

Paid Sick Leave by State

By AdminAssist – Jan 28, 2021



The information provided on this chart is subject to change. Please consult with the department of labor in the city, county, and state where individuals are currently employed to obtain the latest information.

Evaluate overall company size when determining eligibility based upon total headcount. Sick leave accruals should commence at the start of employment. When city and state laws differ, follow the law which is more generous to the employee. Accrued unused sick time may not be paid out at the time of termination, but accrual balances may remain as per state/city regulations.

State	Effective Date	Accrual Rate *Accruals Begin on DOH	When Use after DOH	Hours Accrued per Year	Carryover	Hour Accrual Cap
Federal Federal Contracts Executive Order 13706	09/2015	1 hour / 30 hours worked	Requests may be made orally or in writing 7 days in advance as soon as practicable.	7 Days or 56 Hours	Yes	56
Alabama	N/A					
Alaska	N/A					
Arizona	07/2017	1 hour / 30 hours worked	90 Days	1-14 EMP: 24 15+ EMP: 40	Yes	1-15: 24 15+: 40
Arkansas	N/A					
California	07/2015	1 hour / 30 hours worked	90 Days	24	24	48
Berkeley	10/2017	1 hour / 30 hours worked	90 Days	1-24 EMP: 48 25+ EMP: 72	Yes	1-24: 48 25+: 72
Emeryville	07/2015	1 hour / 30 hours worked	90 Days	1-55 EMP: 48 56+ EMP: 72	Yes	1-55: 48 56+: 72
Los Angeles	07/2016	1 hour / 30 hours worked Front Load: 48 HR/YR	90 Days	72	Yes	72
Oakland	03/2015	1 hour / 30 hours worked	90 Days	1-9 EMP: 40 10+ EMP: 72	Yes	1-9: 40 10+: 72
San Diego	07/2016	1 hour / 30 hours worked	90 Days	40	Yes	80
San Francisco	02/2007	1 hour / 30 hours worked	90 Days	1-9 EMP: 40 10+ EMP: 72	Yes	1-9: 40 10+: 72
Santa Monica	01/2017	1 hour / 30 hours worked	90 Days	1-25 EMP: 40 26+ EMP: 72	Yes	1-25: 40 26+: 72
Colorado	01/2021 & 01/2022	1 hour / 30 hours worked	When Accrued	01/2021 16+ EMP: 48 01/2022 All Size: 48	Yes	48
Connecticut	01/2012	1 hour / 40 hours worked	After 680 th Hour	50+ EMP: 40	40	40

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Delaware	N/A					
District of Columbia (D.C.)	02/2014	1-24 EMP: 1 hour / 87 hrs worked 25-99 EMP: 1 hour / 43 hrs worked 100+ EMP: 1 hour / 37 hrs worked	90 Days	1-24 EMP: 24 25-99 EMP: 40 100+ EMP: 56	Yes	1-24: 24 25-99: 40 100+: 56
Florida	N/A					
Georgia	N/A					
Hawaii	N/A					
Idaho	N/A					
Illinois	No State					
Chicago	07/2017	1 hour / 40 hours worked	180 Days	40	Yes	40
Cook County	07/2017	1 hour / 40 hours worked	180 Days	40	Yes	40
Indiana	N/A					
Iowa	N/A					
Kansas	N/A					
Kentucky	N/A					
Louisiana	N/A					
Maine *Paid Leave	01/2021	1 hour / 40 hours worked	120 Days	10+ EMP: 40 <i>May be used for any reason not just sick</i>	Yes	40
Maryland	02/2018	1 hour / 30 hours worked	106 Days	1-14 EMP: 40 (Unpaid) 15+ EMP: 40 (Paid)	40	64
Montgomery County	10/2016	1 hour / 30 hours worked	90 Days	1-4 EMP: 56 (32 Paid) 5+ EMP: 56 (56 Paid) (Use: Up to 80 hours/year)	Yes	1-4: 56 5+: 56
Massachusetts	07/2015	1 hour / 30 hours worked	90 Days	1-10 EMP: 40 (Unpaid) 11+ EMP: 40 (Paid)	40	40
Michigan	03/2019	1 hour / 35 hours worked	90 Days	50+ EMP: 40	40	40
Minnesota	No State					
Duluth	01/2020	1 hour / 50 hours worked	90 Days	5+ EMP: Accrue: 64 Use: 40	40	64

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Minneapolis	07/2017	1 hour / 30 hours worked	90 Days	1-5 EMP: 48 (Unpaid) 6+ EMP: 48 (Paid)	80	80
St Paul	07/2017	1 hour / 30 hours worked	90 Days	48	80	80
Mississippi	N/A					
Missouri	N/A					
Montana	N/A					
Nebraska	N/A					
Nevada *Paid Leave	01/2020	0.01923 hour for every hour worked	90 Days	50+ EMP: 40 <i>May be used for any reason not just sick</i>	40	40
New Hampshire	N/A					
New Jersey	10/2018	1 hour / 30 hours worked	120 Days	40	40	40
New Mexico	No State					
Bernalillo County	10/2020 & 07/2021 & 07/2022	1 hour / 32 hours worked	90 Days	Starting 10/2020 2+ EMP: 28 Starting 07/2021 11+ EMP: 44 Starting 07/2022 35+ EMP: 56	Yes Max hours depending upon size	2+: 28 11+: 44 35+: 56
New York	01/2021 <i>*Accrual began 09/30/2020.</i>	1 hour / 30 hours worked	Immediately	1-4 EMP (Net Income < 1MIL): 40 (Unpaid) 1-4 EMP (Net Income = 1 MIL): 40 (Paid) 5-99 EMP: 40 100+ EMP: 56	0-99: 40 100+: 56	0-99: 40 100+: 56
North Carolina	N/A					
North Dakota	N/A					
Ohio	N/A					
Oklahoma	N/A					
Oregon	01/2016	1 hour / 30 hours worked	91 Days	1-9 EMP: 40 (Unpaid) 10+ EMP: 40 (Paid)	40	80
Pennsylvania	No State					
Philadelphia	05/2015	1 hour / 40 hours worked	91 Days	1-9 EMP: 40 (Unpaid) 10+ EMP: 40 (Paid)	Yes	40

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Pittsburgh	03/2020	Non-Exempt: 1 hour / 35 hrs worked Exempt: 1 hour / 40 hrs worked	90 Days	0-14 EMP: 24 (Unpaid for 1 st year) 15+ EMP: 40	Yes	40
Rhode Island	07/2018	1 hour / 35 hours worked	90 Days	0-17 EMP: 40 (Unpaid) 18+ EMP: 40	Yes	40
South Carolina	N/A					
South Dakota	N/A					
Tennessee	N/A					
Texas	No State					
Austin	<i>Pending</i>	1 hour / 30 hours worked	60 Days	1-14 EMP: 48 15+ EMP: 64	Yes	1-14: 48 15+: 64
Dallas	<i>Pending</i>	1 hour / 30 hours worked	60 Days	1-14 EMP: 48 15+ EMP: 64	Yes	1-14: 48 15+: 64
San Antonio	<i>Pending</i>	1 hour / 30 hours worked	90 Days	56	Yes	56
Utah	N/A					
Vermont	01/2017	1 hour / 52 hours worked	Immediately or after optional waiting period not to exceed one year	40	40	40
Virginia	N/A					
Washington	01/2018	1 hour / 40 hours worked	90 Days	No cap on accrual or use	40	N/A
Seattle	09/2012	Tier 1 & 2 - 1-249 EMP: 1 hour/40 hours worked Tier 3 - 250+ EMP: 1 hour/30 hours worked	90 Days	No cap on accrual or use	5-49 EMP: 40 50-249 EMP: 56 250+ EMP: 72	N/A
Tacoma <i>*Covered employees and reasons for use may differ from state.</i>	02/2016	1 hour / 40 hours worked	90 Days	No cap on accrual or use	40	N/A
West Virginia	N/A					
Wisconsin	N/A					
Wyoming	N/A					

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