

Paid Sick Leave: State and Local Laws on the Rise

States and municipalities take matters into their own hands



Laws continue to sweep the nation

25% of private-sector workers do not have the ability to earn paid sick leave



No federal law

requires private business owners to provide paid sick leave, with limited exceptions for federal contractors.

Bureau of labor statistics*

However, only



75% of private employees receive paid sick leave.

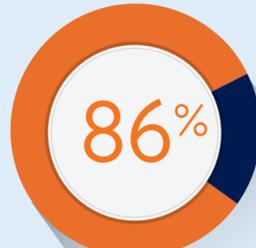


31% of the bottom 10% of US wage earners receive paid sick leave.

Compared to



94% of those in the top 10% of wage earners.



86% of full-time workers get paid sick leave while 45% of part-time workers do.

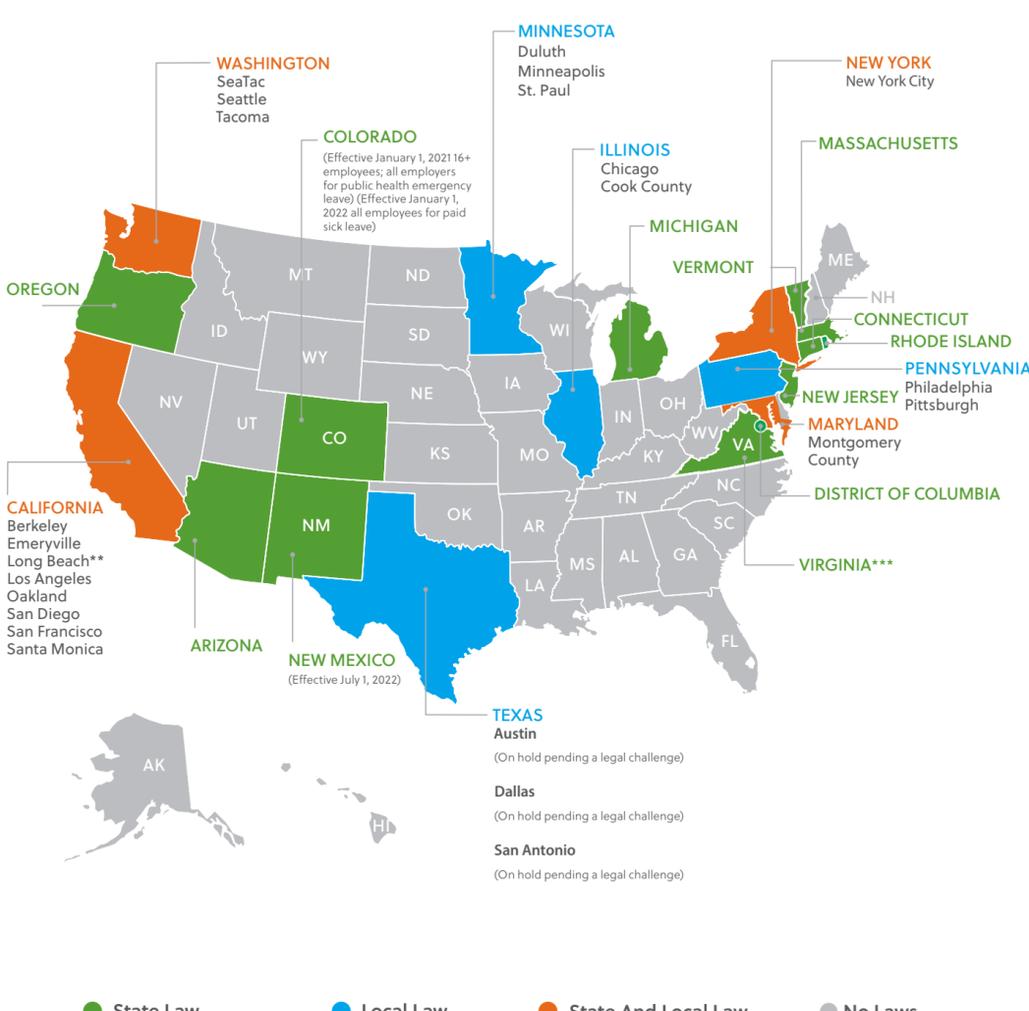
*September 24, 2020 BLS

10+ States & 30+ Municipalities

have passed paid sick leave laws affecting private employers, although some have since been preempted

In the absence of a federal requirement, states and cities (and in some cases, counties) have enacted paid sick leave laws of their own. On the flip side, some states have passed **preemption laws**, preventing cities and counties from passing sick leave laws. See the map below, which shows the locations where paid sick leave laws have been enacted.

Paid sick leave laws*



* As of July 1, 2021
** Applies only to hotel employers
*** Applies only to employers that employ home health workers

12 essential steps to navigating & complying with paid sick leave laws

- Step 1** Determine whether the law applies.
- Step 2** Verify if sick leave must be paid OR unpaid.
- Step 3** Audit the workforce to ascertain which employees are eligible or ineligible for leave.
- Step 4** Understand the acceptable reasons for taking sick leave.
- Step 5** Address abusers of the system.
- Step 6** Comply with any notification obligations.
- Step 7** Check to see if unused time carries over from year to year.
- Step 8** Create a paid sick leave policy or update an existing paid time off (PTO) policy.
- Step 9** Watch how the paid sick leave law interacts with other federal, state and municipal leave laws.
- Step 10** Implement employee notice processes.
- Step 11** Consider providing sick leave in locations not covered under the law.
- Step 12** Train managers and supervisors.

Caution!

Employers of all sizes should pay close attention to this trend, as some laws apply to employers with only one employee!

Learn more about the paid sick leave requirements in your state: bitly/paid-sick-leave-laws-by-state

Some special qualifying reasons for leave

- San Francisco, California:** allows leave for the employee's or covered family member's organ or bone marrow donation.
- Oregon:** allows leave to deal with the death of a family member, including attending the funeral, making arrangements and grieving.
- Vermont:** allows leave to accompany a covered family member to an appointment related to long-term care.
- Emeryville, California:** allows leave to aid or care for a service dog.

To learn more about the paid sick leave trend, download our FREE whitepaper.

Visit bitly/paid-sick-leave-trend

