

Location	District of Columbia	Connecticut	California	Massachusetts	Oregon	Vermont	Arizona	Washington	Rhode Island	Maryland
Law/Bill Number	§ 32-131.01 et seq.	Public Act 11-52	Cal. Labor Code §§ 245, 2810.5	Mass. Gen. Laws ch. 149, § 148(c), (d)	ORS §§ 653.601-653.256 & 659A.885	21 Vt. Stat. § 482	ARS. § 23-373 to 23-381, ARS. § 23-364	WAC 296-128-600 to 296-128-760	H. 5413	H.B. 0001
Summary	<p>EEs accrue 1 hour paid sick time for every 37 to 87 hours worked & can accrue & use up to 3-7 days, based on ER's size. EEs in certain industries receive one hour for every 43 worked & can accrue & use up to 5 days regardless of ER size. Covers sick time for EE or family members' care & for absences associated with domestic violence, sexual abuse or stalking.</p>	<p>EEs whose place of business has 50 or more EEs accrue 1 hour of paid sick time for every 40 hours worked & can accrue & use up to 40 hours. Covers sick time for EE or family members' care & for absences associated with domestic violence or sexual assault.</p>	<p>EEs accrue 1 hour of paid sick time for every 30 hours worked & can use up to 24 hours & accrue up to 48 hours. ERs may use alternate accrual method if accrual is regular & provides sufficient amount of time. Covers sick time for EE or family members' care & for absences associated with EE's domestic violence, sexual assault or stalking.</p>	<p>EEs whose place of business has 11 or more EEs accrue 1 hour of paid sick time for every 30 hours worked & can accrue and use up to 40 hours. All others receive equivalent unpaid time. Covers sick time for EE or family members' care & for absences associated with EE or dependent child's domestic violence.</p>	<p>EEs whose place of business has 10 or more EEs (six or more EEs if ER is in a city with population above 500k, so that Portland's law remains in effect) accrue 1 hour of paid sick time for every 30 hours worked, & can accrue & use up to 40 hours. All others receive equivalent unpaid time. Covers sick time for EE or family members' care, for OR family leave purposes, for reasons related to a public health emergency & for absences associated with EE or minor child/dependent's domestic violence, sexual harassment, assault or stalking.</p>	<p>EEs accrue 1 hour of paid sick time for every 52 hours worked & can accrue or use up to 24 hours in 2017 & 2018, & 40 hours in 2019 and following years. Workers in small businesses begin to accrue & use time in 2018. Covers sick time for EE or family members' care, absences associated with EE or family member's domestic violence, sexual or stalking, and closures for public health or safety reasons.</p>	<p>EEs accrue 1 hour of paid sick time for every 30 hours worked. EEs whose place of business has 15 or more EEs can accrue & use up to 40 hours per year. All others can accrue & use up to 24 hours per year. Covers sick time for EE or family members' care, absences associated with EE or family member's domestic violence, sexual violence, abuse or stalking, closures for public health or safety reasons, and care for EE's or family member's exposure to a communicable disease.</p>	<p>EEs accrue 1 hour of paid sick time for every 40 hours worked. Covers sick time for EE or a family member's care, absences associated with EE or a family member's domestic violence, sexual assault, or stalking, closures for public health reasons.</p>	<p>EEs of ERs with 18 or more EEs accrue 1 hour of paid sick time for every 35 hours worked & can accrue & use up to 24 hours in 2018, 32 hours in 2019, and 40 hours in 2020 & beyond. ERs who employ fewer than 18 EEs are not required to allow workers to accrue paid sick days but must allow use of unpaid sick time of up to 24 hours in 2018, 32 hours in 2019 and 40 hours in 2020. Covers sick time for EE or family members' care, absences associated with EE or family member's domestic violence, sexual assault or stalking, and closures for public health or safety reasons.</p>	<p>EEs whose place of business has 15 or more EEs accrue 1 hour of paid sick time for every 30 hours worked, & can accrue up to 40 hours in a year & 64 hours at any time, & can use up to 64 hours in a year. All others receive equivalent unpaid time. Covers sick time for EE or family members' care & for absences associated with EE or family member's domestic violence, sexual assault or stalking.</p>

ATTACHMENT A

Location	San Francisco, CA	Seattle, WA	New York City	Jersey City, Newark, Irvington, Passaic, East Orange, Paterson, Trenton, Montclair, Bloomfield, Elizabeth, Plainfield, Morristown	San Diego, CA	Oakland, CA	Tacoma, WA	Philadelphia, PA	Montgomery County, MD	Emeryville, Berkeley, CA	Pittsburgh, PA	New Brunswick, NJ	Spokane, WA	Santa Monica, CA	Minneapolis, St. Paul, MN	Los Angeles, CA	Chicago, Cook County	Austin, Texas
Law / Bill Number	S.F. Admin. Code Ch. 12W; Initiative Ord. 160034	Ord. 123698	Int. 0097-2010; Int. 0001-2014	Ord. 13.097 & Ord. 15.145; Ord. 13-2010; Ord. MC 3513; Ord. 1998-14; Ord. 2-2014; Ord. 14-040; Ord. 14-47; Ord. Ch. 160; Ord. No. 4617; Ord. MC 2016-08; Ord. O-35-2016	Municipal Code § 39.0101; Ord. No. O-20390	Municipal Code 5.92	Ord. 28453	Bill 141026	Bill 60-14, Bill 32-16	Ord. 15-004; Municipal Code ch. 13.100	File 2015-1825	Ord. 121501	Ord. No. C-35300	Ord. No. 2515	File 15-01372; Ord. 16-29	Ord. No. 184320	Ord. O2016-2678; Ord. 16-4229	Ord. No. 20180215-049
Summary	EEs in the private sector accrue 1 hour of paid sick time for every 30 hours worked within the city & can accrue & use up to 40 or 72 hours, depending on ER's size. Covers sick time for EE or family members' care, absences associated with EE's domestic violence, sexual assault or stalking and purposes related to bone marrow or organ donation.	EEs whose place of business has five or more EEs accrue 1 hour of paid sick time for every 30 to 40 hours worked & use up to 40 to 108 hours, depending on ER's size. Accrual is unlimited. Covers sick time for EE or family members' care, absences associated with domestic violence, sexual assault or stalking, and closures due to a public health emergency.	EEs whose place of business has five or more EEs accrue one hour of paid sick time for every 30 hours worked and can accrue and use up to 40 hours. All others receive equivalent unpaid time. EEs in certain industries can accrue and use two paid days after one year of employment regardless of ER size. Covers sick time for EE or family members' care and closures due to a public health emergency.	EEs accrue one hour of paid sick time for every 30 hours worked and can accrue up to 24 or 40 hours, depending on ER's size, and use up to 40 hours. EE's in certain industries receive up to 40 hours regardless of ER size. Covers sick time for EE or family members' care, closures due to a public health emergency and care for a family member exposed to a communicable disease. ⁶	EEs accrue one hour of paid sick time for every 30 hours worked and use up to 40 hours. Accrual is unlimited. Covers sick time for EE or family members' care, for absences associated with domestic violence, sexual assault or stalking, and closures due to a public health emergency.	EEs accrue one hour of paid sick time for every 30 hours worked and can accrue and use up to 40 or 72 hours, depending on ER's size. Covers sick time for EE or family members' care.	EEs accrue one hour of paid sick time for every 40 hours worked and can accrue and use up to 24 hours. Covers sick time for EE or family members' care, closures due to a public health emergency and for absences associated with EE or family members' domestic violence, sexual assault or stalking.	EEs whose place of business has 10 or more EEs accrue one hour of paid sick time for every 40 hours worked and can accrue and use up to 40 hours. All others receive equivalent unpaid time. Covers sick time for EE or family members' care and for absences associated with EE or family members' domestic violence, sexual assault or stalking.	EEs whose place of business has five or more EEs accrue one hour of paid sick time for every 30 hours worked and can accrue up to 56 hours and use up to 80 hours. All others receive an equivalent 32 unpaid hours. Covers sick time for EE or family members' care, absences associated with EE or family member's domestic violence, sexual assault or stalking, closures due to a public health emergency, care for a family member exposed to a communicable disease and the birth, adoption, or foster placement of a child.	EEs accrue one hour of paid sick time for every 30 hours worked and can accrue and use up to 48 or 72 hours, depending on ER's size. Covers sick time for EE or family members' care and (Emeryville only) absences associated with EE's domestic violence, sexual assault or stalking and care for EE or family members' service dog.	EEs whose place of business has 15 or more EEs accrue one hour of paid sick time for every 35 hours worked and can accrue up to 40 hours. All others accrue at the same rate up to 24 unpaid hours in the first year the law is in effect, followed by 24 paid hours after the first year. Covers sick time for EE or family members' care, closures due to a public health emergency and care for a family member exposed to a communicable disease.	EEs accrue one hour of paid sick time for every 35 hours worked and can accrue up to 24 or 40 hours, depending on ER's size, and use up to 40 hours. Part-time EEs may only accrue up to 24 hours a year regardless of ER size. Covers sick time for EE or family members' care, closures due to a public health emergency, care for a family member exposed to a communicable disease and absences associated with EE or family member's domestic violence, sexual assault or stalking.	EEs whose place of business has 10 or more EEs accrue one hour of paid sick time for every 30 hours worked and can use up to 40 hours. All others accrue at the same rate and can use up to 24 hours. Covers sick time for EE or family members' care, absences associated with EE or family member's domestic violence, sexual assault or stalking, closures due to a public health emergency and bereavement leave in connection with a family member.	EEs accrue one hour of paid sick time for every 30 hours worked and can accrue up to 32 or 40 hours in 2017, depending on ER's size, and up to 40 or 72 hours from 2018 onward. There is no annual cap on use of paid sick time. Covers sick time for EE or family members' care and for absences associated with EE's domestic violence, sexual assault or stalking.	EEs accrue one hour of paid sick time for every 30 hours worked and can accrue and use up to 48 hours. Covers sick time for EE or family members' care and for absences associated with EE's domestic violence, sexual assault or stalking.	EEs accrue one hour of paid sick time for every 40 hours worked and can accrue and use up to 40 hours. Covers sick time for EE or family members' care, absences associated with EE or family member being the victim of domestic violence or a sex offense (Chicago)/domestic violence, sexual violence or stalking (Cook County), or closures due to a public health emergency.	EEs accrue one hour of paid sick time for every 40 hours worked and can accrue and use up to 64 hours. All others accrue at the same rate and can accrue and use up to 48 hours. Covers sick time for EE or family members' care, absences associated with EE or family member being the victim of domestic violence, sexual assault, or stalking.	