

HR COMPLIANCE OVERVIEW



Paid Sick Leave—State Law Overview

As a growing trend, states across the country are enacting their own paid sick leave laws. Currently, 17 states and the District of Columbia have statewide laws in effect that require employers to provide paid sick leave benefits to employees. An additional three states—Maine, Nevada and Illinois—have laws mandating paid employee leave for any reason. Further, Nebraska’s paid sick leave ballot measure is set to take effect in October 2025.

Each of these state laws has its own rules for features such as employer and employee coverage, qualifying reasons for leave and amount of paid leave, among others. This Compliance Overview provides a high-level overview of the laws.

Localities across the country have also passed ordinances mandating paid sick leave. Employers must generally comply with both the statewide paid sick leave laws and local ordinances.

Statewide Paid Sick Leave

These states have paid sick leave laws:

- Alaska
- Arizona
- California
- Colorado
- Connecticut
- District of Columbia
- Illinois
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Missouri (repealed effective Aug. 28, 2025)
- Nebraska
- Nevada
- New Jersey
- New Mexico
- New York
- Oregon
- Rhode Island
- Vermont
- Washington

Local Laws

Employers must determine whether they are required to comply with any local paid sick leave ordinances in addition to statewide paid sick leave laws.

LINKS AND RESOURCES

Many states with paid sick leave laws have created websites regarding paid sick leave requirements. For example:

- Massachusetts has a dedicated [website](#) with information on the earned sick time law.
- Washington has a [website](#) with FAQs and other resources on its paid sick leave law.

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Statewide Paid Sick Leave Laws

State	Covered Employers	Major Provisions
Alaska 2024 Ballot Measure No. 1, § 4 Effective July 1, 2025	All employers	Eligible employees: All except railroad employees, certain employees who are allowed to be paid less than minimum wage under Alaska law, prisoners, and certain employees exempt from the Alaska Wage and Hour Act (for example, agricultural and fishing workers, domestic workers, babysitters and newspaper deliverers). Accrual: One hour of paid sick leave for every 30 hours worked, beginning July 1, 2025, or the commencement of employment (whichever is later). Accrual and use limits: • Employers with at least 15 employees: May limit accrual and use of leave to 56 hours per year. • Employers with fewer than 15 employees: May limit accrual and use of leave to 40 hours per year. Waiting period: No waiting period. Employees may use leave as it is accrued. More information: Paid sick leave FAQs.
Arizona Fair Wages and Healthy Families Act Effective July 1, 2017	All employers	Eligible employees: All employees working in Arizona. Accrual: One hour of paid sick leave for every 30 hours worked; accrual begins upon hire. Accrual limits: Employers with 15 or more employees may limit employee accruals to 40 hours per year. Employers with fewer than 15 employees may limit employee accruals to 24 hours per year. Use limits: • Employers with 15 or more employees: May limit use to 40 hours per year. • Employers with fewer than 15 employees: May limit use to 24 hours per year. Waiting period: 90 days. More information: Earned Sick Time FAQs
California	All employers	Eligible employees: An employee who works for the same employer in California for 30 or more days during a year. Employees subject to

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Healthy Workplaces, Healthy Families Act Effective July 1, 2015		the federal Railroad Unemployment Insurance Act are not covered by all provisions. Accrual: One hour of paid sick leave for every 30 hours worked. Employers may use an alternate accrual rate that results in 24 hours of leave by the 120th calendar day of employment and 40 hours of leave by the 200th calendar day of employment. Accrual limits: Employers may limit employee paid sick leave accruals to 80 hours, or 10 workdays, per year. Use limits: Employers may limit paid sick leave use to 40 hours per year. Waiting period: 90 days. More information: California Paid Sick Leave FAQs
Colorado Healthy Families and Workplaces Act Varied starting dates between Jan. 1, 2021, and Jan. 1, 2022	All employers	Eligible employees: All employees except employees subject to the federal Railroad Unemployment Insurance Act and employees under certain collective bargaining agreements. Accrual: One hour of paid sick leave for every 30 hours worked. Accrual limits: 48 hours per year. Use limits: 48 hours per year. Waiting period: None. Employees may use leave as it is accrued. More information: Colorado Division of Labor Standards and Statistics Interpretive Notice & Formal Opinion Nos. 6A, 6B and 6C
Connecticut Paid Sick Leave Effective Jan. 1, 2012	Under 2024 amendments, coverage will be expanded year by year, beginning Jan. 1, 2025, until all employers are covered on Jan. 1, 2027	Eligible employees: Under 2024 amendments to Connecticut's paid sick leave law, all employees will be eligible for leave, with phased-in start dates that depend on employer size and run from Jan. 1, 2025 – Jan. 1, 2027. Limited exceptions apply to certain collectively bargained construction workers and seasonal workers. Accrual: One hour of paid sick leave for every 30 hours worked. Accrual limits: Employers may limit employee paid sick leave accruals to 40 hours per year. Use limits: May be limited to 40 hours per year. Waiting period: 120 days. More information: Connecticut Department of Labor Paid Sick Leave Overview

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District of Columbia Accrued Sick and Safe Leave Effective Nov. 13, 2008	All employers	Eligible employees: All employees except those under certain collective bargaining agreements. Accrual: Depends on employer size, as follows: • 100 or more employees—at least one hour of paid leave for every 37 hours worked. • 25-99 employees—at least one hour of paid leave for every 43 hours worked. • 24 or fewer employees—at least one hour of paid leave for every 87 hours worked. • Restaurants or bars—at least one hour of paid time for every 43 hours worked. Accrual and use limits: Depend on employer size, as follows: • 100 or more employees—up to seven days per year. • 25-99 employees—up to five days per year. • 24 or fewer—up to three days per year. • Tipped employees of restaurants or bars—up to five days per year. Waiting period: 90 days. More information: Washington, D.C., Department of Employment Services
Illinois Paid Leave for All Workers Act Effective Jan. 1, 2024	All employers except those listed below must provide paid leave for any reason: • Public schools • Public park districts • Employers that provide leave under a local paid leave law	Eligible employees: All employees except short-term employees of higher education institutions, temporary part-time student workers in higher education, collectively bargained construction or delivery workers and certain railroad workers. Accrual: One hour of paid leave for any reason for every 40 hours worked. Accrual limits: Employers may limit employees’ accrual of paid leave for any reason to 40 hours per year. Use limits: 40 hours per year. Waiting period: 90 days. More information: Illinois Paid Leave for All Workers FAQs

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Maine Earned Employee Leave Law Effective Jan. 1, 2021	Employers with more than 10 employees must provide paid leave for any reason Seasonal industries are exempt	Eligible employees: All employees except those covered by a collective bargaining agreement as of Jan. 1, 2021, until the agreement expires. Accrual: One hour of paid leave for every 40 hours worked. Accrual limits: 40 hours per year. Use limits: 40 hours per year. Waiting period: 120 days. Employees employed by their employer for at least 120 days before Jan. 1, 2021, may use leave as soon as it is earned. More information: Maine Department of Labor
Maryland Healthy Working Families Act Effective Feb. 11, 2018	All employers Employers with 15 or more employees must provide paid sick and safe leave Employers with fewer than 15 employees may provide the leave as unpaid	Eligible employees: Employees who regularly work 12 or more hours per week. Minors, construction workers covered by a collective bargaining agreement, agricultural employees, temporary employees and “as needed” workers in a health or human services industry are specifically excluded. Accrual: One hour of sick and safe leave for every 30 hours worked. Accrual limits: Employers may limit employee sick and safe leave accruals to 40 hours per year. Use limits: 64 hours of earned sick and safe leave per year. Waiting period: 106 days. More information: Maryland Paid Sick and Safe Leave FAQs
Massachusetts Earned Sick Time Effective July 1, 2015	All employers Employers with 11 or more employees must provide paid sick time Employers with fewer than 11 employees may provide the sick time as unpaid	Eligible employees: All employees—including part-time, temporary and seasonal employees—working in Massachusetts. Accrual: One hour of sick time for every 30 hours worked. Accrual limits: Employers may limit employee sick time accruals to 40 hours per year. Use limits: 40 hours per year. Waiting period: 90 days. More information: Massachusetts Attorney General Earned Sick Time Information
Michigan Paid Medical Leave Act	Employers with 50 or more employees (Effective Feb. 21, 2025, paid leave requirements)	<i>Note: Pursuant to a court order, the Michigan Paid Medical Leave Act was replaced with the Earned Sick Time Act, effective Feb. 21, 2025. (Last-minute amendments to the Earned Sick Time Act are taken into account in the information below.) The two laws differ on employer</i>

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Effective March 29, 2019 Earned Sick Time Act Effective Feb. 21, 2025, for employers with more than 10 employees; effective Oct. 1, 2025, for employers with 10 or fewer employees	<i>apply to all employers with more than 10 employees, except the federal government</i> <i>Effective Oct. 1, 2025, the Earned Paid Sick Time Act applies to employers with 10 employees or fewer)</i>	<i>and employee exemptions, accrual rate, limits on yearly use of leave, and other provisions. Click here for more information.</i> Eligible employees: All employees except collectively bargained employees, employees who are exempt from federal overtime requirements, part-time employees, and variable-hour and seasonal employees. <i>(Effective Feb. 21, 2025, employee exceptions are much more limited and no longer include exempt employees. Some of the exceptions under the new law are unpaid interns and trainees, youth workers under the Youth Employment Standards Act and railroad workers.)</i> Accrual: One hour of paid medical leave for every 35 hours worked. <i>(Effective Feb. 21, 2025, the accrual rate is one hour of paid leave per every 30 hours worked, although employers may instead frontload the entire annual amount of leave—40 or 72 hours, depending on employer size—at the beginning of the year, available for immediate use.)</i> Accrual limits: Employers may limit accrual to 40 hours per year. <i>(Effective Feb. 21, 2025, there are no accrual limits, but employers with more than 10 employees may limit carryover of accrued, unused paid sick time to 72 hours annually. Employers with 10 or fewer employees may limit carryover to 40 hours per year. Carryover requirements do not apply to employers that frontload paid sick time.)</i> Use limits: Employers may limit use to 40 hours per year. <i>(Effective Feb. 21, 2025, employers with more than 10 workers may limit use to 72 hours of sick time per year. Employers with 10 employees or fewer may limit paid sick time use to 40 hours per year when the law goes into effect for them on Oct. 1, 2025.)</i> Waiting period: 90 calendar days. <i>(Effective Feb. 21, 2025, the permitted waiting period is extended to 120 calendar days.)</i> More information: Earned sick time FAQs
Minnesota Earned Sick and Safe Time Effective Jan. 1, 2024	All employers	Eligible employees: All employees who are anticipated to work at least 80 hours in a year in Minnesota for their employer except elected officials, volunteer firefighters, on-call firefighters, volunteer and on-call ambulance personnel, and farm workers employed for less than 28 days per year. Accrual: One hour of leave for every 30 hours worked. Accrual limits: Employers may limit employees' accrual of earned sick and safe time to 48 hours per year, and 80 hours maximum.

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		Waiting period: None; employees may use leave as it accrues. More information: Minnesota Department of Labor and Industry
Missouri 2024 Proposition A Effective May 1, 2025 (Repeal effective Aug. 28, 2025)	All employers other than the federal or state government	<i>NOTE:</i> On July 10, 2025, Missouri Gov. Mike Kehoe signed a <i>repeal</i> of the earned paid sick time law, effective Aug. 28, 2025. Missouri employers are no longer required to provide paid sick leave as of that date. Eligible employees: All employees in Missouri are eligible for earned paid sick time except employees specified in the law, who include retail or service employees of businesses with less than \$500,000 in annual sales, among others. Accrual: One hour of earned paid sick time for every 30 hours worked. Accrual limits: None. Use limits: - Employers with 15 or more employees: May limit employee use of leave to 56 hours per year. - Employers with fewer than 15 employees: May limit use of leave to 40 hours per year. Waiting period: None. Employees may use leave as soon as it is accrued. More information: FAQs on earned paid sick leave.
Nebraska Nebraska Healthy Workplaces and Families Act and Legislative Bill 415 Effective Oct. 1, 2025 (Notice requirements take effect Sept. 15, 2025)	All employers with more than 10 employees, other than the federal or state government	Eligible employees: Employees who work in Nebraska for at least 80 hours in a calendar year, except railroad workers, individual owner-operators, independent contractors, seasonal or temporary agricultural workers, and workers under 16. Accrual: One hour of paid sick time for every 30 hours worked. Accrual limits: - Employers with 20 employees or more: May cap accrual at 56 hours per year. - Employers with 11-19 employees: May cap accrual at 40 hours per year. Use limits: - Employers with 20 employees or more: May cap use at 56 hours per year.

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		Employers with fewer than 11-19 employees: May cap use at 40 hours per year. Waiting period: Employees begin accruing leave after working for their employer for 80 hours. More information: Informational Pamphlet on Initiative and Referendum Measures Appearing on the 2024 General Election Ballot
New Jersey Paid Sick Leave Act Effective Oct. 29, 2018	All employers	Eligible employees: All employees, except construction workers covered by a collective bargaining agreement and per diem health care workers. Accrual: One hour of paid sick leave for every 30 hours worked. Accrual limits: Employers do not have to allow employees to accrue more than 40 hours of paid sick leave per benefit year. Use limits: Employers may limit use to 40 hours per benefit year. Waiting period: 120 calendar days after the employee's hire date. More information: New Jersey Paid Sick Leave Act
New Mexico Healthy Workplaces Act Effective July 1, 2022	All private employers	Eligible employees: All employees of private employers, including part-time, seasonal and temporary employees. Accrual: One hour of paid leave for every 30 hours worked, or employers may frontload 64 hours of paid leave on Jan. 1 each year. Accrual limits: Employers are only required to carry over a maximum of 64 accrued hours. Use limits: Employers may limit use to 64 hours per year. Waiting period: None. Leave begins accruing and may be used at the start of employment or July 1, 2022, whichever is later. More information: Paid sick leave FAQs
Nevada Paid leave law Effective Jan. 1, 2020	Private employers with 50 or more employees Does not apply during employers' first two years of operation	Eligible employees: All employees of private employers except temporary, seasonal and on-call workers. Accrual: Leave accrues at the rate of 0.01923 hours per hour worked, and it may be used for any reason. Accrual limits: 40 hours per year. Use limits: Employers may limit use to 40 hours per benefit year. Waiting period: 90 days.

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		More information: Nevada Labor Commissioner's advisory opinion on the paid leave law
New York Paid Sick Leave Law Effective Sept. 30, 2020	All employers Employers with five or more employees must provide paid sick time Employers with fewer than five employees and an income of \$1 million or less must provide sick time that may be unpaid	Note: Effective Jan. 1, 2025, the New York Paid Sick Leave Law requires 20 hours of paid prenatal personal care leave beyond the standard sick leave it requires. This additional leave entitlement is subject to different rules than those described below for standard sick leave. Eligible employees: All private-sector employees. Collective bargaining agreements entered into after Sept. 30, 2020, are not required to provide paid sick leave under the statute if they provide comparable benefits and acknowledge the paid sick leave law. Accrual: One hour of sick leave for every 30 hours worked. Accrual limits: Vary by employer size and income, as follows: • Fewer than five employees, annual net income \$1 million or less: 40 unpaid hours per year • Fewer than five employees, annual net income over \$1 million: 40 paid hours per year • 5-99 employees: 40 paid hours per year • 100 or more employees: 56 paid hours per year Use limits: • Employers with fewer than 100 employees may limit use to 40 hours per calendar year • Employers with 100 or more employees may limit use to 56 hours per calendar year Waiting period: None. More information: New York State Paid Sick Leave FAQs
Oregon Sick Time Leave Effective Jan. 1, 2016	All employers Employers with 10 or more employees (six or more for operations in Portland) must provide paid sick time Employers with fewer than 10 employees must provide unpaid sick time	Eligible employees: All employees—including part-time, full-time, commissioned and piece-rate employees. Accrual: One hour of sick time for every 30 hours worked or 1½ hours of sick time for every 40 hours worked. Accrual limits: Employers may limit employee sick time accruals to 40 hours per year. Use limits: Employers may limit use to 40 hours per year. Waiting period: Employers may restrict the use of sick time until the employee's 91st day of employment.

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		More information: Sick Time website
Rhode Island Healthy and Safe Families and Workplaces Act Effective July 1, 2018	All employers Employers with 18 or more employees must provide paid sick and safe leave Employers with fewer than 18 employees may provide sick and safe leave as unpaid	Eligible employees: All Rhode Island employees, except independent contractors, subcontractors, federal work-study participants and interns. Accrual: One hour of sick and safe leave for every 35 hours worked. Accrual limits: 40 hours annually. Use limits: Employers may limit use to 40 hours annually. Waiting period: Employers may require employees to wait 90 days before using any accrued paid sick and safe leave (180 days for temporary employees, and 150 days for seasonal employees). More information: Rhode Island Sick and Safe Leave Fact Sheet
Vermont Earned Sick Time Law Effective Jan. 1, 2017	All employers (One-year exception for new employers)	Eligible employees: All employees working at least 18 hours per week during a year. Minors, short-term employees (20 weeks or fewer), per diem or intermittent employees, federal workers and certain state workers are specifically excluded. Accrual: One hour of paid sick time for every 52 hours worked. Accrual limits: 40 hours in a 12-month period. Use limits: 40 hours in a 12-month period. Waiting period: Employers may require new employees to wait one year before using accrued paid sick time. More information: Vermont Earned Sick Time Law FAQs
Washington Employee Sick Leave Effective Jan. 1, 2018	All employers subject to Washington's Minimum Wage Act	Eligible employees: All employees working for a Washington employer, except employees who are exempt from Washington's Minimum Wage Act. Ride-share drivers must be provided with paid sick leave as of Jan. 1, 2023, although special rules apply. The law does not cover construction workers under a collective bargaining agreement that provides equivalent leave and expressly waives coverage under the statute. Accrual: One hour of paid sick leave for every 40 hours worked. Accrual limits: None. Use limits: None. Waiting period: 90 days. More information: Washington State Department of Labor & Industries

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