinese (Cantonese and Mandarin), Hindi, Vietnamese, Tagalog, Korean, Japanese, Thai, Armenian, Russian, Farsi, and any other language spoken by at least five percent of the employees at the workplace or job site.

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				<p>related by blood or affinity whose close association with the employee is the equivalent of a family relationship, and for purposes related to domestic violence or stalking when an employee is a victim.</p> <p>Usage cap of 48 hours per year.</p> <p>Accrued, unused paid sick leave (including unused, front-loaded) carries over year to year but is limited by employer's accrual cap.</p>	
Oakland, CA	March 2, 2015	<p>Paid for any employee who works at least two hours per week within the geographical boundaries of Oakland and who is entitled to minimum wage under California law.</p> <p>Excludes employees covered by a collective-bargaining agreement containing an explicit waiver of some or all of the ordinance's benefits written in clear and unambiguous</p>	<p>Accrual begins on first day of employment at a rate of one hour per 30 hours worked.</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> Small employers (1 – 9 employees): accrual of no less than 40 hours per year. Note: California state law requires 	<p>The first day paid sick leave can be used is on the 90th day of employment for self or family, including domestic partner; and if no spouse/domestic partner, a designated person of the employee's choice.</p> <p>No usage cap.</p> <p>Accrued, unused paid sick leave carries over into the next year but is limited by</p>	California requirements, plus individual notification and poster must be in all languages spoken by more than 10 percent of employees.

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		terms.	<p>accrual to 48 hours.</p> <ul style="list-style-type: none"> Large employers (10 or more employees): accrual of no less than 72 hours per year. 	employer's accrual cap.	
San Diego, CA	July 11, 2016	<p>Paid for any employee who works at least one calendar week per year performing at least two hours of work within San Diego, and who is entitled to minimum wage under California law, or is a participant in a California Welfare-to-Work Program.</p> <p>Excludes independent contractors, employees paid a subminimum wage under a specific license, certain providers of in-home supportive services under state law, employees of a publicly subsidized summer or short-term youth employment program, any student employees, camp or program counselors of an organized camp.</p>	<p>Accrual begins on first day of employment, or July 11, 2016, whichever is later, at a rate of either one hour for every 30 hours worked or a lump sum of 40 hours at the start of each year.</p> <p>Accrual cap of no less than 80 hours per year, effective September 2, 2016.</p>	<p>The first day paid sick leave can be used is on 91st day of employment for self or family, including domestic partner. Can also be used when employee's place of business or child's provider or school is closed due to public health emergency, and for purposes related to domestic violence, sexual assault, or stalking. Can also be used when employee's place of business or child's provider or school is closed due to public health emergency.</p> <p>Usage cap at 40 hours per year.</p> <p>Accrued, unused paid sick leave carries over year to year.</p>	Individual notice at time of hire, and conspicuous workplace posting, in English and the primary language spoken by at least 5 percent of employees at a particular worksite.

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San Francisco, CA	May 7, 2007	<p>Paid for any employee working within the geographic boundary of San Francisco by an employer, including part-time and temporary employees.</p> <p>Includes participants in Welfare-to-Work Programs when the participant is engaged in work activity that would be considered “employment” under the federal Fair Labor Standards Act, and any applicable U.S. Department of Labor guidelines.</p> <p>Excludes: (1) employees covered by a collective-bargaining agreement containing an explicit waiver of some or all of the ordinance’s benefits written in clear and unambiguous terms; and (2) those who work in the city on an occasional basis not exceeding 55 hours in a calendar year.</p>	<p>Accrual began 90 days after the start of employment for employees hired before January 1, 2017. For employees hired on or after January 1, 2017, accrual begins on the first day of employment).</p> <p>Leave accrues at a rate of one hour for every 30 worked; or, starting January 1, 2017, any lump sum with accrual at one hour for every 30 worked after lump sum earned.</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> • Small employers (1 – 9 employees) accrual is capped at no less than 40 hours per year. Note: California state law requires accrual to 48 hours. • Large employers (10 or more employees) accrual is capped 	<p>The first day paid sick leave can be used is on the 90th calendar day of employment for self or family, including domestic partner, or a designated person of employee’s choice if no spouse/domestic partner; and effective January 1, 2017, for purposes related to domestic violence, sexual assault, or stalking when an employee is the victim; and bone marrow or organ donation by self or family.</p> <p>No usage cap.</p> <p>Accrued, unused paid sick leave carries over into the next year but is limited by employer’s accrual cap.</p>	<p>California requirements, plus the conspicuous poster in English, Spanish, Chinese, and any other language spoken by at least five percent of the employees; and include the amount of available paid sick leave in employee’s wage statement.</p>

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			at no less than 72 hours per year.		
Santa Monica, CA	January 1, 2017	<p>Paid for all employees who work within the geographical boundary of Santa Monica in a particular week, perform at least two hours within Santa Monica, and who are entitled to minimum wage under California law.</p> <p>Hotel workers (excluding those employed in a managerial, supervisory, or confidential role) whose primary place of employment is at a Santa Monica hotel are covered regardless of how many hours they work in Santa Monica in a particular week.</p> <p>Excludes employees covered by a collective-bargaining agreement containing an explicit waiver of some or all of the ordinance's benefits written in clear and unambiguous terms; and</p>	<p>Accrual begins on the first day of employment at a rate of either one hour for every 30 hours worked, or lump sum of annual accrual cap.</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> January 1, 2017: Employers with 26 or more employees may cap accrual at 40 hours; employers with 25 or fewer may cap accrual at 32 hours. January 1, 2018: Employers with 26 or more employees may cap accrual at 72 hours; employers with 25 or fewer may cap accrual at 40 hours. <p>Note: California</p>	<p>The first day paid sick leave can be used is on the 90th calendar day of employment for self or family, including domestic partner, and for purposes related to domestic violence, sexual assault, or stalking when an employee is the victim.</p> <p>Usage cap: employees can use up to the applicable accrual cap per year.</p> <p>Accrued, unused paid sick leave carries over year to year but is limited to employer's accrual cap. Employers who provide paid sick leave up front do not need to roll over unused paid sick leave from year to year.</p>	Provide written notice to employees at the time of hire and conspicuously post notice where employees may easily read notices.

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		employees of a governmental agency, including school district.	requires accrual to 48 hours.		
Connecticut	January 1, 2012	<p>Paid for service employees working for a business with 50 or more employees.</p> <p>Excludes certain manufacturers, nonprofit organizations, and temporary and day laborers.</p>	<p>Accrual begins on the first day of employment at a rate of one hour per 40 hours worked.</p> <p>Accrual cap of up to 40 hours per year.</p>	<p>The first day paid sick leave can be used is after 680th hour of employment for self or family, and for purposes related to domestic violence, sexual assault, or stalking when employee is a victim.</p> <p>Usage capped at 40 hours per year.</p> <p>Up to 40 hours of accrued, unused paid sick leave carries over to next year.</p>	Maintain conspicuous poster.
District of Columbia (Washington, DC)	2008, revised February 22, 2014	<p>Paid for employees working for an employer within the District of Columbia.</p> <p>Excludes independent contractors; students; healthcare workers in a premium pay program; unpaid volunteers engaged in the activities of an educational, charitable, religious, or</p>	<p>Accrual begins on first day of employment at the following rates:</p> <ul style="list-style-type: none"> • In businesses with 24 or fewer workers, at least one hour for every 87 hours worked. • In businesses with 25 – 99 workers (and workers in a restaurant or bar 	<p>The first day paid sick leave can be used is on the 90th day of employment for self or family, including domestic partner and one with whom a committed relationship and residence has been shared for 12 months, and for purposes related to domestic violence, sexual</p>	Maintain conspicuous poster.

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		nonprofit organization; casual babysitters; and employees in the building and construction industry if covered by a valid collective-bargaining agreement.	<p>with 1 – 99 workers who regularly receive tips to supplement a base wage below the minimum wage), at least one hour for every 43 hours worked.</p> <ul style="list-style-type: none"> • In businesses with 100 or more workers, at least one hour for every 37 hours worked. <p>Accrual caps:</p> <ul style="list-style-type: none"> • In businesses with 24 or fewer workers, no more than three days per calendar year. • In businesses with 25 – 99 workers (and workers in a restaurant or bar with 1 – 99 workers who regularly receive tips to supplement a base wage below the 	<p>assault, or stalking.</p> <p>No usage cap.</p> <p>Accrued, unused paid sick leave carries over from year to year.</p>	

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			<p>minimum wage), no more than five days per calendar year.</p> <ul style="list-style-type: none"> In businesses with 100 or more workers, no more than seven days per calendar year. 		
Chicago, IL	July 1, 2017	<p>Paid for all employees working in Chicago for at least 80 hours for an employer in any 120-day period.</p> <p>Excludes minors; certain public and city agency employees; participants of certain subsidized temporary youth and/or transitional employment programs; certain short-term, temporary, or irregularly employed individuals who are not subject to the city's minimum wage law; workers who, in any two-week period, work less than two hours while physically present within Chicago; and construction</p>	<p>Accrual begins on first calendar day after the worker begins employment, or July 1, 2017, whichever is later, at a rate of one hour per 40 hours worked.</p> <p>Accrual is capped at 40 hours per year.</p>	<p>The first day paid sick leave can be used is after the 180th calendar day of employment for self or family including domestic partner, parties to a civil union, and any individual related by blood or whose close association with the employee is the equivalent of a family relationship, and for purposes related to domestic violence, sexual assault, or stalking. Can also be used when employee's place of business or child's provider or school is closed due to public health emergency.</p> <p>Usage capped at 40 hours per year.</p>	<p>Employers must post notice in a conspicuous place at each facility in Chicago where a covered employee works and must provide notice of the employee's right to paid sick leave with his or her first paycheck that is subject to the paid sick leave provisions.</p>

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		industry employees covered by a collective-bargaining agreement.		Up to 20 hours of accrued, unused paid sick leave carries over to the next 12-month period; along with additional carryover and usage for employers covered by the federal Family and Medical Leave Act (FMLA) used exclusively for FMLA-eligible purposes.	
Cook County, IL	July 1, 2017	<p>Paid for any employee working at least two hours within the geographic boundaries of Cook County in any particular two-week period and working, and working at least 80 hours for a covered employer in any 120-day period.</p> <p>Excludes government entities (federal and state), Indian tribes, and any covered employee in the construction industry covered by a bona fide collective-bargaining agreement.</p>	<p>Accrual begins on first calendar day after beginning employment or July 1, 2017, whichever is later, at a rate of one hour for every 40 hours worked and only in hour-unit increments (no fractional accrual).</p> <p>Accrual capped at 40 hours for each 12-month period.</p>	<p>The first day paid sick leave can be used is on the 180th day of employment for self or family, including domestic partner and any other individual related by blood or whose close association is the equivalent of a family relationship, and for purposes related to domestic violence, sexual assault, or stalking. Can also be used when employee's place of business or child's provider or school is closed due to public health emergency.</p> <p>Usage capped at 40 hours per year.</p>	Employers must post notice in a conspicuous place at each workplace in the county where any employee works, and provide written notice to each employee at the commencement of employment.

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				Up to 20 hours of accrued, unused paid sick leave carries over to the next 12-month period; along with additional carryover and usage for employers covered by the FMLA for time used exclusively for FMLA-eligible purposes.	
Montgomery County, MD	October 1, 2016	<p>Paid for employees in Montgomery County who regularly work more than eight hours each week.</p> <p>Excludes independent contractors and workers where all of the following apply: the workers or contractors do not have a regular work schedule with the employer; they contact the employer for work assignments and are scheduled to work those assignments within 48 hours; they have no obligation to work for the employer if they do not contact the employer for assignments; and they are not employed by a temporary placement</p>	<p>Accrual begins on the first day of employment at a rate of one hour per 30 hours worked.</p> <p>Accrual is capped at 56 hours per year, as follows:</p> <ul style="list-style-type: none"> • Employers with fewer than five employees, accrual is capped at 32 hours of paid sick leave and 24 hours of unpaid sick leave. • Employers with five or more employees, accrual is capped at 56 hours per 	<p>The first day paid sick leave can be used is the 90th day of employment for self or family, and for purposes related to domestic violence, sexual assault, or stalking. Can also be used when employee's place of business or child's provider or school is closed due to public health emergency.</p> <p>Usage capped at up to 80 hours per year when worker has sick time that is carried forward.</p> <p>Up to 56 hours of accrued, unused sick time carries over to the next year. However, employers are not required to allow carry over if, at the beginning of the new year, they award the</p>	<p>Either, individual notice at time of hire, or notice in employee handbook, or maintain conspicuous poster.</p> <p>Available amount must be shown with the payment of wages. An online system is acceptable.</p>

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		agency.	year paid sick leave.	full amount of sick time that the worker would earn over that year (front-load).	
Massachusetts	July 1, 2015	<p>Employees in Massachusetts receive paid leave when working for an employer with 11 or more employees, or receive unpaid leave when working for an employer with fewer than 11 employees.</p> <p>Exempts U.S. government employees, certain students, and adult educational or vocational training participants.</p>	<p>Accrual begins on the first day of employment at a rate of one hour per 30 hours worked (for paid and unpaid leave).</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> • Employers with fewer than 11 employees, accrual is capped at 40 hours of unpaid sick leave per year. • Employers with 11 or more employees, accrual is capped at 40 hours of paid sick leave per year. 	<p>The first day sick leave can be used is on the 90th day of employment for self or family, and for purposes related to domestic violence, sexual assault, or stalking of employee or dependent child.</p> <p>Usage capped at 40 hours of sick time per year.</p> <p>Up to 40 hours of accrued, unused sick time may be carried into next year, unless employee is provided sick time in lump sum allocation of at least 40 hours at the beginning of each benefit year.</p> <p>Employers may choose to pay out employees up to 40 hours of unused sick time at the end of the year. If an employer pays out a worker for 16 hours or more of unused sick time, they must provide 16 hours of unpaid sick time up front in the new</p>	Maintain conspicuous poster.

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				year; if they pay out less than 16 hours, they must provide an equivalent amount of unpaid sick time up front in the new year. In either case, this unpaid sick time is replaced by paid sick time as the worker earns it.	
Minneapolis, MN	July 1, 2017	<p>Employees who work for an employer within Minneapolis for at least 80 hours per year receive paid sick leave when working for an employer with six or more employees or unpaid sick leave when working for an employer with five or fewer employees.</p> <p>Excludes independent contractors.</p>	<p>Accrual begins on the first day of employment or July 1, 2017, whichever is later, at a rate of one hour for every 30 hours (for both paid and unpaid leave).</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> • Employers with six or more employees, accrual is capped at up to 48 hours paid sick leave per year. • Employers with five or fewer employees, accrual is capped at up to 48 hours of unpaid sick leave per year. 	<p>The first day sick leave can be used is the 90th calendar day of employment for self or family member, including domestic partner; for purposes related to domestic violence, sexual assault, or stalking; and for self when workplace (or for family member when school/place of care) is closed due to inclement weather, loss of power/heating/water, or other unexpected closure.</p> <p>No usage cap.</p> <p>Employees may carry forward unused sick time.</p>	<p>Display a poster prepared by the Minneapolis Department of Civil Rights in a conspicuous place and accessible to all employees in English and any other language spoken by at least five percent of the employees at the Minneapolis worksite, provided the notice is available in that language.</p> <p>Handbooks must include a notice of employee rights and remedies under law.</p>

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			<ul style="list-style-type: none"> Employees may accrue up to a total of 80 hours of sick time at any one time. <p>Until July 1, 2022, new employers, other than certain chain businesses, only have to provide unpaid sick time in the first 12 months after hiring their first worker.</p>		
Saint Paul, MN	<p>July 1, 2017 for employers with 24 or more employees.</p> <p>January 1, 2018 for employers with 23 or fewer employees.</p>	<p>Paid for any employee working within the geographic boundaries of Saint Paul for at least 80 hours per year.</p> <p>Excludes independent contractors and government entities (federal, state, and local); however, does apply to the City of Saint Paul.</p>	<p>Accrual begins at commencement of employment, or on the effective date of the ordinance if already employed, at rate of one hour for every 30 hours worked and only in hour-unit increments (no fractional accrual).</p> <p>Accrual capped at 48 hours per year.</p> <p>For employers operating in their first six months after the hire date of the employer's first employee, the employer is required to provide</p>	<p>The first day paid sick leave can be used is on the 90th calendar day of employment for self or family, including domestic partner, and any individual with whom the employee received verbal permission from the employer to care for at the time of his or her request to use sick time; for purposes related to domestic violence, sexual assault, or stalking; and for self or for a family members whose school or place of care has an unexpected closure due to inclement weather, loss of</p>	<p>Employers must post notice in a conspicuous place at each workplace in the city where any employee works and include a notice of rights and remedies in employee handbooks.</p>

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			unpaid sick and safe time but is not required to provide paid sick time. After six months, the employer will be subject to the provisions of the law. This exception expires on January 1, 2023 at which point all employers will be subject to full enforcement.	power/heating/ water or other unexpected closure. No usage cap. Up to 80 hours of earned, unused sick and safe time may be carried over from year to year. However, carry over is not required if the employer provides at least 48 hours of paid sick time following the initial 90 days of employment during the first year and at least 80 hours beginning each subsequent year.	
Bloomfield, NJ	June 30, 2015	Paid for employees working in Bloomfield for at least 80 hours per year. Excludes members of a construction union covered by a collective-bargaining agreement; workers covered by a collective-bargaining agreement to the extent that the agreement expressly waives the requirements in clear and unambiguous terms; and workers	Accrual begins on the first day of employment at a rate of one hour for every 30 hours worked. Accrual caps: <ul style="list-style-type: none"> All home health workers and food service workers are capped at 40 hours per year. Employers with 10 or more employees, 	The first day paid sick leave can be used is the 90 th day of employment for self or family, including domestic partner; and self when workplace (or for family member when school/place of care) is closed due to inclement weather, loss of power/heating/water, or other unexpected closure. Usage capped at no more than 40 hours paid sick	Individual notice at time of hire in any language that is the first language of at least 10 percent of the workforce. Maintain conspicuous poster in any language that is the first language of at least 10 percent of the workforce.

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		employed by any government or a New Jersey school district or board of education.	<p>accrual is capped at 40 hours paid sick leave per year.</p> <ul style="list-style-type: none"> Employers with nine or fewer employees, accrual is capped at 24 hours paid sick leave per year. 	<p>leave per year.</p> <p>Up to 40 hours accrued, unused paid sick leave carried over to next year. However, carry over is not required if a worker is paid for any unused sick time at the end of the year in which it is earned.</p>	
East Orange, NJ	January 7, 2015	<p>Paid for employees working in East Orange for at least 80 hours per year.</p> <p>Excludes members of a construction union covered by a collective-bargaining agreement; workers covered by a collective-bargaining agreement to the extent that the agreement expressly waives the requirements in clear and unambiguous terms; and workers employed by any government or a New Jersey school district or board of education.</p>	<p>Accrual begins on the first day of employment at a rate of one hour for every 30 hours worked.</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> All home health workers and food service workers are capped at 40 hours per year. Employers with 10 or more employees, accrual is capped at 40 hours paid sick leave per year. Employers with nine or fewer 	<p>The first day paid sick leave can be used is the 90th day of employment for self or family, including domestic partner; and self when workplace (or for family member when school/place of care) is closed due to inclement weather, loss of power/heating/water, or other unexpected closure.</p> <p>Usage capped at no more than 40 hours paid sick leave per year.</p> <p>Up to 40 hours accrued, unused paid sick leave carried over to next year. However, carry over is not required if a worker is paid</p>	<p>Individual notice at time of hire in any language that is the first language of at least 10 percent of the workforce.</p> <p>Maintain conspicuous poster in any language that is the first language of at least 10 percent of the workforce.</p>

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			employees, accrual is capped at 24 hours paid sick leave per year.	for any unused sick time at the end of the year in which it is earned.	
Elizabeth, NJ	March 2, 2016	<p>Paid for employees working in Elizabeth for at least 80 hours per year.</p> <p>Excludes members of a construction union covered by a collective-bargaining agreement; workers covered by a collective-bargaining agreement to the extent that the agreement expressly waives the requirements in clear and unambiguous terms; and workers employed by any government or a New Jersey school district or board of education.</p>	<p>Accrual begins on the first day of employment at a rate of one hour for every 30 hours worked.</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> • All home health workers and food service workers are capped at 40 hours per year. • Employers with 10 or more employees, accrual is capped at 40 hours paid sick leave per year. • Employers with nine or fewer employees, accrual is capped at 24 hours paid sick leave per year. 	<p>The first day paid sick leave can be used is the 90th day of employment for self or family, including domestic partner; and self when workplace (or for family member when school/place of care) is closed due to inclement weather, loss of power/heating/water, or other unexpected closure.</p> <p>Usage capped at no more than 40 hours paid sick leave per year.</p> <p>Up to 40 hours accrued, unused paid sick leave carried over to next year. However, carry over is not required if a worker is paid for any unused sick time at the end of the year in which it is earned.</p>	<p>Individual notice at time of hire in any language that is the first language of at least 10 percent of the workforce.</p> <p>Maintain conspicuous poster in any language that is the first language of at least 10 percent of the workforce.</p>

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Irvington, NJ	January 28, 2015	<p>Paid for employees working in Irvington for at least 80 hours per year.</p> <p>Excludes members of a construction union covered by a collective-bargaining agreement; workers covered by a collective-bargaining agreement to the extent that the agreement expressly waives the requirements in clear and unambiguous terms; and workers employed by any government or a New Jersey school district or board of education.</p>	<p>Accrual begins on the first day of employment at a rate of one hour for every 30 hours worked.</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> All home health workers and food service workers are capped at 40 hours per year. Employers with 10 or more employees, accrual is capped at 40 hours paid sick leave per year. Employers with nine or fewer employees, accrual is capped at 24 hours paid sick leave per year. 	<p>The first day paid sick leave can be used is the 90th day of employment for self or family, including domestic partner; and self when workplace (or for family member when school/place of care) is closed due to inclement weather, loss of power/heating/water, or other unexpected closure.</p> <p>Usage capped at no more than 40 hours paid sick leave per year.</p> <p>Up to 40 hours accrued, unused paid sick leave carried over to next year. However, carry over is not required if a worker is paid for any unused sick time at the end of the year in which it is earned.</p>	<p>Individual notice at time of hire in any language that is the first language of at least 10 percent of the workforce.</p> <p>Maintain conspicuous poster in any language that is the first language of at least 10 percent of the workforce.</p>

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Jersey City, NJ	January 24, 2014	<p>Paid for employees working in Jersey City for at least 80 hours per year.</p> <p>Excludes members of a construction union covered by a collective-bargaining agreement; workers covered by a collective-bargaining agreement to the extent that the agreement expressly waives the requirements in clear and unambiguous terms; workers employed by any government or a New Jersey school district or board of education; and (4) workers employed by Rutgers and its subdivisions.</p>	<p>Accrual begins on the first day of employment at a rate of one hour for every 30 hours worked.</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> • All home health workers and food service workers are capped at 40 hours per year. • Employers with 10 or more employees, accrual is capped at 40 hours paid sick leave per year. • Employers with nine or fewer employees, accrual is capped at 24 hours paid sick leave per year. 	<p>The first day paid sick leave can be used is the 90th day of employment for self or family, including domestic partner; and self when workplace (or for family member when school/place of care) is closed due to inclement weather, loss of power/heating/water, or other unexpected closure.</p> <p>Usage capped at no more than 40 hours paid sick leave per year.</p> <p>Up to 40 hours accrued, unused paid sick leave carried over to next year. However, carryover is not required if a worker is paid for any unused sick time at the end of the year in which it is earned.</p>	<p>Individual notice at time of hire in any language that is the first language of at least 10 percent of the workforce.</p> <p>Maintain conspicuous poster in any language that is the first language of at least 10 percent of the workforce.</p>
Montclair, NJ	May 4, 2015	Paid for employees working in Montclair for at least 80 hours per year.	Accrual begins on the first day of employment at a rate of one hour for	The first day paid sick leave can be used is the 90 th day of employment for	Individual notice at time of hire in any language that is the first

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		Excludes members of a construction union covered by a collective-bargaining agreement; workers covered by a collective-bargaining agreement to the extent that the agreement expressly waives the requirements in clear and unambiguous terms; and workers employed by any government or a New Jersey school district or board of education.	<p>every 30 hours worked.</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> All home health workers and food service workers are capped at 40 hours per year. Employers with 10 or more employees, accrual is capped at 40 hours paid sick leave per year. Employers with nine or fewer employees, accrual is capped at 24 hours paid sick leave per year. 	<p>self or family, including domestic partner; and self when workplace (or for family member when school/place of care) is closed due to inclement weather, loss of power/heating/water, or other unexpected closure.</p> <p>Usage capped at no more than 40 hours paid sick leave per year.</p> <p>Up to 40 hours accrued, unused paid sick leave carried over to next year. However, carry over is not required if a worker is paid for any unused sick time at the end of the year in which it is earned.</p>	<p>language of at least 10 percent of the workforce.</p> <p>Maintain conspicuous poster in any language that is the first language of at least 10 percent of the workforce.</p>
Morristown, NJ	January 11, 2017 (per executive order)	<p>Paid for employees working in Morristown for at least 80 hours per year.</p> <p>Excludes members of a construction union covered by a collective-bargaining agreement; workers covered by a collective-bargaining agreement to</p>	<p>Accrual begins on the first day of employment at a rate of one hour for every 30 hours worked.</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> All home health workers and food service workers 	<p>The first day paid sick leave can be used is on the 90th day of employment for self or family, including domestic partner; and for self when workplace (or for family member when school/place of care) is closed due to inclement</p>	<p>Individual notice at time of hire in any language that is the first language of at least 10 percent of the workforce.</p> <p>Maintain conspicuous poster in any language that is the first</p>

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		the extent that the agreement expressly waives the requirements in clear and unambiguous terms; and workers employed by any government or a New Jersey school district or board of education.	<p>are capped at 40 hours per year.</p> <ul style="list-style-type: none"> Employers with 10 or more employees, accrual is capped at 40 hours per year. Employers with nine or fewer employees, accrual is capped at 24 hours per year. <p>Child care workers, home health care workers, and food service workers are entitled to up to 40 hours of paid sick time per year, so long as the hours are accrued in a calendar year.</p>	<p>weather, loss of power/heating/water, or other unexpected closure.</p> <p>Usage capped at no more than 40 hours paid sick leave per year.</p> <p>Up to 40 hours accrued, unused paid sick leave may be carried over to next year. However, carry over is not required if a worker is paid for any unused sick time at the end of the year in which it is earned.</p>	language of at least 10 percent of the workforce.
New Brunswick, NJ	January 6, 2016	Paid for employees working for an employer that maintains a business location within the city of New Brunswick with five or more full-time equivalent (FTE) employees. (Each 35 hours worked by part-time and full-time employees	Accrual begins on the first day of employment or effective date of the ordinance, whichever occurs first, at a rate of one hour for every 35 hours worked. With the following accrual caps:	The first day paid sick leave may be used is on the 120 th day after effective date or 120 th day of employment, for self or family; and for purposes related to domestic violence, sexual assault or stalking.	Individual notice at time of hire in any language that is the first language of at least 10 percent of the workforce. Maintain conspicuous poster in any language

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		<p>equals one FTE.)</p> <p>Exempts employers with fewer than five FTE's; employees working less than an average of 20 hours per week; government and board of education workers; independent contractors; individuals who work from home; and certain per diem hospital employees who work on a flexible, as needed basis to cover for other absent hospital employees.</p>	<p>For employers with 10 or more FTE employees: part-time employees (work 20-34 hours per week) can earn up to 24 hours of paid sick or safe time per calendar year, and full-time employees (work at least 35 hours per week) can earn up to 40 hours of paid sick or safe time per calendar year.</p> <p>Employers with less than 10 FTE employees: not required to provide more than 24 hours of paid sick or safe time per calendar year. Employees who work less than an average of 20 hours per week are not eligible to accrue any paid sick or safe time.</p>		<p>that is the first language of at least 10 percent of the workforce.</p>
Newark, NJ	June 21, 2014	<p>Paid for employees working in Newark for at least 80 hours per year.</p> <p>Excludes members of a construction union covered by a collective-bargaining</p>	<p>Accrual begins on the first day of employment at a rate of one hour for every 30 hours worked.</p> <p>Accrual caps:</p>	<p>The first day paid sick leave can be used is the 90th day of employment for self or family, including domestic partner; and self when workplace (or for family member when school/place</p>	<p>Individual notice at time of hire in any language that is the first language of at least 10 percent of the workforce.</p>

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		agreement; workers covered by a collective-bargaining agreement to the extent that the agreement expressly waives the requirements in clear and unambiguous terms; workers employed by any government or a New Jersey school district or board of education; and workers employed by Rutgers and its subdivisions.	<ul style="list-style-type: none"> All home health workers and food service workers are capped at 40 hours per year. Employers with 10 or more employees, accrual is capped at 40 hours paid sick leave per year. Employers with nine or fewer employees, accrual is capped at 24 hours paid sick leave per year. 	<p>of care) is closed due to inclement weather, loss of power/heating/water, or other unexpected closure.</p> <p>Usage capped at no more than 40 hours paid sick leave per year.</p> <p>Up to 40 hours accrued, unused paid sick leave carried over to next year. However, carry over is not required if a worker is paid for any unused sick time at the end of the year in which it is earned.</p>	Maintain conspicuous poster in any language that is the first language of at least 10 percent of the workforce.
Passaic, NJ	January 3, 2015	<p>Paid for employees working in Passaic for at least 80 hours per year.</p> <p>Excludes members of a construction union covered by a collective-bargaining agreement; workers covered by a collective-bargaining agreement to the extent that the agreement expressly waives the requirements in</p>	<p>Accrual begins on the first day of employment at a rate of one hour for every 30 hours worked.</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> All home health workers and food service workers are capped at 40 hours per year. 	<p>The first day paid sick leave can be used is the 90th day of employment for self or family, including domestic partner; and self when workplace (or for family member when school/place of care) is closed due to inclement weather, loss of power/heating/water, or other unexpected closure.</p> <p>Usage capped at no more</p>	<p>Individual notice at time of hire in any language that is the first language of at least 10 percent of the workforce.</p> <p>Maintain conspicuous poster in any language that is the first language of at least 10 percent of the</p>

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		clear and unambiguous terms; and workers employed by any government or a New Jersey school district or board of education.	<ul style="list-style-type: none"> Employers with 10 or more employees, accrual is capped at 40 hours paid sick leave per year. Employers with nine or fewer employees, accrual is capped at 24 hours paid sick leave per year. 	<p>than 40 hours paid sick leave per year.</p> <p>Up to 40 hours accrued, unused paid sick leave carried over to next year. However, carry over is not required if a worker is paid for any unused sick time at the end of the year in which it is earned.</p>	workforce.
Paterson, NJ	January 10, 2015	<p>Paid for employees working in Paterson for at least 80 hours per year.</p> <p>Excludes members of a construction union covered by a collective-bargaining agreement; workers covered by a collective-bargaining agreement to the extent that the agreement expressly waives the requirements in clear and unambiguous terms; and workers employed by any government or a New Jersey school district or</p>	<p>Accrual begins on the first day of employment at a rate of one hour for every 30 hours worked.</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> All home health workers and food service workers are capped at 40 hours per year. Employers with 10 or more employees, accrual is capped at 40 hours paid 	<p>The first day paid sick leave can be used is the 90th day of employment for self or family, including domestic partner; and self when workplace (or for family member when school/place of care) is closed due to inclement weather, loss of power/heating/water, or other unexpected closure.</p> <p>Usage capped at no more than 40 hours paid sick leave per year.</p> <p>Up to 40 hours accrued, unused paid sick leave</p>	<p>Individual notice at time of hire in any language that is the first language of at least 10 percent of the workforce.</p> <p>Maintain conspicuous poster in any language that is the first language of at least 10 percent of the workforce.</p>

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		board of education.	<p>sick leave per year.</p> <ul style="list-style-type: none"> Employers with nine or fewer employees, accrual is capped at 24 hours paid sick leave per year. 	<p>carried over to next year. However, carry over is not required if a worker is paid for any unused sick time at the end of the year in which it is earned.</p>	
Plainfield, NJ	July 12, 2016	<p>Paid for employees working in Plainfield for at least 80 hours per year.</p> <p>Excludes members of a construction union covered by a collective-bargaining agreement; workers covered by a collective-bargaining agreement to the extent that the agreement expressly waives the requirements in clear and unambiguous terms; and (3) workers employed by any government or a New Jersey school district or board of education.</p>	<p>Accrual begins on the first day of employment at a rate of one hour for every 30 hours worked.</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> All home health workers and food service workers are capped at 40 hours per year. Employers with 10 or more employees, accrual is capped at 40 hours paid sick leave per year. Employers with nine or fewer employees, accrual is capped 	<p>The first day paid sick leave can be used is the 100th day of employment for self or family, including domestic partner; and self when workplace (or for family member when school/place of care) is closed due to inclement weather, loss of power/heating/water, or other unexpected closure.</p> <p>Usage capped at no more than 40 hours paid sick leave per year.</p> <p>Up to 40 hours accrued, unused paid sick leave carried over to next year. However, carry over is not required if a worker is paid for any unused sick time at the end of the year in which</p>	<p>Employers must post notice in a conspicuous location in English and any language that is the first language of at least 10 percent of the workforce.</p>

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			at 24 hours paid sick leave per year.	it is earned.	
Trenton, NJ	March 4, 2015	<p>Paid for employees working in Trenton for at least 80 hours per year.</p> <p>Excludes members of a construction union covered by a collective-bargaining agreement; workers covered by a collective-bargaining agreement to the extent that the agreement expressly waives the requirements in clear and unambiguous terms; and workers employed by any government or a New Jersey school district or board of education.</p>	<p>Accrual begins on the first day of employment at a rate of one hour for every 30 hours worked.</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> • All home health workers and food service workers are capped at 40 hours per year. • Employers with 10 or more employees, accrual is capped at 40 hours paid sick leave per year. • Employers with nine or fewer employees, accrual is capped at 24 hours paid sick leave per year. 	<p>The first day paid sick leave can be used is the 90th day of employment for self or family, including domestic partner; and self when workplace (or for family member when school/place of care) is closed due to inclement weather, loss of power/heating/water, or other unexpected closure.</p> <p>Usage capped at no more than 40 hours paid sick leave per year.</p> <p>Up to 40 hours accrued, unused paid sick leave carried over to next year. However, carry over is not required if a worker is paid for any unused sick time at the end of the year in which it is earned.</p>	<p>Individual notice at time of hire in any language that is the first language of at least 10 percent of the workforce.</p> <p>Maintain conspicuous poster in any language that is the first language of at least 10 percent of the workforce.</p>
New York City, NY	April 1, 2014	Paid for employees who work at least 80 hours per	Accrual begins on the first day of employment at a	The first day sick leave can be used is the 120 th day of	Individual notice at time of hire.

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		<p>year for an employer within New York City when working for an employer with five or more employees; unpaid sick leave when working for an employer with four or fewer employees.</p> <p>Excluded: work-study students; certain hourly speech/physical/occupational therapists; independent contractors; government employees; and workers in the construction or grocery industry covered by a collective-bargaining agreement if the law's provisions are expressly waived in the agreement, and other workers covered by a collective-bargaining agreement if the provisions are expressly waived in the agreement and the agreement provides a comparable benefit.</p>	<p>rate of one hour per 30 hours worked (for both paid and unpaid sick time).</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> For employers with five or more employees, accrual is capped at 40 hours of paid sick leave per year. For employers with four or fewer employees, accrual is capped at 40 hours of unpaid sick leave per year. <p>All employees in certain chains businesses or franchises will be counted together to determine size.</p> <p>After one year of service, domestic workers receive two days of paid sick leave per year.</p>	<p>employment for self or family, including domestic partner; and self when workplace (or for family member when school/place of care) is closed due to inclement weather, loss of power/heating/water, or other unexpected closure.</p> <p>Usage capped at 40 hours per year.</p> <p>Up to 40 hours of accrued, unused paid sick leave carries over to the next year. However, carry over is not required if a worker is paid for unused sick time at the end of the year and the employer provides the worker with an amount of paid sick time that meets or exceeds the law's requirement on the first day of the subsequent year.</p>	

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Oregon	January 1, 2016	<p>Employees who work in Oregon receive paid sick leave when working for an employer with 10 or more employees, or unpaid sick leave when working for an employer with nine or fewer employees.</p> <p>Excluded: independent contractors; certain work study students; certain railroad workers, individuals employed by their parent, spouse, or child; and workers whose terms and conditions of employment are covered by a collective-bargaining agreement if their employment-related benefits are provided by a joint multi-employer/employee trust or benefit plan and they are employed through a hiring hall or similar referral system operated by the labor organization or third party.</p>	<p>Accrual begins on the first day of employment at a rate of one hour per 30 hours worked or one and one-third hours for every 40 hours worked (for both paid and unpaid sick time).</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> • Employers with 10 or more employees, accrual is capped at up to 40 hours of paid sick leave per year. • Employers with nine or fewer employees, accrual is capped at up to 40 hours of unpaid sick leave per year. • Employers can limit accrual to no more than 80 total hours of sick time per year (if not limited to 40 hours use). 	<p>The first day sick leave can be used is the 91st day of employment, or January 1, 2016, whichever is later, for self or family, including domestic partner; and purposes related to domestic violence, sexual assault, or stalking of employee or dependent.</p> <p>Paid sick time can also be used to bond with a newborn, newly adopted, or newly placed foster child under age 18; and to deal with the death of a family member (including attending the funeral, making arrangements, and grieving).</p> <p>Employers can limit use of sick time to no more than 40 hours per year (if not limited to 80 hours total).</p> <p>Up to 40 hours of accrued unused sick time may be carried over to the next year. However, carry over is not required if the worker and the employer mutually</p>	<p>Individual notice at time of hire.</p> <p>Maintain conspicuous poster.</p> <p>At least quarterly notification of available amount on either pay stub or on a separate sheet.</p>

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			<p>Certain home care workers who are hired directly by the client but whose compensation is funded in whole or part by payments from the state, county, or a public agency must receive up to 40 hours of paid time off a year.</p> <p>Employers located in Portland: If a business is located in Portland (including maintaining any office, store, restaurant, or establishment in the city) and has at least six workers anywhere in Oregon, workers have the right to earn up to 40 hours of paid sick time a year.</p>	<p>agree not to carry forward the time; the employer credits the worker with an amount of sick time that meets the law's requirements up front at the start of the subsequent year; and if the employer has 10 or more workers in Oregon, the employer pays the worker for all unused paid sick time at the end of the year in which it is earned.</p>	
Philadelphia, PA	May 13, 2015	Paid sick leave for employees who work at least 40 hours per calendar year in Philadelphia when working for an employer with 10 or more employees (or chain establishments), or unpaid sick leave when	<p>Accrual begins on the first day of employment at a rate of one hour per 40 hours worked (for paid and unpaid sick leave).</p> <p>Accrual caps:</p>	<p>The first day sick leave can be used is the 91st day of employment for self or family, including life partner; and purposes related to domestic violence, sexual assault, or stalking.</p>	Individual notice at time of hire, or maintain a conspicuous poster.

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		<p>working for an employer with nine or fewer employees.</p> <p>Excludes: independent contractors; seasonal workers (hired for a temporary period of not more than 16 weeks a year); adjunct professors; interns (students working for the institution where enrolled); workers hired for a term of less than six months; health care professionals who only work when indicating they are available and have no obligation to work when they do not indicate availability; and employees covered by a valid collective-bargaining agreement.</p>	<ul style="list-style-type: none"> Employers with 10 or more employees, accrual is capped at 40 hours paid sick leave per year. Employers with nine or fewer employees, accrual is capped at 40 hours of unpaid sick leave per year. Certain chain establishments must provide paid sick time regardless of the number of workers in an establishment. 	<p>Usage is capped at 40 hours of sick leave per year.</p> <p>Accrued, unused sick leave carries over to the next year. However, carry over is not required if the employer provides at least 40 hours of sick leave at the beginning of each calendar year.</p>	
Vermont	January 1, 2017; employers with five or fewer employees who are employed for an average of 30 hours or more per week will not be	<p>Paid for employees working for a Vermont employer for no less than 18 hours a week during a year.</p> <p>Excludes: federal employees; employees</p>	<p>Accrual begins on the first day of employment at a rate of one hour for every 52 hours worked.</p> <p>Accrual caps:</p> <ul style="list-style-type: none"> From January 1, 2017 to December 	Workers can be required to wait up to one year before using paid sick leave for self or family member; for purposes related to domestic violence, sexual assault, or stalking; and for self when workplace (or for	Individual notice to new hires and post in conspicuous place.

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	subject to the law until January 1, 2018.	under age 18; certain state employees; short-term employees working for 20 or less weeks; certain employees working on a per diem or intermittent workers who only work when indicating availability, have no obligation to accept work, and have no expectation of continued employment; and certain sole proprietors/partner owners of an unincorporated business.	<p>31, 2018: accrual is capped at up to 24 hours per year.</p> <ul style="list-style-type: none"> After December 31, 2018: accrual is capped at up to 40 hours per year. <p>New businesses are not subject to the paid sick time law for a period of one year after hiring their first worker.</p>	<p>family member when school/place of care) is closed due to inclement weather, loss of power/heating/water, or other unexpected closure.</p> <p>Usage caps:</p> <ul style="list-style-type: none"> From January 1, 2017 to December 31, 2018: usage is capped at up to 24 hours per year. After December 31, 2018: usage is capped at up to 40 hours per year. <p>Accrued, unused paid sick leave carries over to the next year. However, employers are not required to carry over if they choose to pay a worker for unused paid sick time at the end of the year. If an employer offers a paid time off (PTO) policy or is party to a collective-bargaining agreement that provides at least the full amount of PTO required by the paid sick</p>	

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				time law at the beginning of each year, and it can be used for the law's purposes at any time during the year, it will not carry forward.	
Washington	January 1, 2018 Statewide law does not preempt existing or future municipal paid sick leave ordinances within the state from providing greater benefits to employees.	Paid for all employees. Workers exempt from the state minimum wage law are also exempt from the paid sick leave law.	Accrual begins on January 1, 2018 at a rate of one hour for every 40 hours worked. No cap on accrual.	Paid sick leave can be used for self or family member, including domestic partner. Can also be used when employee's place of business or child's provider or school is closed due to public health emergency, or for purposes related to domestic violence, sexual assault, or stalking. No cap on use. Accrued, unused paid sick leave of up to 40 hours carries over to the following year.	Regular notification must be provided to employees about the amount of paid sick leave available.
Seattle, WA	September 1, 2012	Paid for employees who work at least 240 hours per calendar year in Seattle when working for an employer with more than four employees. Excluded are work-study	Accrual begins on the first day of employment, in businesses with 250 or more workers, one hour for every 30 hours worked; in businesses with more than four but fewer than 250 workers,	The first day paid sick leave can be used is the 180 th day of employment for self or family member, including domestic partner; for purposes related to domestic violence, sexual assault, or stalking; and for	Maintain conspicuous poster. Available time balance on either pay stub or on a separate sheet, or online statement, with the payment of wages.

State/Locality	Effective Date	Paid or Unpaid	Accrual	Use	Notice
		students and workers covered by a collective-bargaining agreement to the extent that the agreement expressly waives the requirements in clear and unambiguous terms.	one hour for every 40 hours worked. No accrual cap.	<p>self when workplace (or for family member when school/place of care) is closed due to inclement weather, loss of power/heating/water, or other unexpected closure.</p> <p>Usage caps:</p> <ul style="list-style-type: none"> • Tier One is 5 – 49 FTE, usage is capped at up to 40 hours per year. • Tier Two is 50 – 249 FTE, usage is capped at 56 hours per year. • Tier Three is 250 or more FTE, usage is capped at 72 hours per year or up to 108 hours if the employer has a universal paid time off policy. <p>Accrued, unused sick time carries over to next year subject to the same caps as usage caps.</p>	

State/Locality	Effective Date	Paid or Unpaid	Accrual	Use	Notice
Spokane, WA	January 1, 2017 Businesses that receive their first business registration in Spokane after enactment of the law, but before the effective date, are not subject to the law until one year after the date of their first business registration.	Paid for all employees in Spokane who work more than 240 hours per year. Excludes: workers in the building trades; temporary and seasonal employees; independent contractors; domestic workers; government workers; and work-study students.	Accrual begins on the first day of employment at a rate of one hour for every 30 hours worked. No accrual cap.	The first day paid sick leave can be used is the 90 th day of employment for self or family member, including domestic partner; for purposes related to domestic violence, sexual assault, or stalking; and for self when workplace (or for family member when school/place of care) is closed due to inclement weather, loss of power/heating/water, or other unexpected closure. Paid sick time can be used to deal with a family member's death. Usage caps: <ul style="list-style-type: none"> • Employers with 10 or more employees, usage is capped at up to 40 hours per year. • Employers with nine or fewer employees, usage is capped at up to 24 hours per year. Up to 24 hours of accrued,	Post notice in a place commonly accessible to employees.

State/Locality	Effective Date	Paid or Unpaid	Accrual	Use	Notice
				unused paid sick leave carries over to the following year.	
Tacoma, WA	February 1, 2016	<p>Paid for employees working more than 80 hours within calendar year in Tacoma.</p> <p>Excludes: work-study students; independent contractors; single-person businesses, and government workers.</p>	<p>Accrual begins on the first day of employment at a rate of one hour per 40 hours worked.</p> <p>Accrual capped at 24 hours per year.</p>	<p>The first day paid sick leave can be used is the 180th day of employment for self or family member, including domestic partner; for purposes related to domestic violence, sexual assault, or stalking; and for self when workplace (or for family member when school/place of care) is closed due to inclement weather, loss of power/heating/water, or other unexpected closure.</p> <p>Paid sick time can be used to deal with a family member's death.</p> <p>Usage capped at up to 40 hours of carried over paid sick leave hours per year.</p> <p>Up to 24 accrued, unused paid sick leave carries over to the following year.</p>	Individual notice at time of hire, or maintain a conspicuous poster, or include in handbook, or use an online method.