

	California State	CA - Long Beach	CA - Los Angeles (City)	CA - Los Angeles (County)	CA - Oakland	CA - Sacramento	CA - San Francisco	CA - San Jose	CA - San Mateo County	CA - Santa Rosa	Colorado	Colorado	District of Columbia	New York	Seattle, WA
	COVID-19 Supplemental Paid Sick Leave	COVID-19 Paid Supplemental Sick Leave	COVID-19 Supplemental Paid Sick Leave	Supplemental Paid Sick Leave	COVID-19 Emergency Paid Sick Leave	Sacramento Worker Protection, Health, and Safety Act Supplemental Paid Sick Leave	Public Health Emergency Leave	COVID-19 Paid Sick Leave	Supplemental Paid Sick Leave	Temporary Sick Leave	Health Emergency Leave with Pay (HELPL)	Healthy Families and Workplaces Act Emergency Paid Sick Leave	Paid Public Health Emergency Leave	Emergency Paid Sick Leave	Paid Sick and Safe Time for Gig Workers
Link to Law/Ordinance	Executive Order N-51-20	ORD-20-0017	Emergency Order	Worker Protection Ordinance	Ordinance	Ord. No. 2020-0026	Ord. No. 59-20	Ord. No. 30390	Ordinance	ORD-2020-006	Rules	SB20-205	D.C. Act 23-328	S8091	Ord. No. 126091
Trion Statutory Update	May 1	May 29	April 17	May 1	May 29	July 31	May 1	April 17	July 31	July 31	May 1	July 31	July 1	April 8	July 1
Effective Date	4/26/20 - duration of any statewide stay-at-home order	5/19/20 - reviewed for continuation every 90 days	4/7/20 - 2 weeks after COVID-19 emergency period expires	3/31/20 - 12/31/20	5/12/20 - 12/31/20	7/15/20 - 12/31/20	4/17/20 - 8/16/20	4/7/20 - 12/31/20	7/8/20 - 12/31/20	7/7/20 - 12/31/20	Originally 3/26/20, amended 4/3 and 4/27. Effective through 7/14 - terminated upon enactment of SB20-205	7/14/20 - 12/31/20	Originally effective 4/10/20, repealed/replaced by subsequent acts - Act 23-328 is effective 6/9/20 - 9/6/20, but leave is required "for the duration of the COVID-19 emergency" Note: D.C. Act 23-334 (signed July 7) features the same leave provisions	3/18/20 - undefined	7/13/20 - 180 days after end of civil emergency
Employers	"Hiring Entities" with 500+ employees nationally	500+ nationally (not subject to FFCRA)	500+ employees within the city or 2,000+ employees nationally. Excludes employers of emergency and health services personnel, global parcel delivery workers, new businesses, and businesses closed for 14+ days due to a COVID-19 order.	500+ employees nationally; excludes federal, state or local government agencies	All employers, excluding those with fewer than 50 employees between February 3 and March 4, 2020, excluding unregistered janitorial employers and franchisees associated with franchisors or franchise networks employing more than 500 employees in total, and government entities	500+ employees nationally (not subject to FFCRA's EPSLA)	500+ employees worldwide (not subject to FFCRA)	Employers who are not subject "in whole or in part" to FFCRA (i.e., 500+ employees or under 50 and qualifying for exemption from FFCRA)	500+ employees nationally; excludes federal, state and local government agencies	500+ employees nationally; excludes government employees. Employers under 50 employees who qualify for exemption from FFCRA are not required to provide leave for child care due to school/care closure.	All employers in specified industries (expanded 4/3 and 4/27)	All employers to which FFCRA's EPSLA does not already apply	Any employer with 50-499 employees that is not a health care provider	All employers	"Hiring Entities" operating as Food Delivery Network, Companies or Transportation Services Companies who hire 250 or more "gig" workers worldwide
Eligible Employees	Food Sector Workers who are exempt from the statewide stay-at-home order and must leave their homes to perform work	All Employees who cannot work or telework. Excludes employees of government agencies working within the course and scope of their public service employment. Employers may exclude emergency responders and healthcare workers	All Employees employed by the same employer between February 3 and March 4, 2020, who perform work within the city and who cannot work or telework. Excludes employees of government agencies working within the course and scope of their public service employment. Employers may exclude emergency responders and healthcare workers	All Employees performing work in the unincorporated areas of the county who cannot work or telework. Excludes food sector workers covered under California Supplemental Paid Sick Leave (Executive Order N-51-20). Employers may exclude emergency responders and healthcare workers	All Employees who have worked at least 2 hours in the city after February 3, 2020, and who cannot work or telework. Employers may exclude first responders and healthcare workers (documentation requirements apply)	All employees who perform work in the city who cannot work or telework. Employers may exclude first responders and healthcare workers	All employees who perform work in the city who cannot work or telework. Employers may limit use by emergency responders and healthcare workers except for employee's own health needs	Employees who have worked at least 2 hours in the city and who must leave home to perform "essential work" as defined in Emergency Orders	Employees who have performed any work within the unincorporated areas of San Mateo County since January 1, 2020; excludes food sector workers covered under California Supplemental Paid Sick Leave (Executive Order N-51-20) Employers may limit use by emergency responders, healthcare workers and aviation security workers except for employee's own health needs	Employees who have worked at least 2 hours in the city and perform "Allowed or Essential Work" permitted in Orders issued by the Sonoma County Public Health Officer	All employees of employers in specified industries	All employees not currently covered under FFCRA's EPSLA who are unable to work or telework	All employees employed for at least 15 days	All employees under quarantine order who cannot telework	All individuals performing "gig" work in the city
Collective Bargaining Agreement Exception	Not specified	CBA w/COVID sick leave provisions supersedes ordinance; one without must comply until CBA expressly waives	CBA w/COVID sick leave provisions supersedes ordinance; one without must comply until CBA expressly waives	If bilaterally modified to waive	With expressed clear waiver	Not specified	With expressed clear waiver	Not specified	With expressed clear waiver	Not specified	Not specified	CBA providing equivalent or more generous paid leave supersedes law	Not specified	Not specified	Not specified
Benefit - time available	FT: 80 hours Other: 2-week average	FT: 80 hours Other: 2-week average	FT: 80 hours Other: 2-week average between 2/3-3/4	FT: 80 hours Other: 2-week average between 1/1-4/28	FT: 80 hours Other: 2-week average between 2/3 and 3/4 - If an employer lays off an employee, the employer must compensate the employee for all sick leave accrued under the existing Oakland Paid Sick Leave law immediately upon separation	FT: 80 hours Other: 2-week average during 6 months prior to 7/15	FT: 80 hours Other: 2-week average during 6 months prior to 2/25/20 EES hired after 2/25: Eligible for the number of hours equal to the avg 2-week hours worked between DOH and date of SF leave, including hours for which any type of leave was taken	FT: 80 hours Other: 2-week average during 6 months prior to 4/7	FT: 80 hours Other: 2-week average between 1/1 and 7/7	FT: 80 hours Other: 2-week average	Two calendar weeks (up to a maximum of 80 hours). If the employee was not going to work during all two weeks, the employee is paid for those days he or she actually would have worked. If the employee receives a negative test result before the end of two weeks, the paid leave ends.	FT: 80 hours Other: 2-week average	FT: 80 hours Other: 2-week average	FT: 80 hours Other: 2-week average	10 or fewer employees nationally w/net income <\$1M: job protection for duration of quarantine order, then DBL/PFL. 11-59 employees nationally, or 10 or fewer w/net income >\$1M: 5 paid days, then DBL/PFL: job protection for duration of order 100+ employees nationally: 14 paid days; job protection for duration of order
Benefit - pay	100% pay; Max \$511/day, \$5,110 total	Own leave: 100% pay; max \$511/day, \$5,110 total Family care: 66 2/3% pay; max \$200/day, \$2,000 total	100% pay; Max \$511/day, \$5,110 total	100% pay Max \$511/day, \$5,110 total	100% pay Max \$511/day, \$5,110 total	Own leave: 100% pay; max \$511/day, \$5,110 total Family care: 66 2/3% pay; max \$200/day, \$2,000 total	100% pay Family care: 66 2/3% pay; max \$200/day, \$2,000 total	Own leave: 100% pay; max \$511/day, \$5,110 total Family care: 66 2/3% pay; max \$200/day, \$2,000 total	100% pay Max \$511/day, \$5,110 total	100% pay Max \$511/day, \$5,110 total	Two-thirds of the employee's regular rate of pay	Consistent with FFCRA: Own leave: 100% pay; max \$511/day, \$5,110 total Family care or "substantially similar condition": 66 2/3% pay; max \$200/day, \$2,000 total	100% pay	100% pay For employees <100 employees, max benefit w/EPFL and DBL/PFL is \$2,884.62/week	Average daily compensation, including tips, since October 1, 2020
Specified Reasons for Use															
Quarantine ordered by public official or healthcare provider	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes (specifies "preventive care"); also includes needs associated with domestic violence, sexual assault or stalking
Experiencing symptoms and seeking medical treatment	Assumed	Yes	Yes	Assumed	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Underlying health condition or over age 65	Possibly - Employer may prohibit Employee from working due to COVID-19-related health concerns	Not specified	Yes	Yes	Not specified	Yes	Yes	Not specified	Not specified	Not specified	Not specified	Yes - follows FFCRA guidance	Yes - follows FFCRA guidance	Not specified	Not specified
Care for family member who is sick and/or under official or healthcare provider-directed quarantine	No	Quarantine	Quarantine	Quarantine	Quarantine	Quarantine	Quarantine or illness	Quarantine	Quarantine or illness	Quarantine	No	Quarantine	Quarantine	No (PFL)	Quarantine or illness (specifies "preventive care"); also includes needs associated with domestic violence, sexual assault or stalking
Care for family member whose school or care facility is closed	No	Yes - minor children only	Yes	Yes	Yes - specifies son or daughter (no age limit)	Yes - minor children only	Yes	Yes - minor children only	Yes	Yes - minor children only	No	Yes - minor children only	Yes - minor children only	No (PFL)	Yes
Worksite closure due to official public health order or	No	No	No	No	No	Yes	No	No	No	No	No	No	No	No	Yes
Documentation	Not specified	Although employers can require employees to identify the basis for requesting leave, they cannot require a doctor's note or other documentation to substantiate an absence.	Cannot be requested	Employer may require a doctor's note or other documentation	An Employer may not require a doctor's note or other documentation for the use of Emergency Paid Sick Leave, except as certification of an underlying health condition	An employer may request the basis for SPSSL provided, however, that a doctor's note or other documentation is not required.	An Employer may require an Employee to identify the basis for requesting Public Health Emergency Leave, but may not require the disclosure of health information or other documentation (including but not limited to a doctor's note)	Not specified	An Employer may request information supporting an Employee's request for Supplemental Paid Sick Leave, as provided in the FFCRA or in the applicable regulations or guidance issued by the United States Department of Labor.	Only specifies that for an employee or family member instructed to isolate "a written note from a medical provider is not required".	Employers may request documentation, but only as consistent with what the Family and Medical Leave Act (FMLA) permits and with the additional limitation that the employee be allowed to provide the documentation (1) upon return from leave, and (2) in the form of his or her own written statement instead of documentation directly from a healthcare provider.	Supporting documentation may be requested, consistent with FFCRA requirements.	Employers may request "reasonable" certification for absences of three or more consecutive working days. When certification is requested, the employee is not required to provide it until one week after returning to work. Employers who do not contribute to employees' health care premiums may not request documentation.	see How to Apply - refer also to 4/19 Order above	Hiring Entities may require oral or written verification for leave exceeding three consecutive days, except during a civil emergency proclaimed by a public official in response to COVID-19. The request must be made in a manner that does not result in an unreasonable burden for the worker, or intrude upon the worker's privacy. The worker must be allowed at least 10 days to provide such verification.
Employer Offset	- SPSSL is in addition to leave provided under California Paid Sick Leave. - An employer may not require an employee to use any paid or unpaid leave or time off prior to or instead of SPSSL. - Employers who, as of April 16, 2020, provide leave of equivalent or greater value than, and for the same reasons for use as, SPSSL are not required to provide additional leave	- Employees do not need to exhaust sick leave or other accrued leave prior to using SPSSL. - An employer's obligation to provide paid supplemental sick leave benefits under the ordinance may be reduced for every hour an employer provided an employee with paid leave in an amount equal to or greater than the ordinance's requirements, not including previously accrued hours, on or after March 4, 2020, for any of the purposes described in the ordinance or in response to an Employee's inability to work due to COVID-19. - Employers with paid leave or paid time off (PTO) policies that provide at least 160 hours of paid leave annually are not required to provide SPSSL.	- An employer's obligation to provide 80 hours of Supplemental Paid Sick Leave is reduced for every hour an employer allowed an employee to take paid leave in an amount equal to or greater than the Order's requirements for any of the purposes described in the ordinance or in response to an Employee's inability to work due to COVID-19. - If an Employer has a paid leave or paid time off policy that provides a minimum of 160 hours of paid leave annually, the Employer is exempt from any obligation to provide supplemental leave pursuant to this Order for the Employee that received the more generous paid leave.	- SPSSL is in addition to any paid time off available to an employee under the California Paid Sick Leave law. - However, if an employer provided additional paid leave for COVID-19 related purposes ("Voluntary COVID-19 Leave"), above and beyond an employee's regular or previously accrued leaves (e.g., sick or personal leaves), the obligation to provide SPSSL is reduced for every hour an employer allowed an Employee to take the Voluntary COVID-19 Leave on or after March 31, 2020	- Employees may elect to use EPSSL before using any other leave the employer provides voluntarily or per the pre-existing Oakland Paid Sick Leave law. Employers cannot require employees to use other leave before they use COVID-19 EPSSL. - Time provided under FFCRA's Emergency Paid Sick Leave Act may be credited against Oakland EPSSL. - The obligation to provide EPSSL does not apply to any employer that, after February 3, 2020: (1) Provides employees with the ability to accrue at least 160 hours of paid personal leave; if: a. each employee has immediate access to at least 80 hours of leave after May 12 for uses the EPSSL ordinance requires; and b. any employee who used paid personal leave before May 12 and has fallen below 80 hours of accrued paid leave as of May 12, be provided additional leave to bring his or her paid personal leave balance up to 80 hours, to be used for purposes the EPSSL ordinance requires OR (2) Provides its employees immediate access to paid personal leave in amounts at least equivalent to what, and for the same purposes, the EPSSL ordinance requires. For this to apply, the paid personal leave must have been in addition to any paid leave the employer was otherwise required to provide pursuant to a collective bargaining agreement, employment contract, or public policy.	- SPSSL is in addition to any other paid sick leave, paid time off, or vacation time that an employer currently provides to an employee by statute, policy, or collective bargaining agreement. - An employer may not require an employee to use other accrued paid sick leave, paid time off, or vacation time before using SPSSL. - If an employer has granted additional paid sick leave (beyond any paid sick leave, paid time off, or vacation time afforded an employee by statute, policy, or collective bargaining agreement) since March 19, 2020 specifically for use for COVID-19-related matters, the employer may use those leave hours as a credit against the number of SPSSL hours required by this section. - Employers that provide paid leave under California Supplemental Paid Sick Leave (Executive Order N-51-20) are permitted to offset that leave.	- Employees may, but are not required to, use other accrued paid time off before using PHEL. - PHEL is in addition to any paid time off an employer offered or provided employees on or before April 17. - However, an employer's obligation to offer PHEL may be reduced for every hour the employer allowed an employee to take paid time off for reasons consistent with those outlined under the ordinance on or after February 25, 2020, not including any previously accrued hours. - Employers that provide paid leave under California Supplemental Paid Sick Leave (Executive Order N-51-20) are permitted to offset that leave.	- 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. If such employer provides some combination of paid personal leave less than the Paid Sick time required by this Ordinance, the employer must comply with this Ordinance to the extent of such deficiency. - Guidance/opinion letter: Employers covered by the Ordinance are required to provide, on the Ordinance effective date, at least the number of paid sick leave hours required by the Ordinance, regardless of paid sick leave accrued or used by the employee prior to the effective date. The employer must provide the amount of sick leave hours needed to bring the employee up to the total hours required by the Ordinance.	- SPSSL is in addition to and independent of any form of leave (e.g., vacation, sick, or personal leaves) to which an employee may be entitled to utilize pursuant to the employer's policies. - An employer may not require an employee to use any other paid or unpaid leave, paid time off, or vacation time before or in lieu of SPSSL. - If an employer provided additional paid leave specifically for COVID-19 related purposes ("Voluntary COVID-19 Leave") above and beyond an employee's regular or previously accrued leaves (e.g., sick or personal leaves) between March 17 and June 30, 2020, or provided supplemental leave pursuant to the laws of another jurisdiction requiring the provision of additional paid leave specifically for COVID-19 related purposes at any time, the obligation to provide SPSSL under this Ordinance may be reduced for every hour the employee was permitted to take such leave. If an employer provided Voluntary COVID-19 Leave to an employee at a rate of pay or hourly accrual rate less than that provided by SPSSL, then such amounts or hours may be offset against such rates and hours as the employee would have received under SPSSL.	- This ordinance is intended to provide additional COVID-related paid sick leave beyond what an employer normally provides. - Does not apply to any employer that has provided its employees, as of July 7, 2020, with some combination of paid personal leave at least equivalent to the paid sick time required by this chapter is required to comply with this Ordinance to the extent of such deficiency. - If an employer already provides the paid leave necessary to meet the Rules, then the employer does not need to provide additional leave. However, if an employer does not already provide enough paid sick leave to comply with these rules, it will have to provide additional paid sick leave to meet the rules' requirements. - Also, if an employer already exhausted any paid leave allotted by the employer, but then has flu-like symptoms and is being tested for COVID-19 or is under instructions from a health care provider to quarantine or isolate due to a risk of having COVID-19, he or she is entitled to the additional paid sick days the Rules provide	Consistent with FFCRA (29 C.F.R. 826.160(a),(b)); see also FFCRA FAQ #32: - HFVA-required leave must be provided in addition to leave under an employer policy that existed prior to April 1, 2020. - Compliance can be through a paid leave policy not limited to COVID-19 that an employer adopted on or after April 1, 2020, if it (A) provides the same quantity and pay rate of leave as HFVA, for all situations HFVA covers, and (B) lets employees take HFVA-required leave even if they already used their leave under the OR for other purposes (e.g., a vacation or a non-COVID-related health need) - Additional guidance may be found in Interpretive Notice & Formal Opinion (INFO) #6A (Notice link below)	- Employees may only use public health emergency leave concurrently with or after exhausting other company, federal (including FFCRA) or district entitlement. - If used concurrently, the employer may reduce the payment under emergency leave by the amount provided by other paid leave. - If an employee elects to use paid leave provided under this section after exhausting other paid leave, the employer may reduce the number of hours of paid leave an employee may use under this section by the number of hours of paid leave taken under federal or District law or the employer's policies. - Nothing in this section shall be construed to require an employer to provide an employee with paid leave pursuant to this section for more than 2 full weeks of work up to 80 hours. If an employee uses all of the leave available under this section and subsequently informs the employer of a continued need to be absent from work, the employer shall inform the employee of any paid or unpaid leave to which the employee may be entitled pursuant to federal or District law or the employer's policies.	- EPSSL is separate from other accrued paid time off - If used concurrently, the employer may reduce the payment under emergency leave by the amount provided by other paid leave. - If an employee elects to use paid leave provided under this section after exhausting other paid leave, the employer may reduce the number of hours of paid leave an employee may use under this section by the number of hours of paid leave taken under federal or District law or the employer's policies.	- Hiring Entities may subtract the amount of compensation provided to a gig worker for other paid leave used for purposes covered under this ordinance between October 1, 2019 and July 13, 2020	
Notice to Employees	Notice posted conspicuously and/or distributed to all employees	None stated	None stated	None stated	Notice posted conspicuously and/or distributed to all employees, in all languages spoken by 10% of population	Notice of safety requirements only	Notice posted conspicuously and/or distributed to all employees, in all languages spoken by 10% of population; record on wage statement "to the extent feasible"	None stated	None stated	None stated	None stated	Poster displayed conspicuously and notice distributed to all employees, in all languages spoken by 5% of population	None stated	Suggested - see Employer Responsibilities	(1) Written notice of rights in a manner sufficient to reach all workers regardless whether a model notice is provided. (2) Monthly accounting of accrued, used and available PSST, as well as the applicable compensation rate, provided on the worker's pay stub, a weekly compensation statement or electronically.
Notice to Employees - link	Model notice	N/A	N/A	N/A	Poster	N/A	Poster	N/A	N/A	N/A	N/A	Notice (includes link to Poster)	N/A	Additional Resources	OLS website