

Executive Summary: State and Local Paid Sick Days Innovations in Light of COVID-19 and FFCRA

When the COVID-19 pandemic struck the United States, we had no national paid sick days law in place to protect individual and community health—leaving millions of workers and their families at risk. The [Healthy Families Act](#), which would establish a national paid sick days law, was first introduced in 2004, but has yet to be enacted, even though there is overwhelming public support and [substantial evidence](#) of its effectiveness as an anti-poverty and public health measure. In spite of federal inaction, 14 states, including D.C., and 22 cities and counties have enacted such laws to protect workers and their families from unforeseen illness and ensure economic security.

On March 18, 2020, Congress passed the Families First Coronavirus Response Act ([FFCRA](#)), providing some employees up to 10 paid sick days and up to 12 weeks of family leave (with 10 of the weeks paid), in addition to other critical measures. This was the first time Congress required federal paid leave for private sector workers—an important first step in ensuring workers earning low wages have access to these benefits during the pandemic. However, the emergency paid sick leave provisions excluded [over 68 million people](#), including all employees working for businesses with 500 or more employees. In addition, FFCRA allowed employers of health care providers and emergency responders to opt out of providing leave. Notwithstanding these exclusions and [ineffective implementation](#), it has been extremely effective. Researchers estimate that FFCRA paid sick leave helped reduce the spread of COVID by [400 cases per day](#) in states where workers gained access to sick leave.

In addition to the FFCRA paid leave provisions, states and local jurisdictions acted swiftly to protect their workforce and communities. Several passed new laws or amended their existing paid sick leave laws. Numerous localities in California passed laws to fill the gaps left by FFCRA. Some governors established short-term protections through Executive Order and agency action. And many states amended or expanded their administrative guidance to clarify how workers could use their laws in light of COVID-19. These laws provide many key examples of how to provide effective paid sick days and respond to the national health emergency. While state and local paid sick days laws have been enormously important in covering workers and modeling successful approaches, a jurisdiction-by-jurisdiction strategy leaves out far too many workers, families, and communities who need help the most.

It is long past time for a national, permanent paid sick days law. FFCRA and many of these state and local laws that responded to the pandemic will sunset on December 31, 2020. Too many workers and their families are already suffering health and economic consequences without a national paid sick days law. Furthermore, the lack of a national paid sick days law harms our public health infrastructure and economy. Reaching all workers—with adequate paid sick days that benefit workers, children, mothers, people with health challenges, and people of color—demands national action.

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State Paid Sick Leave Laws Passed or Amended in Response to COVID-19

State	Jurisdiction	Summary	Eligible Workers	Reasons for Leave	Amount of Leave & Benefit	Additional Resources
CA		Provides COVID-19 Supplemental Paid Sick Leave to fill gaps left by the FFCRA. The new Labor Code provision also extends paid sick leave to food sector workers by codifying Executive Order N-51-20, which	<ul style="list-style-type: none"> All employees who leave their homes or place of residence to perform work and who work for employers that have 500 or more employees nationwide; Health care employees and emergency responders who were 	<p>A worker who works for a business that has 500 or more employees nationwide can take COVID-19 Supplemental Paid Sick Leave if unable to work because:</p> <ul style="list-style-type: none"> The worker is subject to a Federal, State, or local quarantine or isolation order related to COVID-19; 		<p>Supplemental Paid Sick Leave Law</p> <p>FAQs</p>

State	Jurisdiction	Summary	Eligible Workers	Reasons for Leave	Amount of Leave & Benefit	Additional Resources
		<p>provides supplemental paid sick leave to food sector workers who work for a hiring entity that has 500 or more employees nationwide under certain circumstances related to the COVID-19 pandemic.</p> <p>In effect until December 31, 2020, or until the expiration of any federal extension of the Emergency Paid Sick Leave Act established by the federal FFCRA, whichever is later.</p>	<p>not extended paid sick leave by their employers under the federal Families First Coronavirus Response Act, without regard to the size of their employer;</p> <ul style="list-style-type: none"> Certain food sector workers (see Executive Order, below). 	<ul style="list-style-type: none"> The worker is advised by a health care provider to self-quarantine or self-isolate due to concerns related to COVID-19; The worker is prohibited from working by the worker's hiring entity due to health concerns related to the potential transmission of COVID-19. 		
CO		<p>Colorado is the 13th state to enact a permanent paid sick leave law, effective January 1, 2020. The law includes additional paid sick leave during a public health emergency. It also requires all employers, regardless of size, to provide the amount and type of leave in the Emergency Paid Sick Leave Act of FFCRA through December 31, 2020.</p>	<p>All workers employed in Colorado are covered.</p>	<p>Leave is available for the following reasons:</p> <ul style="list-style-type: none"> The employee or employee's family member: <ul style="list-style-type: none"> Has a mental or physical illness, injury, or health condition that prevents the employee from working; Seeks a doctor's care or diagnosis; Needs to obtain preventative medical care; Seeks medical attention, victim services, mental health services, or legal services as a result of domestic abuse, sexual harassment, or harassment; If a public official has ordered school or business closures due to a public health emergency. <p>The law will allow employees to use the leave to care for all of their loved ones including a person who is related by blood, marriage, civil union, or adoption; a child to whom the worker stands in loco parentis; a person who stood in loco parentis to the employee when the employee was a minor; and a person for whom the employee is responsible for providing or arranging health- or safety-related care.</p> <p>The law can also be used as safe time when the worker or the worker's family member is the victim.</p>	<p>1 hour for every 30 hours worked up to 48 hours per year. On the date a public health emergency is declared, each employer must supplement an employee's accrued paid sick time to ensure that the employee may take the following amounts of paid sick leave:</p> <ul style="list-style-type: none"> for employees who normally work 40 or more hours per week, up to 80 hours of paid sick time; for employees who work fewer hours, an amount equal to the amount they work on average or are scheduled to work (whichever is greater) in a 14-day period of time. 	<p>Colorado's Healthy Families and Workplaces Act</p>
DC	Washington, DC	<p>Effective on April 10, 2020, Washington, D.C. enacted the COVID-19 Response Supplemental Emergency Amendment Act of 2020. Among other provisions, the Act amends D.C.'s Accrued Sick and Safe Leave Act to give covered workers additional public health emergency paid leave for COVID-19 qualifying reasons.</p>	<p>Under Washington, D.C.'s permanent paid sick time law, you are covered if you work as an employee in Washington, D.C. whether you are a full-time, part-time, or temporary worker. The law excludes federal employees, independent contractors, students, health care workers choosing to participate in a premium pay program, casual babysitters, and a few other narrow groups.</p>	<p>Reasons for leave are those provided in the FFCRA Emergency Paid Sick Leave Act:</p> <ul style="list-style-type: none"> Is caring for a child whose school or place of care has been closed due to COVID-19, or whose child care provider is unavailable because of COVID-19; Is subject to a federal, state, or local quarantine or isolation order related to COVID-19; Has been advised by a health care provider to self-quarantine because of COVID-19 concerns; Is experiencing symptoms of COVID-19 and seeking a medical diagnosis; Is caring for an individual who is subject to a federal, state, or local quarantine or isolation order related to 	<p>Under Washington D.C.'s COVID-19 emergency paid leave law, full-time workers can take emergency paid leave for 2 full weeks, up to 80 hours. Part-time workers can take emergency paid leave for 2 full weeks for their usual number of hours worked in a 2-week period.</p> <p>Employees should be compensated at their regular rate of pay.</p>	<p>Washington, D.C. COVID-19 Response Supplemental Emergency Amendment Act</p>

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			Under the public health emergency leave, an employee is covered if their workplace has between 50 and 499 employees, their employer is not a health care provider, and they are taking leave for one of the qualifying COVID-19 reasons.	<p>COVID-19, or for an individual who has been advised by a health care provider to self-quarantine because of COVID-19 concerns; or</p> <ul style="list-style-type: none"> Is experiencing any other substantially similar condition specified by the U.S. Secretary of Health and Human Services in consultation with the U.S. Secretary of Labor and U.S. Secretary of the Treasury. 		
NJ		Effective on March 25, 2020, New Jersey expanded the purposes for which workers could take sick leave and paid family leave under their permanent law during a state of emergency or when instructed to quarantine.	Most employees in New Jersey are covered regardless if they are classified as full-time, part-time, or temporary workers. However, the law does not cover federal employees, some healthcare professionals, construction workers under contract pursuant to a collective bargaining agreement, and public employees that have paid sick time through other means.	<p>Along with the qualifying reasons under the permanent law, the amended law allows for workers to take leave for the following reasons related to COVID-19:</p> <ul style="list-style-type: none"> Time during which the employee is not able to work because of a closure of the employee's workplace, or the school or place of care of a child of the employee by order of a public official or because of a state of emergency declared by the Governor, due to an epidemic or other public health emergency; the issuance by a health care provider or the Commissioner of Health or other public health authority of a determination that the presence in the community of the employee, or a member of the employee's family in need of care by the employee, would jeopardize the health of others; during a state of emergency declared by the Governor, or upon the recommendation, direction, or order of a healthcare provider or the Commissioner of Health or other authorized public official, the employee undergoes isolation or quarantine, or cares for a family member in quarantine, as a result of suspected exposure to a communicable disease and a finding by the provider or authority that the presence in the community of the employee or family member would jeopardize the health of others. 	The law grants NJ employees the opportunity to earn 1 hour of sick time for every 30 hours worked, up to a maximum of 40 hours per year.	New Jersey Amended Paid Sick Leave Law
NY		<p>Some employers in New York State are now required to provide job protected, paid sick leave to employees who need to take leave because they or their minor dependent child are under a mandatory or precautionary order of quarantine or isolation due to COVID-19. The amount of paid sick leave an employer is required to provide depends on the number of employees they have and the employer's net annual income.</p> <p>New York State also enacted a permanent sick day law during this time which will go into effect January 2021.</p>	<ul style="list-style-type: none"> Employers with 10 or fewer employees as of January 1, 2020 and who made more than \$1 million in 2019: five paid sick days. Employers with 11-99 employees as of January 1, 2020: five paid sick days. Employers with 100 or more employees as of January 1, 2020: 14 paid sick days for a COVID-19-related quarantine, which should cover the period of mandatory or precautionary quarantine or order of isolation. All public employers: at least 14 days of paid sick leave, regardless of how many employees they have. 	<p>Employees or their minor dependent child are under a mandatory or precautionary order of quarantine or isolation due to COVID-19:</p> <p>Mandatory Isolation</p> <ol style="list-style-type: none"> You have tested positive for COVID-19; OR Testing is currently unavailable to you, but you are symptomatic and have had contact with a known COVID-19 case. <p>Mandatory Quarantine</p> <ol style="list-style-type: none"> You have been in close contact with someone who has tested positive for COVID-19 or is currently in mandatory isolation; OR You are symptomatic and have returned within the past 14-days from a country designated with a level 2, 3, or 4 advisory for COVID-19. <p>Precautionary Quarantine</p> <ol style="list-style-type: none"> You are asymptomatic and have returned within the past 14-days from a country designated with a level 2,3 or 4 advisory for COVID-19; OR 	At least five days of job protected, paid sick leave. The amount of paid sick leave an employer is required to provide (5 or 14 days) depends on the number of employees they have and the employer's net annual income.	NY State Legislation Paid Sick Provisions For New Yorkers A Better Balance Fact Sheet

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				2. You have been determined to have had proximate exposure with someone who has tested positive for COVID-19.		
PA	Philadelphia	Effective through December 31, 2020, Philadelphia amended its paid sick leave law to include public health emergency leave for domestic workers, homecare workers, health care workers and “gig workers” working for food delivery network companies and transportation network companies.	<p>Any individual who works in residence for the purposes of caring for a child, serving as a companion or caretaker for a sick convalescing, elderly or a person with a disability; housekeeping or house cleaning; cooking; providing food or butler service; parking cars; cleaning laundry; gardening; personal organizing, or for any other domestic service purpose and as further defined in Section 9-4501, regardless of whether such individual works for one or more hiring entities.</p> <p>Any individual providing services under the participant directed and agency homecare model.</p> <p>Any individual that works for a food delivery network company, including as a driver, operating in the City of Philadelphia, that offers prearranged delivery services for compensation using an online-enabled application or platform, such as an application dispatch system, to connect customers with workers for delivery from one or more of the following: (1) eating and drinking establishments, (2) food processing establishments, (3) grocery stores, or (4) any facility supplying groceries or prepared food and beverages for an online order.</p> <p>Any individual that works for a transportation network company, including as a driver.</p> <p>Any individual that works as a health care professional only when such individual indicates that the individual is available for work and who has no obligation to work when the individual does not indicate availability.</p>	<p>An employee can use emergency leave for the following reasons:</p> <p>(a) being subject to a Federal, State, or local quarantine or isolation order related to the public health emergency;</p> <p>(b) being advised by a health care provider to self-quarantine due to concerns related to the public health emergency;</p> <p>(c) experiencing symptoms related to the public health emergency and seeking a medical diagnosis;</p> <p>(d) caring for an individual who is subject to an order as described in subsection (a) or has been advised as described in subsection (b);</p> <p>(e) caring for a child of such covered individual if the school or place of care of the child has been closed, or the childcare provider of such child is unavailable, due to precautions taken in accordance with the public health emergency response;</p> <p>(f) experiencing any other substantially similar condition specified by the United States Secretary of Health and Human Services in consultation with the United States Secretary of the Treasury and the United States Secretary of Labor.</p>	<p>For covered individuals who work 40 hours or more a week for a single hiring entity, they'll receive public health emergency leave in the amount of the greater of eighty (80) hours or the average hours worked over a 14-day period.</p> <p>For covered employees who work less than 40 hours a week for a single hiring entity and are not entitled to leave under the FFCRA from that specific hiring entity, each such hiring entity shall provide public health emergency leave in an amount equal to the amount of wages or other compensation the covered individual receives on average in a 14-day period, unless the hiring entity chooses to provide more. In the case of a covered individual whose wages or other compensation varies from week to week, the hiring entity shall use the following calculation to determine the average wages or compensation in a 14-day period: (1) Subject to clause (2), a number equal to the average wages or other compensation that the covered individual received per day over the 6-month period ending on the date the public health emergency was declared, multiplied times fourteen (14), including wages or compensation for any hours for which the covered individual took leave of any type; (2) If the covered individual did not work over such period, the reasonable expectation of the covered individual at the time of hiring of the average wages or other compensation that the covered individual would normally receive within a typical 14-day period.</p> <p>For covered individuals who have performed work for multiple hiring entities, the Agency shall establish a centralized portable benefits system for calculating public health</p>	Amendment to Paid Sick Leave Law

State	Jurisdiction	Summary	Eligible Workers	Reasons for Leave	Amount of Leave & Benefit	Additional Resources
					<p>emergency leave attributed to each hiring entity and collecting and distributing funds from the hiring entities to pay for such public health emergency leave. For the time period before such a centralized portable benefits system is created, a covered individual working for multiple hiring entities shall be entitled to public health emergency leave from each hiring entity for whom the covered individual performed work during the public health work period upon the Agency's promulgation of regulations</p> <p>For tipped covered individuals, the rate of pay shall be determined in accordance with Regulation 5.1 of the regulations enacted pursuant to Section 9-4601 (10) of the Philadelphia Code.</p>	
WA	Seattle	<p>In March 2020, Seattle amended its existing Paid Sick and Safe Time (PSST) Ordinance to expand the uses of sick leave under the Ordinance and to require an employer with 250 or more full-time equivalent employees to allow their employees to take PSST when their place of business has been closed for any health or safety reason.</p> <p>Additionally, on April 8, 2020, the Seattle Office of Labor Standards issued a temporary, emergency rule clarifying that employers may not require a doctor's note or healthcare provider verification because these would pose an unreasonable burden during the COVID-19 pandemic. Employers must identify and provide alternatives for the employee to meet any verification requirements.</p>	<p>Employees covered under the existing PSST Ordinance.</p> <p>For employees of businesses with 250+ full-time employees, when their place of business has been closed for any health or safety reason.</p>	<p>This amended law requires employers to provide employees who work in Seattle with paid sick leave:</p> <ul style="list-style-type: none"> when their family member's school or place of care has been closed; and for employers of businesses with 250+ full-time employees, when their place of business has been closed for any health or safety reason. 	No changes to amount of leave & benefits.	Seattle Paid Sick and Safe Time Ordinance

State	Jurisdiction	Summary	Eligible Workers	Reasons for Leave	Amount of Leave & Benefit	Additional Resources
WA	Seattle	<p>On June 1, 2020, the Seattle City Council passed temporary legislation extending paid sick and safe leave to “gig workers.” The Paid Sick and Safe Time for Gig Workers Ordinance protects workers of app-based transportation and meal delivery services (while also acknowledging they may be employees under state and federal law but face barriers to accessing their benefits). PSST provides days off due to personal illness or to care for sick family members as well as time off for safety issues such as suspended operations, school closures, and domestic violence.</p> <p>The requirement to provide accrual and use of PSST will end 180 days after the termination of the Mayor’s civil emergency or the termination of any concurrent civil emergency due to COVID-19. The remaining requirements will stay in effect for three years to retain provisions necessary for recordkeeping and enforcement.</p>	<p>“Gig worker” is defined as a food delivery network company worker or a transportation network company driver.</p> <p>For the purposes of this ordinance:</p> <ul style="list-style-type: none"> Covered gig workers are limited to those who perform work for a covered hiring entity, where the work is performed in whole or part in Seattle. Work performed “in Seattle” means work that includes a work-related stop in Seattle. <p>Hiring entities are limited to those who hire 250 or more gig workers worldwide.</p>	<p>A gig worker is authorized to use paid sick time for the following reasons:</p> <ul style="list-style-type: none"> For a personal mental or physical illness, injury, or health condition; to accommodate the gig worker’s need for medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or a gig worker’s need for preventive medical care; and For care of a family member with a mental or physical illness, injury, or health condition; care of a family member who needs medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or care of a family member who needs preventive medical care. <p>A gig worker is authorized to use paid safe time for the following reasons:</p> <ul style="list-style-type: none"> When the hiring entity has suspended or otherwise discontinued operations by order of a public official, for any health-related reason, to limit exposure to an infectious agent, biological toxin, or hazardous material; When the hiring entity has reduced, suspended, or otherwise discontinued operations for any health- or safety-related reason; When the gig worker’s family member’s school or place of care has been closed; and For reasons related to domestic violence, sexual assault, or stalking. 	<p>Hiring entities can choose between one of two methods for leave accrual:</p> <ol style="list-style-type: none"> Gig workers begin accruing PSST on October 1, 2019 or when they started work, whichever is later, and accrue at least one day of PSST for every 30 days worked; or Gig workers accrue at least five days of PSST as of the Ordinance’s effective date and also accrue at least one day of PSST for every 30 days worked after the effective date. <p>Gig workers can carry over at least nine days of accrued, unused PSST to the following year.</p> <p>Hiring entities must compensate the gig worker for the requested day(s) of PSST no later than 14 calendar days or the next regularly scheduled date of compensation following the requested day(s) of PSST.</p> <p>Gig workers can use up to three days of PSST before being required to produce reasonable verification.</p>	<p>Paid Sick and Safe Time for Gig Workers Ordinance</p> <p>2012 Paid Sick and Safe Time Ordinance</p>

New California City Paid Sick Leave Laws Passed in Response to COVID-19 and FFCRA Gaps

State	Jurisdiction	Summary	Eligible Workers	Reasons for Leave	Amount of Leave & Benefit	Additional Resources
CA	Long Beach	The city of Long Beach, CA passed legislation that provided emergency paid sick leave to workers not covered by the federal Families First Coronavirus Response Act (FFCRA) by providing leave to employees in the City employed by businesses with 500 or more employees.	<p>Covered private sector employers are those with 500 or more employees nationally for whom they are not required, in whole or in part, to provide paid sick leave benefits under FFCRA.</p> <p>Employers can exclude health care providers and emergency responders and are exempt if they have a policy that already provides at least 160 hours of paid leave a year.</p>	<p>An employee can use paid supplemental sick leave for any of the following purposes:</p> <ul style="list-style-type: none"> The Employee is subject to quarantine or isolation by federal, state or local order due to COVID-19, or is caring for someone who is quarantined or isolated due to COVID-19; The Employee is advised by a health-care provider to self-quarantine due to COVID-19 or is caring for someone who is so advised by a healthcare provider; The Employee experiences symptoms of COVID-19 and is seeking medical diagnosis; or The Employee is caring for a minor child because the child's school, daycare, or childcare provider is closed or unavailable because of COVID-19 and the Employee is unable to secure a reasonable alternative caregiver. 	<p>A fulltime employee is entitled to eighty (80) hours of paid supplemental sick leave. A part-time employee is entitled to paid supplemental sick leave hours equal to the number of hours an Employee works on average over a two (2) week period.</p> <p>Employees should receive, for self-care, their regular rate of pay, capped at \$511/day and \$5,110 total. When taking leave to care for another person, employees should receive two-thirds their regular rate of pay, capped at \$200/day and \$2000 total.</p>	Long Beach Ordinance
CA	Oakland	<p>Oakland City Council passed the Protecting Workers and Communities During a Pandemic – COVID-19 Emergency Paid Sick Leave Ordinance, requiring employers with 500 or more employees to provide emergency paid sick leave to employees as a response to the COVID-19 pandemic.</p> <p>This ordinance was passed on May 12, 2020, went into effect immediately and will expire on December 31, 2020.</p>	<p>Employees are entitled to 80 hours of Emergency Paid Sick Leave (EPSL) if they:</p> <ul style="list-style-type: none"> Are classified as full time by the employer; or Have worked an average of at least 40 hours per week within the City from February 3 through March 4, 2020, or after that. <p>Employees who worked fewer than 40 hours per week from February 3 through March 4, 2020 and who continue to do so after March 4 are entitled to hours equal to the employee's number of hours worked in a 14-day period from February 3 through March 4, 2020.</p> <p>Exemptions:</p> <ul style="list-style-type: none"> The ordinance does not apply to employers with fewer than 50 employees, although unregistered janitorial employers and franchises with fewer than 50 employees who are associated with a franchisor or network of franchises employing more than 500 employees in total are covered. 	<p>Employees are entitled to use EPSL if they are unable to work on site or to telework because:</p> <ul style="list-style-type: none"> The employee is subject to a federal, state, or local quarantine or isolation order related to COVID-19; The employee has been advised by a healthcare provider to self-quarantine due to concerns related to COVID-19; The employee is experiencing symptoms of COVID-19 and is seeking a medical diagnosis; The employee is caring for an individual who is subject to a quarantine order or has been advised by a healthcare provider to self-quarantine; The employee is caring for a son or daughter if the school or place of care of the son or daughter has been closed, or the child care provider of such son or daughter is unavailable, due to COVID-19 precautions; The employee is experiencing any other substantially similar condition specified by the federal Secretary of Health and Human Services in consultation with the Secretary of Labor and Secretary of the Treasury; The employee is caring for a family member who has been diagnosed with COVID-19 or is experiencing symptoms of COVID-19; The employee chooses to take time off because the employee: is at least 65 years old; has a health condition such as heart disease, asthma, lung disease, diabetes, kidney disease, or weakened 	<ul style="list-style-type: none"> Eligible employees are entitled to up to 80 hours of EPSL The paid leave is at the employee's normal hourly rate and with the same benefits. EPSL payments shall not exceed \$511 per day or \$5,110 in the aggregate. Employers who have provided paid sick leave hours under the Federal Emergency Sick Leave Act can credit that time against their obligations. 	COVID-19 Emergency Paid Sick Leave Ordinance

State	Jurisdiction	Summary	Eligible Workers	Reasons for Leave	Amount of Leave & Benefit	Additional Resources
			<ul style="list-style-type: none"> Employers of employees who are health care providers or emergency responders may elect to be exempted. Employers that allow employees to accrue at least 160 hours of paid leave and allow employees immediate access to at least 80 hours are exempt from the requirement to provide EPSL. 	immune system; has any condition identified by an Alameda County, California, or federal public health official as putting the public at heightened risk of serious illness or death if exposed to COVID-19; or has any condition certified by a healthcare professional as putting the employee at a heightened risk of serious illness or death if exposed to COVID-19.		
CA	Sacramento	The city of Sacramento, CA passed legislation on June 30, 2020 providing emergency paid leave to some employees who were excluded from the federal FFCRA. The legislation sunsets December 31, 2020.	<p>Covered private sector employers with 500 or more employees nationally for whom they are not required, in whole or in part, to provide paid sick leave benefits under FFCRA.</p> <p>Employers can exclude health care providers and emergency responders and are entitled to some offsets for existing leave.</p>	<p>An employee can use paid supplemental sick leave for any of the following purposes:</p> <ol style="list-style-type: none"> The employee is subject to quarantine or isolation by federal, state, or local order due to COVID-19, or is caring for a family member who is quarantined or isolated due to COVID-19. The employee is advised by a health care provider to self-quarantine due to COVID-19 or is caring for a family member who is so advised by a health-care provider. The employee chooses to take off work because the employee is over the age of 65 years or is considered vulnerable due to a compromised immune system. The employee is off work because the employer it works for or specific work location temporarily ceases operation due to a public health order or other public official's recommendation. The employee is experiencing symptoms of COVID-19 and is seeking a medical diagnosis. The employee is caring for a minor child because a school or daycare is closed due to COVID-19. 	<p>A full-time employee is entitled to 80 hours of supplemental paid sick leave. A part-time employee is entitled to an amount of supplemental paid sick leave hours equal to the number of hours worked on average over a two-week period. In calculating this average, the employer shall use the number of hours worked by the employee for each week the employee worked during the six months immediately preceding the effective date of this chapter, multiplied by two.</p> <p>Employees should receive, for self-care, their regular rate of pay, capped at \$511/day and \$5,110 total.</p> <p>When taking leave to care for another family members, employees should receive two-thirds their regular rate of pay, capped at \$200/day and \$2000 total.</p>	Sacramento Supplemental Paid Sick Leave Legislation
CA	San Diego	The San Diego Earned Sick Leave Ordinance will ensure that an employee working for companies that employ 500 or more employees will receive similar benefits as those offered under the federal Families First Coronavirus Response Act ("FFCRA"), as long as FFCRA remains in effect.	<p>The new supplemental paid sick leave ordinance covers all employers that are not considered a "covered employer" under the FFCRA, including those with over 500 employees.</p> <p>The following employers are exempt:</p> <ol style="list-style-type: none"> Employers of emergency responders or a healthcare provider. Employers that provide global delivery services. Employers that were closed or not operating for a period of 14 or more consecutive calendar days due to a City of San 	<p>Employees may take leave for the following reasons:</p> <ol style="list-style-type: none"> The employee is subject to a federal, state, or local quarantine or isolation order related to COVID-19; The employee has been advised by a healthcare provider to self-quarantine due to COVID-19; The employee is experiencing symptoms of COVID-19 and is seeking a medical diagnosis; The employee is at least 65 years old and has a health condition such as heart disease which puts the employee at heightened risk of serious illness or death if exposed to COVID-19; The employee needs to provide care for a family member or household member who has been diagnosed with COVID-19 or is experiencing symptoms of COVID-19; 	<p>Employees normally scheduled to work at least 40 hours or classified as full-time by the employer on June 1, 2020, will be entitled to 80 hours of supplemental paid sick leave. Employees working less than 40 hours or classified as part-time on June 1, 2020, will receive supplemental sick leave equal to the average number of hours worked over a two-week period. Like the FFCRA the amount of leave paid to an employee shall not exceed \$511 per day and a \$5,110 in aggregate.</p>	San Diego Earned Sick Leave Ordinance

State	Jurisdiction	Summary	Eligible Workers	Reasons for Leave	Amount of Leave & Benefit	Additional Resources
			<p>Diego official's emergency order because of COVID-19.</p> <ol style="list-style-type: none"> Employers that have a paid leave or paid time off policy that provides a minimum of 160 hours of paid leave annually. Government Agency employers whose employees are working within the scope of their public service employment. 	<ol style="list-style-type: none"> The employee needs to provide care for a family member or household member who is not sick but who public health officials or healthcare providers have required or recommended isolation or self-quarantine due to COVID-19 concerns; The employee needs to provide care for a family member or household member whose senior care provider, or whose school or child care provider for a child under the age of 18, has been closed or is otherwise unavailable in response to a public health order or other public official's recommendation related to COVID-19 		
CA	San Jose	<p>The San José Paid Leave Ordinance will provide approximately 2 weeks of paid sick days to essential workers. It covers many of the workers left out due to exemptions or loopholes in the federal Families First Coronavirus Response Act, including businesses with more than 500 employees, employers with less than 50 employees, and health care providers. These employees must be engaged in "essential work," defined as work where they are lawfully allowed to leave their residence while the City's "shelter in place" order is in effect.</p> <p>The short-term ordinance is effective from April 8 to December 31, 2020.</p>	<p>Employees of covered employers who have worked at least two hours within the City's geographic boundaries and must leave their residence to perform essential work, as defined by the Santa Clara County Public Health Officer on March 16, 2020.</p> <p>The employees must work for employers who meet both of the following two criteria:</p> <ol style="list-style-type: none"> Business is subject to the City's Business License Tax or maintains a facility within City boundaries; and Employer not required to provide paid sick leave under the federal Emergency Paid Sick Leave law. <p>The Ordinance does not apply to any Employer that provides its Employees with some combination of paid personal leave at least equivalent to the paid sick time required by this Ordinance, on the effective date of this Ordinance.</p>	<p>Sick leave is available for the following reasons:</p> <ol style="list-style-type: none"> The employee is subject to quarantine or isolation by federal, state or local order or is caring for someone who is quarantined or isolated; A healthcare provider advised the employee to self-quarantine or the employee is caring for someone who has been advised to quarantine; The employee is experiencing symptoms of COVID-19 and is seeking a medical diagnosis; or The employee is caring for a minor child because a school or daycare is closed due to COVID-19. 	<p>- Eligible fulltime workers can get 80 hours of paid sick leave - Eligible part time workers can get paid sick leave hours based on number of hours worked on average over 2-week period.</p> <p>Leave is available immediately.</p> <p>Wage replacement for self-care is regular rate of pay up to \$511/day, not to exceed \$5,110. Wage replacement for providing care to others is paid at 2/3 of regular rate of pay up to \$200/day, not to exceed \$2000.</p>	<p>COVID-19 Paid Sick Leave Ordinance</p>
CA	San Mateo County	<p>San Mateo County, CA passed legislation, effective July 8, 2020, providing emergency paid leave to some employees who were excluded from the federal FFCRA.</p>	<p>San Mateo County provided benefits to employees in San Mateo County who are employed by businesses with five hundred (500) or more employees nationwide.</p> <p>San Mateo has some limited exemptions for employers of health care providers, emergency responders, and aviation security workers, but does not allow such exemption when</p> <ol style="list-style-type: none"> The Employee has been advised by a health care provider to isolate or self- 	<p>An employee can use paid supplemental sick leave for any of the following purposes:</p> <ol style="list-style-type: none"> The Employee has been advised by a health care provider to isolate or self-quarantine to prevent the spread of COVID-19; The Employee is experiencing COVID-19 symptoms and is seeking a medical diagnosis; The Employee needs to care for an Individual who is subject to a federal, state, or local quarantine or isolation order related to COVID-19, or has been advised by a health care provider to self-quarantine related to COVID-19 or is experiencing COVID 19 symptoms and is seeking a medical diagnosis; or 	<p>A full-time Employee who is normally scheduled to work 40 or more hours per week shall receive 80 hours of supplemental paid sick leave. A part-time Employee who is normally scheduled to work fewer than 40 hours per week shall receive supplemental paid sick leave in an amount no greater than the employee's average number of work hours in a two-week period, calculated over the period of January 1, 2020 through July 7, 2020.</p>	<p>San Mateo County Emergency Paid Sick Leave Legislation</p>

State	Jurisdiction	Summary	Eligible Workers	Reasons for Leave	Amount of Leave & Benefit	Additional Resources
			<p>quarantine to prevent the spread of COVID-19; or</p> <p>2. The Employee is experiencing COVID-19 symptoms, is seeking a medical diagnosis, and does not meet the Centers for Disease Control and Prevention's guidance for criteria to return to work for healthcare personnel with confirmed or suspected COVID-19.</p>	<p>4. The Employee takes time off work because the Employee needs to provide care for an Individual whose senior care provider or whose school or childcare provider is closed or is unavailable in response to a public health or other public official's recommendation.</p>	<p>Employees should receive their regular rate of pay, capped at \$511/day and \$5,110 total.</p>	
CA	Santa Rosa	<p>Effective July 7, 2020 until December 31, 2020, the city of Santa Rosa passed an ordinance that provided emergency paid leave to some employees not covered by the federal FFCRA.</p>	<p>Santa Rosa provided benefits to employees who are employed by businesses with five hundred (500) or more employees except for government employers with offsets for employers who already provide an equivalent amount of leave.</p>	<p>Expanded uses of paid leave:</p> <ol style="list-style-type: none"> 1. The Employee is subject to quarantine or isolation by federal, state or local order due to COVID-19, or 2. The Employee is advised by a health-care provider to self-quarantine due to COVID-19 or is caring for someone who is so advised by a health-care provider, or 3. The Employee experiences symptoms of COVID-19 and is seeking medical diagnosis, or 4. The Employee is caring for someone who is quarantined or isolated due to COVID-19, or 5. The Employee is caring for a minor child because a school or daycare is closed due to COVID-19. 	<p>A fulltime employee is entitled to eighty (80) hours of paid sick leave. These hours are available on the effective date of the sick leave benefit.</p> <p>A part-time employee is entitled to sick leave hours equal to the number of hours he/she works on average over a two (2) -week period. These hours are available on the effective date of the sick leave benefit.</p> <p>Employees should receive their regular rate of pay, capped at \$511/day and \$5,110 total.</p>	<p>Santa Rosa Ordinance</p>

Short-term Paid Sick Leave Laws Established By Executive Order or Agency Action in Response to COVID-19

State	Jurisdiction	Summary	Eligible Workers	Reasons for Leave	Amount of Leave & Benefit	Additional Resources
CA		Gov. Gavin Newsom signed an executive order on April 16, 2020, requiring companies in the food sector that employ 500 or more people to provide two weeks of supplemental paid sick leave for full-time workers who contract COVID-19 or are exposed to the virus and need to isolate themselves.	Food sector workers, including farmworkers, agricultural workers, grocery store employees, fast food chain employees, and delivery drivers that are full time employed in companies of 500 employees or more. Food sector workers are also defined as performing work outside the home and are exempt as critical infrastructure workers from any statewide stay-at-home order.	<ol style="list-style-type: none"> 1. The Food Sector Worker is subject to a Federal, State, or local quarantine or isolation order related to COVID-19; 2. The Food Sector Worker is advised by a health care provider to self-quarantine or self-isolate due to concerns related to COVID-19; or 3. The Food Sector Worker is prohibited from working by the Food Sector Worker's Hiring Entity due to health concerns related to the potential transmission of COVID-19. 	<p>Each hour of COVID-19 Supplemental Paid Sick Leave shall be employer paid and compensated at a rate equal to the highest of:</p> <ul style="list-style-type: none"> • The Food Sector Worker's regular rate of pay for the Food Sector Worker's last pay period; • The State minimum wage; or • The local minimum wage to which the Food Sector Worker is entitled. 	<p>Executive Order</p>
CA	Los Angeles	<p>On April 7, 2020, Mayor Eric Garcetti superseded an Ordinance the Los Angeles City Council had passed to fill the gaps in the FFCRA with a new Public Order, effective April 10, 2020. The Public Order provides up to 80 hours of supplemental paid sick leave and remains in effect until two weeks after the expiration of the COVID-19 local emergency period.</p> <p>The City's Office of Wage Standards also provided additional guidance for the City's existing Minimum Wage Ordinance (MWO), which includes paid sick leave, to clarify the reasons for taking paid sick leave for preventive care.</p>	<p>Employees who have been employed with the same employer from February 3, 2020 through March 4, 2020 and whose employer has 500 or more employees within the City of Los Angeles or 2,000 or more employees within the United States.</p> <p>Workers exempted from the Public Order include:</p> <ul style="list-style-type: none"> ▪ emergency and health service workers; ▪ critical parcel delivery workers; ▪ government workers; ▪ new businesses (opened between Sept 4, 2019 to March 4, 2020); ▪ businesses or organizations that closed for 14 days or more due to the City's COVID-19 emergency orders or provided 14 days of leave; and ▪ employers who provide generous leave benefits (160 hours or more on annual basis). 	<p>Under the Public Order, employees who are unable to work or telework can request supplemental paid sick leave because:</p> <ol style="list-style-type: none"> 1. Employee takes time off due to COVID-19 infection or because a public official or healthcare provider requires or recommends an employee isolate or self-quarantine to prevent the spread of COVID-19; 2. Employee is 65 or older or has a health condition such as heart disease, asthma, lung disease, diabetes, kidney disease, or weakened immune system; 3. To provide care for a family member who is not sick but who public health officials or healthcare providers have required or recommended isolate or self-quarantine; or 4. To provide care for a family member whose senior care provider, school, or child care provider for a child under 18 temporarily ceases operations in response to a public health or other public official's recommendation or mandate that is made to prevent the spread of disease. This only applies if the employee is unable to secure reasonable alternative caregiving. <p>Under the existing MWO, employees can also take paid sick leave for preventive care because:</p> <ol style="list-style-type: none"> 1. The employee takes time off work because public health officials or healthcare providers require or recommend an Employee isolate or quarantine to prevent the spread of disease; 2. The employee takes time off work because they are 65 or older or have a serious chronic 	<ol style="list-style-type: none"> 1. An employee who works at least 40 hours per week or is classified as full-time shall receive 80 hours of supplemental paid sick leave. Supplemental paid sick leave is calculated based on an employee's average two week pay over the period of February 3, 2020 through March 4, 2020. 2. An employee who works less than 40 hours per week and is not classified as full-time shall receive supplemental paid sick leave in an amount no greater than the employee's average two week pay over the period of February 3, 2020 through March 4, 2020 <p>Supplemental paid sick leave paid to an employee cannot exceed \$511 per day and \$5,110 total.</p> <p>This leave is reduced for every hour an employer allowed an employee to take paid leave in an amount equal or greater than the requirements outlined in the Public Order, not</p>	<p>Mayor's Public Order; Supplemental Paid Sick Leave Rules; MWO Paid Sick Leave Guidance</p> <p>LA Ordinance</p>

State	Jurisdiction	Summary	Eligible Workers	Reasons for Leave	Amount of Leave & Benefit	Additional Resources
				<p>medical condition as described by the Centers for Disease Control;</p> <ol style="list-style-type: none"> The employee takes time off work or loses regular or scheduled work hours because the employee's business or a work location temporarily ceases operations in response to a public health or other public official's recommendation or mandate; The employee takes time off work because the employee needs to provide care for a family member, by blood or affinity, who is not sick but who public health officials or healthcare providers have required or recommended isolate or quarantine; or The employee takes time off work because the employee needs to provide care for a family member whose school, child care provider, senior care provider, or work temporarily ceases operations in response to a public health or other public official's recommendation or mandate that is made to prevent the spread of disease. 	including previously accrued hours.	
CO		<p>The Colorado Department of Labor issued an emergency rule, the Colorado Health Emergency Leave with Pay ("Colorado HELP"), which temporarily required certain employers to provide up to 4 paid sick days to employees who may have been impacted by COVID-19.</p> <p>The Department released this emergency rule after Gov. Polis declared a State of Disaster Emergency on March 10. It remained in effect until July, 2020, when Colorado's Healthy Families and Workplaces law went into effect.</p>	<p>Workers in the following fields:</p> <ul style="list-style-type: none"> Retail stores that sell groceries; Leisure and hospitality; Food and beverage manufacturing; Food services; Child care; Education at all levels (including cafeterias and transportation and other related services); Home health care (working with elderly, disabled, ill, or otherwise high-risk individuals); Nursing homes; and Community living facilities <p>The rule only applies to employees who have exhausted their paid leave allotted by the employer, so this rule will have a more limited impact on employers that already provide PTO or paid sick leave.</p>	<p>Sick leave is available for an employee:</p> <ol style="list-style-type: none"> with flu-like symptoms and who is being tested for COVID-19 or who is under instructions from a health care provider to quarantine or isolate due to a risk of having COVID-19 	Up to four calendar days of paid sick leave for an employee at their daily rate of pay. The paid leave ends if an employee receives a negative COVID-19 test result.	Colorado "HELP" Rules
MI		Governor Whitmer issued an executive order No. 2020-172 prohibiting an employer from discharging, disciplining, or otherwise	Under the COVID-19 Executive Order, if you are taking leave because you have COVID-19 or have one	<ul style="list-style-type: none"> They have tested positive for COVID-19 or have one or more of the "principal symptoms" of COVID-19; or 	Individuals who test positive for COVID-19, display the principle symptoms, or who come into close contact with an individual	Executive Order No. 2020-172

State	Jurisdiction	Summary	Eligible Workers	Reasons for Leave	Amount of Leave & Benefit	Additional Resources
		<p>retaliating against an employee for staying home when he or she is at particular risk of infecting others with COVID-19. The Order also requires that employers must treat their employees as if he or she were taking medical leave under Michigan's Paid Medical Leave Act.</p>	<p>of the principal symptoms or have had close contact with someone who has COVID-19 or its symptoms you are covered if you work as an employee in Michigan regardless of full-time or part-time status. However, to the extent that you have no paid leave, leave under the COVID-19 Executive Order can be unpaid.</p> <p>Under the Executive Order, health care professionals, certain workers at health care facilities, first responders (such as police officers, fire fighters, paramedics), child protective service employees, workers at certain types of child caring institutions, and workers at correctional facilities are not eligible provided that their employers' rules governing occupational health allow them to go to work.</p>	<ul style="list-style-type: none"> They have had close contact with someone who has either tested positive for COVID-19 or who has one or more of the principal symptoms of COVID-19, as defined in the EO. 	<p>who has tested positive or displayed symptoms should stay home for specified amounts of time, depending on their circumstances.</p>	

Amended or Expanded Guidance Due to COVID-19

State	Jurisdiction	Summary	Eligible Workers	Reasons for Leave	Amount of Leave & Benefit	Additional Resources
AZ		In March 2020, the Industrial Commission of Arizona issued amended guidance for their existing Paid Sick Leave law clarifying that leave can be used for specific qualifying reasons related to COVID-19.	Arizona's Fair Wages and Healthy Families Act applies to all employers including any corporation, proprietorship, partnership, joint venture, limited liability company, trust, association, political subdivision of the state, individual or other entity acting directly or indirectly in the interest of an employer in relation to an employee, but does not include the state of Arizona, the United States, or a small business.	Confirms paid sick leave can be used, among other reasons, if: <ul style="list-style-type: none"> The employee or a family member contracts COVID-19; The employee or a family member needs to be tested for COVID-19; The employee or a family member that the employee needs to care for has been quarantined due to potential exposure to COVID-19, if health care providers or authorities determine that the employee's or family member's presence in the community may jeopardize the health of others because of his or her exposure to COVID-19; If the employee's place of business is closed by order of a public official due to the COVID-19 public health emergency; To care for a child whose school has been closed by order of a public official due to COVID-19 	1 hour of paid sick time for every 30 hours worked. If your workplace has 15 or more workers, you can earn up to 40 hours of paid sick time per year. If your workplace has fewer than 15 workers, you can earn up to 24 hours of paid sick time per year.	Arizona's Administrative Guidance FAQ
CA	San Francisco	<p>The Office of Labor Standards Enforcement issued amended guidance for the existing Paid Sick Leave Ordinance to expand the uses of sick leave under the Ordinance. The amendments include:</p> <ol style="list-style-type: none"> Employers may not require a doctor's note or other documentation for the use of paid sick leave during the duration of the Novel Coronavirus Disease 2019 Local Health Emergency; Expanded uses for paid sick leave due to the local health emergency (see "Reasons for Leave"). <p>The city also established the Workers and Families First Program, to fund businesses and nonprofits to provide an additional five days (40 hours) of sick leave to workers beyond their existing policies. The program began March 16, 2020. As of April 5, 2020, all \$10 million in public funding was exhausted; businesses that apply going forward will be placed on a waitlist and contacted if funds become available.</p>	<p>SF's Paid Sick Leave Ordinance applies to all employees who perform work in SF.</p> <p>The SF Workers and Families First program covers all San Francisco employers with full or part time employees who conduct work in San Francisco (i.e. remote employees are not eligible). However, this program is only available if the employee has exhausted their current available sick leave, has exhausted or is not eligible for federal or state supplemental sick leave, and the employer agrees to extend sick leave beyond current benefits.</p>	<p>Expanded uses of the Paid Sick Leave Ordinance:</p> <ol style="list-style-type: none"> Public health official or healthcare provider requires or recommends isolation or quarantine to prevent the spread of disease; The employee falls within the definition of a "vulnerable population" under the San Francisco Department of Public Health's March 6, 2020 guidelines or any subsequent updates. As of March 6, 2020, a "vulnerable population" is a person who is 60 years old or older or a person with a health condition such as heart disease, lung disease, diabetes, kidney disease, or weakened immune system; The employee's business or a work location temporarily ceases operations in response to a public health or other public official's recommendation; To provide care for a family member who is not sick but who public health officials or healthcare providers have required or recommended isolate or quarantine; To provide care for a family member whose school, child care provider, senior care provider, or work temporarily ceases operations in response to a public health or other public official's recommendation. <p>These uses are the same for the new SF Workers and Families First Program.</p>	<p>No changes in amount of leave & benefit for the Paid Sick Leave Ordinance.</p> <p>For the SF Workers and Families First Program, the City will contribute up to one week (40 hours) at \$15.59 per hour (minimum wage) per employee, or \$623 per employee. The employer will pay the difference between the minimum wage and an employee's full hourly wage. Employers with under 50 employees are only required to pay up to \$30/hour.</p>	<p>Updated guidance on the Paid Sick Leave Ordinance</p> <p>Information for employees impacted by COVID 19</p> <p>Mayor Announces Plan to Provide Paid Sick Leave</p>

State	Jurisdiction	Summary	Eligible Workers	Reasons for Leave	Amount of Leave & Benefit	Additional Resources
CA	Emeryville	<p>The City of Emeryville issued new guidance to all employers currently subject to Section 5-37.03 of the City's Minimum Wage, Paid Sick Leave Ordinance, expanding the reasons for which paid sick leave may now be used.</p> <p>The guidance, effective April 1, 2020, also reminded employers that all employees, including temporary and part time workers who perform work in the city for at least 2 hours per week are covered by the City's Paid Sick Leave Ordinance.</p>	<p>Emeryville's current ordinance requires paid sick leave for full-time, part-time and temporary employees. The current ordinance requires a minimum of 48 hours of paid sick leave accruable for employees of small businesses and 72 hours for employees of large businesses.</p>	<p>Expanded uses for paid sick leave:</p> <ol style="list-style-type: none"> 1. Public health officials or healthcare providers require or recommend an employee isolate or quarantine to prevent the spread of disease; 2. The employee falls within the definition of a "vulnerable population" under the Guidance from the State or any other official subsequent updates; 3. The employee's business or a work location temporarily ceases operations in response to a public health or other public official's recommendation; 4. The employee needs to provide care for a family member who is not sick but who public health officials or healthcare providers have required or recommended isolate or quarantine; 5. The employee needs to provide care for a family member whose school, childcare provider, senior care provider, or work temporarily ceases operations in response to a public health or other public official's recommendation. 	<p>No change to amount of leave & benefits under Emeryville ordinance</p>	<p>Emeryville new guidance</p> <p>Emeryville MW, Paid Sick Leave Ordinance</p>
CA	San Diego	<p>The city of San Diego released administrative guidance to clarify that sick leave provided under their permanent law can be used for COVID-19 reasons.</p>	<p>Any full-time, part-time, or temporary worker who works in San Diego at least 2 hours in one calendar week is covered, excluding federal and state employees, and independent contractors</p>	<p>An employee can use accrued earned sick leave for the following purposes:</p> <ul style="list-style-type: none"> • A public health official or healthcare provider requires or recommends that the worker isolate or quarantine to prevent the spread of disease; • The worker is 65 or older or has a serious chronic medical condition as described by the Centers for Disease Control; or • The worker needs to care for a family member, by blood or affinity, who public health officials or healthcare providers have required or recommended isolate or quarantine. 	<p>1 hour of paid sick time for every 30 hours worked, up to a maximum of 80 hours per year. However, your employer may limit your use of paid sick time at 40 hours in a year, if they provide that full amount at the beginning of the year.</p>	<p>San Diego Earned Sick Leave Ordinance Guidance</p> <p>Earned Sick Leave and Minimum Wage Ordinance</p>
MA		<p>Massachusetts' guidance outlines that their sick time law can be used for COVID-19 specific reasons.</p>	<p>If you work as an employee in Massachusetts, you are probably covered, whether you are a full-time, part-time, or temporary worker. However, the law does not cover federal employees and employees of certain municipalities unless the municipality has opted into the law.</p>	<p>Additional COVID-19 Related Reasons for Leave:</p> <ol style="list-style-type: none"> 1. Public health officials or healthcare providers require an employee or a family member to quarantine. <p>Public health officials or healthcare providers recommend that an employee or family member quarantine and employee follows the recommendation.</p>	<p>Most employees in Massachusetts have the right to earn and use up to 40 hours of job-protected sick leave per year to take care of themselves and certain family members. Employees must earn at least one hour of earned sick leave for every 30 hours worked.</p>	<p>MA Paid Sick Leave Guidance</p>

State	Jurisdiction	Summary	Eligible Workers	Reasons for Leave	Amount of Leave & Benefit	Additional Resources
MN	Duluth	The city of Duluth released administrative guidance clarifying that sick leave provided under their permanent law can be used for COVID-19 reasons.	If you perform work in the City of Duluth for more than 50 percent of your working time in a 12-month period, or if you are based in the City of Duluth and spend a substantial part of your time working in the city and do not spend more than 50 percent of your working time in a 12-month period in any other particular place, you are covered if you're a full-time or part-time employee. Exemptions include employees of employers with fewer than 5 employees (counting employees outside of Duluth), government employees other than employees of the City of Duluth, independent contractors, student interns, seasonal employees, and certain railroad workers.	Along with the qualifying reasons under the Duluth ESST law, the amended law allows for workers to take leave for the following reasons related to COVID-19: <ul style="list-style-type: none"> • Coronavirus Screening • Providing or receiving care due to Coronavirus symptoms or infection • Testing or quarantine following close personal contact with a Coronavirus infected or symptomatic person 	1 hour of paid sick time for every 50 hours worked, up to a maximum of 64 hours per year. However, your employer may limit your use of paid sick time at 40 hours in a year.	Duluth Earned Sick and Safe Time FAQ
MN	Minneapolis	The city of Minneapolis Department of Civil Rights released administrative guidance clarifying that sick leave provided under their permanent law can be used for COVID-19 reasons.	If you work as an employee in Minneapolis for at least 80 hours in a year for an employer, you are covered. Exemptions include federal employees, state employees, and independent contractors.	Expanded use of paid sick leave: <ul style="list-style-type: none"> • Coronavirus screening; • Care or quarantine due to Coronavirus symptoms or infection; • Testing or quarantine following close personal contact with a Coronavirus infected or symptomatic person; • Covered family members' school or place-of-care closure due to Coronavirus; and • Workplace closure by order of a public official due to Coronavirus. 	1 hour of sick time for every 30 hours worked. Workers can earn up to 48 hours of sick time per year. You can carry forward unused sick time and continue to earn sick time up to a total of 80 hours at any time.	Minneapolis' Safe and Sick Time Ordinance
MN	St. Paul	The city of St. Paul released administrative guidance clarifying that sick leave provided under their permanent law, Saint Paul Earned Sick and Safe Time Ordinance, can be used for COVID-19 reasons.	The ordinance applies to full-time, part-time, temporary, or paid on-call employees that work in the City of Saint Paul, for an employer that has a physical location in Saint Paul.	Expanded use of paid sick and safe time: <ul style="list-style-type: none"> • When the worker's place of business is closed by order of a public official due to a public health emergency or to care for a child whose school or childcare provider has been closed by order of a public official due to a public health emergency • To accommodate the employee's need to care for a family member whose school or place of care has been closed by order of a public official to limit exposure to an infectious agent, biological toxin or 	1 hour of sick time for every 30 hours worked. You can earn up to 48 hours of paid sick time per year. You can carry forward unused sick time and continue to earn sick time up to a total of 80 hours at any time.	St. Paul's Earned Sick and Safe Time Ordinance FAQ

State	Jurisdiction	Summary	Eligible Workers	Reasons for Leave	Amount of Leave & Benefit	Additional Resources
				hazardous material or other public health emergency		
OR		The Oregon Bureau of Labor and Industries issued administrative guidance clarifying that the sick leave provided under their permanent law can be used for qualifying COVID-19 reasons.	The law applies to full-time, part-time, and temporary workers in Oregon excluding federal employees, independent contractors, certain work study students, certain railroad workers, and individuals employed by their parent, spouse, or child.	Along with the qualifying reasons under the permanent law, the amended law allows for workers to take leave for the following reasons related to COVID-19: <ul style="list-style-type: none"> When the worker's place of business is closed by order of a public official due to a public health emergency or to care for a child whose school or childcare provider has been closed by order of a public official due to a public health emergency; When a public health official or health care provider determines that the worker or a family member presents a public health risk 	1 hour of sick time for every 30 hours worked, up to a maximum of 40 hours per year.	Oregon Paid Sick Leave Law FAQ
PA	Philadelphia	Effective March 16, 2020, the City issued a supplemental emergency regulation for the City's sick leave law, Promoting Healthy Families and Workplaces Act. The regulation expands the definition of preventive medical care for which covered workers can use their paid sick leave to include COVID-19 related reasons. Additionally, the regulation states that employees are not required to provide a note from a medical professional in order to use consecutive paid sick leave during the COVID-19 health risk, though employees may be required to submit signed statements affirming relevant conditions apply to them.	Under the City's current sick leave law, employees who work at least 40 hours a year within the City of Philadelphia limits are eligible to earn paid/unpaid sick leave, with some exemptions.	Expanded the definition of preventive medical care to include: <ol style="list-style-type: none"> To evaluate a person under investigation for COVID-19; To self-quarantined for 2 weeks <ol style="list-style-type: none"> due to COVID-19 symptoms; after returning from travel to Tier 2 & 3 countries on CDC list; after coming in contact with someone diagnosed with COVID-19; To care for a family member due to the closure of school, daycare, adult care or other care facility; Because their employer's business or type of business is ordered closed by certain state and local public officials; Employee or family member required to self-quarantine due to travel restrictions issued by certain state and local public officials that prevent them from traveling to work; Employee or family member needs to self-quarantine at the recommendation of a health care professional or public official because they have a greater risk of harm than the general public if they contract COVID-19, such as a compromised immune system. 	No change to amount of leave & benefits under Philadelphia ordinance	Philadelphia Supplemental Emergency Regulation Philadelphia Paid Sick Leave Guidance
WA		The Washington State Department of Labor & Industries released administrative guidance to clarify that sick leave provided under their permanent law can be used for COVID-19 reasons.	The Washington State law covers most full-time, part-time, and temporary workers employed in Washington except for federal employees.	Appropriate uses of paid sick leave: <ul style="list-style-type: none"> If a worker's place of business is closed by a public official in connection with COVID-19; If a school or place of care of a worker's child is temporarily closed by a public official because of COVID-19 and an 	1 hour of paid sick leave for every 40 hours worked. There is no limit on how much sick leave you can earn, however, your employer isn't required to allow you to carry over more	Washington's Paid Sick Leave and Coronavirus FAQ

State	Jurisdiction	Summary	Eligible Workers	Reasons for Leave	Amount of Leave & Benefit	Additional Resources
				<p>employee needs to stay home and care for their child;</p> <ul style="list-style-type: none"> • If a worker feels ill or is experiencing symptoms that may be COVID-19 related; • If a worker feels that they may have been exposed to COVID-19; or • If a worker is seeking medical diagnosis, care, treatment, or preventive medical care for illness or symptoms that may be related to COVID-19. 	<p>than 40 hours of paid sick leave per year.</p>	