

	California State	California State	CA - Long Beach	CA - Los Angeles (City)	CA - Los Angeles (County)	CA - Oakland	CA - Sacramento City	CA - Sacramento County	CA - San Francisco	CA - San Jose	CA - San Mateo County	CA - Santa Rosa	CA - Sonoma County
	COVID-19 Supplemental Paid Sick Leave (Food Sector Workers)	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	Sacramento County Worker Protection, Health, and Safety Act of 2020 Supplemental Paid Sick Leave	Public Health Emergency Leave	COVID-19 Paid Sick Leave	Supplemental Paid Sick Leave	Temporary Sick Leave	Supplemental Paid Sick Leave
Link to Law/Ordinance	Executive Order N-51-20	AB1867	QRD-20-0017	Emergency Order	Worker Protection Ordinance	Ordinance	Ord. No. 2020-0026	Ordinance	Ord. No. 58-20	Revised Ordinance	Ordinance	QRD-2020-006	Ordinance No. 6320
Latest Trion Statutory Update	May 1	January 12, 2021	January 12, 2021	January 12, 2021	January 12, 2021	January 12, 2021	January 12, 2021	January 12, 2021	January 12, 2021	January 12, 2021	January 12, 2021	January 12, 2021	January 12, 2021
Effective Date	4/16/20 - duration of any statewide stay-at-home order <i>Update: AB1867, signed 9/9 and retroactive to 4/16 for food sector workers, codifies the Order's requirements and is set to expire 12/31/20, unless FFCRA is extended (see next column)</i>	9/18/20 - 12/31/20, unless FFCRA is extended <i>Ended 12/31/20; Cal/OSHA requirements for paid time off are still in place</i>	Effective 5/19/20, reviewed for continuation every 90 days	Effective 5/19/20, 4/7/20 - 2 weeks after COVID-19 emergency period expires	Effective 5/19/20, 3/31/20 - 12/31/20 <i>Extension under consideration</i>	Effective 5/19/20, 5/12/20 - 12/31/20 <i>Extension under consideration</i>	Effective 5/19/20, 7/15/20 - 12/31/20 <i>Extended through 3/31/21 (no new leave entitlement)</i>	Effective 5/19/20, 10/1/20 - 12/31/20 <i>Extended through 3/31/21 (no new leave entitlement)</i>	Effective 5/19/20, 4/17/20 - 12/31/20 <i>Extended through 2/11/21 (no new leave entitlement)</i>	Effective 5/19/20, 4/7/20 - 12/31/20 <i>Revised ordinance effective 1/1/21-6/30/21; changes noted below</i>	Effective 5/19/20, 7/8/20 - 12/31/20 <i>Extended to 6/30/21 (no new leave entitlement)</i>	Effective 5/19/20, 7/17/20 - 12/31/20 <i>Extension under consideration</i>	Effective 5/19/20, 8/18/20 - 12/31/20, unless FFCRA is extended <i>No extension indicated as of 1/11/21</i>
Employers	"Hiring Entities" with 500+ employees nationally	Private "Hiring Entities" with 500+ employees nationally, plus any entity employing emergency responders and healthcare providers (as defined under FFCRA) who elected to exclude these employees from FFCRA's Emergency Paid Sick Leave Act (EPSLA). Please refer to Section 4 of the law for the full definitions of Covered Worker and Hiring Entity.	500+ employees 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)	Employers located within unincorporated Sacramento County with 500+ employees nationally (not subject to FFCRA)	500+ employees worldwide (not subject to FFCRA)	Employees 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 employers <i>Employees under 50 employees who qualify for exemption from FFCRA are not required to provide leave for child care due to school/care closure.</i>	500+ employees nationally; excludes government agencies
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 leave their homes to perform work, including emergency responders and healthcare providers excluded by the Hiring Entity from FFCRA's EPSLA. Food Sector Workers - AB 1867 codifies the benefits available to food sector workers originally established under Executive Order N-51-20, and are effective retroactively to April 16, 2020. Please refer to Section 3 of the law for the full definitions of Food Sector Worker and Hiring Entity.	All Employees who cannot work or telework. Excludes employees of government agencies working within the course and scope of their public service employment. <i>Employers may exclude emergency responders and healthcare workers</i>	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 emergency and health services personnel, global parcel delivery workers, new businesses, and businesses closed for 14+ days due to a COVID-19 order. <i>Employers may exclude emergency responders and healthcare workers</i>	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). <i>Employers may exclude emergency responders and healthcare workers</i>	All Employees who have worked at least 2 hours in the city after February 3, 2020, and who cannot work or telework. <i>Employers may exclude first responders and healthcare workers (documentation requirements apply)</i>	All employees who perform work in the city who cannot work or telework. <i>Employers may exclude first responders and healthcare workers</i>	All employees working within unincorporated Sacramento County who cannot work or telework. <i>Employers may exclude first responders and healthcare workers</i>	All employees who perform work in the city who cannot work or telework. <i>Employers may limit use by emergency responders and healthcare workers except for employee's own health needs</i>	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. <i>Effective 1/1/2021: Employees who have worked at least 2 hours in the city and who cannot work or telework.</i>	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) <i>Employers may limit use by emergency responders, healthcare workers and aviation security workers except for employee's own health needs</i>	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	Employees who have worked at least 2 hours within the geographical boundaries of unincorporated Sonoma County. <i>Does not exclude emergency responders and healthcare workers; however, an employer may deny these individuals leave for school/care closures if staffing needs dictate.</i>
Collective Bargaining Agreement Exception	Not specified	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	Not specified	With expressed clear waiver	Not specified	With expressed clear waiver	Not specified	Not specified
Benefit - time available	FT: 80 hours Other: 2-week average	- FT or scheduled to work at least 40 hours in each of the 2 weeks preceding leave: 80 hours - FT or scheduled to work fewer than 40 hours in each of the 2 weeks preceding leave: the number of hours normally scheduled during a 2-week period - Variable schedule: 14 times the average number of hours worked each day in the 6-month period preceding leave (or since date of hire, if sooner); if the employee has worked for the employer for fewer than 14 days, the employee is entitled to the total number of hours worked. - Active firefighters (as defined) scheduled to work more than 80 hours in the 2 weeks prior to taking SPSL are entitled to leave in an amount equivalent to the number of hours scheduled to work in that 2-week period - If employee is on leave as of expiration date, employee may finish taking leave (unless FFCRA)	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. - Any EPSL time unused as of the ordinance's expiration date expires.	FT: 80 hours Other: 2-week average during 6 months prior to 7/15	Working 40h/week or classified as FT prior to 10/1; 80 hours Other: 2-week average during 6 months prior to 10/1	FT: 80 hours Other: 2-week average hours scheduled in the 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 <i>Effective 1/1/2021:</i> FT: 80 hours PT: 2-week average Other/Variable schedule: average number of hours scheduled per day during 6 months prior to commencement of leave, including hours the employee took leave of any type. Amounts above are entitlements for the period beginning April 2, 2020 (i.e., no new entitlement to leave if employee used EPSL in 2020 under original ordinance or under FFCRA).	FT: 80 hours Other: 2-week average between 1/1 and 7/7	FT: 80 hours Other: 2-week average	FT (40h/wk): 80 hours Other: 2-week average over the past 6 months
Benefit - pay	100% pay (greater of regular rate or minimum wage). Max \$511/day, \$5,110 total	100% pay (greater of regular rate or minimum wage); 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	Own leave: 100% pay; max \$511/day, \$5,110 total Family care: 66 2/3% pay; max \$200/day, \$2,000 total	100% pay	Own leave: 100% pay; max \$511/day, \$5,110 total Family care: 66 2/3% pay; max \$200/day, \$2,000 total * greater of regular rate of pay or applicable minimum wage	100% pay; Max \$511/day, \$5,110 total	100% pay; Max \$511/day, \$5,110 total	100% pay; Max \$511/day, \$5,110 total
Specified Reasons for Use	Quarantine ordered by public official or healthcare provider	Quarantine ordered by public official or healthcare provider	Quarantine	Quarantine	Quarantine	Quarantine	Quarantine	Quarantine	Quarantine or Illness	Quarantine	Quarantine or Illness	Quarantine	Quarantine or Illness
Experiencing symptoms and seeking medical treatment	Yes	Yes	Yes	Yes	Assumed	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Underlying health condition or over age 65	Possibly - leave is available if the employee is advised by a health care provider to self-quarantine or self-isolate due to concerns related to COVID-19	Possibly - leave is available if the employee is advised by a health care provider to self-quarantine or self-isolate due to concerns related to COVID-19	Not specified	Yes	Yes	Not specified	Yes	Yes	Yes	Not specified	Not specified	Not specified	Not specified
Care for family member who is sick and/or under official or healthcare provider-directed quarantine	No	No	Quarantine	Quarantine	Quarantine	Quarantine	Quarantine	Quarantine	Quarantine or Illness	Quarantine	Quarantine or Illness	Quarantine	Quarantine or Illness
Care for family member whose school or care facility is closed	No	No	Yes - minor children only	Yes	Yes	Yes - specifies son or daughter (no age limit)	Yes - minor children only	Yes - minor children only	Yes	Yes - minor children only	Yes	Yes - minor children only	Yes
Worksite closure due to official public health order or recommendation	No	No	No	No	No	No	Yes	Yes	No	No	No	No	No
Documentation	Not specified - Hiring Entity must make SPSSL available upon written or verbal notice from an employee	Not specified - Hiring Entity must make SPSSL available upon written or verbal notice from an employee	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 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".	An employer may request the basis for SPSSL but may not require employees to furnish a doctor's note or other documentation.
Employer Offset	- SPSSL is in addition to leave provided under California's Healthy Workplaces, Healthy Families Act (CA Paid Sick Leave). - A Hiring Entity may not require an employee to use any paid or unpaid leave or time off prior to or instead of SPSSL. - Hiring Entities 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.	- SPSSL is in addition to leave provided under California's Healthy Workplaces, Healthy Families Act (CA Paid Sick Leave), but is not in addition to any leave provided under Executive Order N-51-20 (for food sector workers) or SPSSL provided under similar federal or local law - that time may be counted toward entitlement under this law. - A Hiring Entity may not require an employee to use any paid or unpaid leave, paid time off, or vacation time prior to or instead of SPSSL. - If a Hiring Entity already provides a covered worker with a supplemental benefit, such as supplemental paid leave, that is payable for the reasons covered by and at the same or a greater level of compensation as this law, then the Hiring Entity may count the hours of the other paid benefit or leave towards the total number of hours of SPSSL that the Hiring Entity is required to provide to the employee. - For non-food sector workers - if a Hiring Entity already provided supplemental paid leave between March 4, 2020, and the effective date of this section or the reasons covered under this law but did not compensate the covered worker in an amount equal to or greater than the amount of compensation required under this law, the Hiring Entity may retroactively provide supplemental pay to the covered worker to satisfy the compensation requirements, in which case those hours may count towards the total number of SPSSL required.	- 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 the reasons outlined above or in response to an employee's ability 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. - Employees 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, not including previously accrued hours, on or after March 4, 2020, for the reasons outlined above or in response to an employee's ability 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 leave after May 12 for uses the EPSL 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 EPSL 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 EPSL 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 ordinance. - Employees that provide paid leave under California Supplemental Paid Sick Leave (Executive Order N-51-20) are permitted to offset that leave.	- Employees may elect to use EPSL before using any other leave. - An employer may not require an employee to use other accrued paid sick leave, paid time off, or vacation time before using EPSL. - Time provided under FFCRA's Emergency Paid Sick Leave Act may be credited against Oakland EPSL obligations. - The obligation to provide EPSL 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 EPSL 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 EPSL 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 EPSL 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 ordinance. - Employees that provide paid leave under California Supplemental Paid Sick Leave (Executive Order N-51-20) are permitted to offset that leave.	- 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 ordinance. - Employees 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. - Employees 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: Employees 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. <i>Effective 1/1/2021: Same as above, plus:</i> - An employer may request to use other paid leave provided by the employer to the employee before the employee uses the paid sick time under this ordinance.	- SPSSL is in addition to and independent of any form of leave (e.g., vacation, sick, or personal leave) 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.	- SPSSL is in addition to any paid time off available to an employee under the California Paid Sick Leave law as well as any preexisting paid time off (vacation, sick and/or PTO) provided to employees prior to March 16, 2020, subject to the below potential offsets. An employer may not require an employee to use any other paid or unpaid leave, sick pay, paid time off, or vacation time provided by the employer to the employee before the employee uses SPSSL. - If an employee has at least 80 hours of accrued paid sick leave benefits as of August 18, 2020, or at least 160 hours of a combination of paid sick leave, vacation and PTO paid time off benefits ("Accrued Leave Benefits"), the obligation to provide SPSSL will be considered satisfied. If accrued paid sick leave benefits afforded employees as of August 18 are less than 80 hours, or Accrued Leave Benefits are less than 160 hours, an employer is required to furnish SPSSL to the extent of such deficiency.	
Notice to Employees	Notice posted conspicuously and/or distributed to all employees	- For non-food sector workers: Inclusion of SPSSL available on employee's itemized wage statement or in a separate writing provided on the designated pay date with the employee's payment of wages. <i>Enforceable the next full pay period following 9/9/20.</i> - For all covered workers: - Notice posted conspicuously; may be distributed electronically if workers do not frequent a workplace - Records of hours worked; leave provided and leave used must be maintained for 3 years.	None stated	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	None stated	None stated	None stated	None stated	Notice posted in English and Spanish in the workplace, on any intranet or app-based platform, or via email
Notice to Employees - link	Model notice	FAQ include link to notice	N/A	N/A	N/A	Poster	N/A	N/A	Poster	N/A	N/A	N/A	<i>It is not clear whether a model will be made available</i>

	Colorado	Colorado	Colorado	District of Columbia	Nevada	New York	Philadelphia, PA	Pittsburgh, PA	Washington	Seattle, WA
	Health Emergency Leave with Pay (HELP)	Healthy Families and Workplaces Act Emergency Paid Sick Leave	Healthy Families and Workplaces Act Public Health Emergency Leave	Paid Public Health Emergency Leave	Hospitality Workers Paid Leave	Emergency Paid Sick Leave	Public Health Emergency Leave	COVID-19 Sick Time	Food Production Workers Paid Leave	Paid Sick and Safe Time for Gig Workers
Link to Law/Ordinance	Rules	SB20-205	C.R.S. Sec. 8-13.3-405	D.C. Act 23-326 "CSEA"	SB4	S8091	Bill No. 200303	Ord. No. 2020-0927	Proclamation 20-57	Ord. No. 126091
Latest Trion Statutory Update	May 1	January 12, 2021	January 12, 2021	January 12, 2021	January 12, 2021	January 12, 2021	January 12, 2021	January 12, 2021	January 12, 2021	January 12, 2021
Effective Date	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 HFWA's permanent Public Health Emergency Leave applies 1/1/21 and later (see next column)	Effective 1/1/21 (permanent)	3/11/20 - 12/31/20 Extended through 3/31/21	8/5/20 - undefined	3/18/20 - duration of COVID-19 quarantine or isolation orders	9/17/20 - 12/31/20 Temporarily adds §9-4116 to the city's paid sick leave law No extension indicated as of 1/11/21	12/9/20 - expiration of the State's or City's emergency disaster declarations, whichever is sooner Temporarily amends the city's paid sick leave law (Pittsburgh Code of Ordinances Chapter 626)	8/13/20 - termination or the expiration of Proclamation 20-25 (State of Emergency) Employers may not operate between 8/18 and 11/13/20 unless they provide this leave	7/13/20 - 180 days after end of civil emergency
Employers	All employers in specified industries (expanded 4/3 and 4/27)	All employers to which FFCRA's EPSLA does not already apply	All employers except the federal government	Any employer with 50-499 employees that is not a health care provider	"Public accommodation facilities": hotels, casinos, bed and breakfasts, and other facilities offering rooms and areas to the public in return for monetary compensation	All employers	All employers ("Hiring Entities") Please refer to the law text for the full definitions of Employer and Hiring Entity	Employers with 50 or more employees	Food production employers operating orchards, fields, dairies, fruit- and vegetable-packing warehouses, meat and seafood processors and packers, certain farm labor contractors, and other specified industries	"Hiring Entities" operating as Food Delivery Network Companies or Transportation Services Companies who hire 250 or more "gig" workers worldwide
Eligible Employees	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 working in CO (as defined in C.R.S. §8-4-101), excludes those subject to the federal Railroad Unemployment Insurance Act	All employees employed for at least 15 days	All employees	All employees under quarantine order who cannot telework	All "covered individuals" working within the geographic boundaries of the city for at least 40 hours/year for one or more Hiring Entity who are not covered under FFCRA's EPSLA and who cannot work or are not "reasonably able" to telework. "Covered individuals" include employees and other individuals such as pool/per diem healthcare workers, home healthcare workers, domestic service workers, and those who work for food delivery or transportation networks. Please refer to the law text for the full definitions of Covered Individual and Employee. Terminated individuals are eligible for reinstatement of available leave time if rehired within 6 months.	Employees unable to work or telework who: (a) are working for an employer subject to the Ordinance within the City of Pittsburgh after December 9. (b) normally work for an employer subject to the Ordinance within the city but are currently teleworking from any other location as a result of COVID-19, or (c) work for an employer subject to the Ordinance from multiple locations or from mobile locations, provided that 51% or more of the employee's time is spent within the city. COVID-19 Sick Time must be made available to employees employed by the employer for 90 days prior to the need for leave.	Food production workers, including domestic workers (including those living in WA), seasonal or migrant workers as defined by the federal Migrant and Seasonal Agricultural Worker Protection Act (MSPA), and foreign workers lawfully present in the US to perform agricultural labor or services on a temporary or seasonal basis. Workers do not need to be classified as employees to be covered. Excludes workers covered by FFCRA.	All individuals performing "gig" work in the city Amended effective September 13 by Ord. No. 126123 to exclude any gig worker considered to be an employee of a Hiring Entity subject to the city's Paid Sick and Safe Time Ordinance (Seattle Mun. Code Ch. 14.16). The Hiring Entity is responsible for providing paid time in accordance with the PSST law.
Collective Bargaining Agreement Exception	Not specified	CBA providing equivalent or more generous paid leave supersedes law	A CBA that already provides "equivalent or more" paid leave, is exempt from other HFWA requirements, as long as the ways the CBA differs from HFWA would not diminish employee rights to "equivalent" paid leave. CBAs effective or renegotiated after HFWA's effective date must expressly waive the law's requirements, as well as provide equivalent or more generous leave.	Not specified	Not specified	Not specified	Provisions may be waived in CBA but only if (a) the waiver is explicitly expressed, (b) the CBA provides comparable benefits, and (c) the agreement is in effect contractually. CBA terms must be implemented bilaterally.	Not specified	Not specified	Not specified
Benefit - time available	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: The greater of (1) the amount of hours the employee is scheduled to work in a 14-day period, or (2) the average number of hours the employee usually works during a 14-day period Employees are eligible for this leave once during the entirety of a public health emergency, even if the public health emergency is amended, extended, restated or prolonged.	FT: 80 hours Other: 2-week average	- Up to 3 days of paid time off to undergo testing and await testing results, and additional paid time with documentation of a delay in testing. - Employees who receive a positive diagnosis of COVID-19 must be allowed at least 14 days off, 10 of which must be paid - PHEL may be used in the smaller of hourly increments or the smallest increment that the employer's payroll system uses to account for absences or use of other time.	10 or fewer employees nationally when income <\$1M : job protection for duration of quarantine order, then DBL/PFL 11-99 employees nationally, or 10 or fewer when 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	- 40+ hours/week: greater of 80 hours or the average hours worked over a 14-day period, to a maximum of 112 hours - <40hrs/week: 14-day average - Variable schedule: average wages per day over the 6-month period preceding the declaration of the public health emergency, including wages for time on any type of leave, multiplied by 14. Expected hours/wages at time of hire should be used if the individual did not work during such 6-month period. - A covered individual may use all or a portion of PHEL at any time during the public health emergency and for one month following the conclusion of such emergency. - For covered individuals working for more than one Hiring Entity, a centralized system for tracking and payment will be developed. Until then, the individual is entitled to leave from each Hiring Entity in accordance with the requirements above. - The maximum 112 hours of PHEL is available each time a new public health emergency is declared, or when a second declaration is made for the same health concern more than one month after the original public health emergency has ended.	- Requiring accrual of sick leave under the city's Paid Sick Days Act (Pittsburgh Code Chapter 626) is suspended if an employee's otherwise permissible sick time use request arises directly from COVID-19. - The following amounts of COVID-19 Sick Time must be provided to employees without any waiting period or accrual requirements, once they have been employed by the employer for the previous 90 days. - <40+ hours/week: 80 hours - <40 hours/week: 14-day average hours the employee regularly works or is scheduled to work - Variable schedule: number of hours equal to the average number of hours that the employee was scheduled over the past 90 days of work, including hours for which the employee took leave of any type. - Employees may designate a higher limit than those specified above. - Time may be used in the smallest increment the employer's payroll system uses to account for absences or use of other time. - Employees may use COVID-19 Sick Time until 1 week following the official termination of the public health emergency. - Employees may continue to require receipt of sick time on an accrual basis for all other permissible requests for use of Sick Time under the Paid Sick Days Act.	FT or scheduled to work at least 40 hours in the 2 weeks preceding leave: 80 hours PT or scheduled to work fewer than 40 hours in the 2 weeks preceding leave: the number of hours normally scheduled during a 2-week period or, if the worker's schedule varies, 14 times the average number of hours worked each day in the period preceding leave.	For workers who began working for the hiring entity before July 13, 2020, hiring entities may calculate PSST entitlement in one of two ways: (1) 1 day of PSST for every 30 days worked beginning the later of October 1, 2019 or the commencement of work; or (2) Providing at least 5 days of PSST as of July 13, 2020, following which workers will accrue at least 1 day of PSST time for every 30 days worked after July 13. - Method must be filed with OLS by July 27, 2020. - Workers may carry over at least 9 days from one year to the next.
Benefit - pay	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	Regular rate of pay	100% pay	Regular rate of pay	100% pay For employees <100 employees, max benefit w/EPFL and DBL/PFL is \$2,884.62/week	100% regular rate of pay	100% regular rate of pay	\$10.75/hour	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 - see 4/19 order	Yes	Yes	Yes	Yes (specifies "preventive care"); also includes needs associated with domestic violence, sexual assault or stalking
Experiencing symptoms and seeking medical treatment	Yes	Yes	Yes	Yes	Yes	Yes - see 4/19 order	Yes	Yes	Yes	Yes
Underlying health condition or over age 65	Not specified	Yes - follows FFCRA guidance	Yes	Yes - follows FFCRA guidance	Not specified	Not specified	Not specified	Not specified	Yes	Not specified
Care for family member who is sick and/or under official or healthcare provider-directed quarantine	No	Quarantine	Yes	Quarantine	No	No (PFL)	Quarantine	Quarantine or illness	No	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 - minor children only	No	No (PFL)	Yes	No	No	Yes
Worksite closure due to official public health order or recommendation	No	No	No	No	No	No	No	No	No	Yes
Documentation	Employers may require 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 not require documentation.	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.	Not specified	see How to Apply - refer also to 4/19 Order above	A Hiring Entity is only permitted to request that a covered individual submit a self-certified statement, asserting that leave was used for PHEL purposes.	Not specified Note: The Paid Sick Days Act allows for documentation to be requested for absences in excess of 3 days.	Not specified	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	- If an employer already provides the paid leave necessary to meet the Rules, then the employer does not need to provide additional leave. However, in addition to leave under an employer policy that sick leave to comply with these rules, it will have to provide additional paid sick leave to meet the rules' requirements. - Also, if an employee 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): - HFWA-required leave must be provided in addition to leave under an employer policy that existed prior to April 1, 2020, and an employee may first use HFWA-required paid leave before using any other 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 HFWA, for all situations HFWA covers, and (B) lets employees take HFWA-required leave even if they already used their leave under the policy 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).	Employers may count an employee's accrued but unused HFWA paid sick leave toward this entitlement. Also, per 11/10/20 Wage Protection Act Rules: For the entire duration of a public health emergency, employers: 1. are required to permit employees to take both (a) HFWA time accrued prior to the declaration of the public health emergency for any of the applicable qualifying reasons, and (b) the amount of Public Health Emergency Leave provided to the employee on the date of the declaration of the public health emergency; 2. remain subject to the minimum HFWA paid sick time accrual requirements; and 3. must permit an employee to use the full amount of Public Health Emergency Leave prior to using any of their time previously accrued under HFWA if the employee requires leave under circumstances that qualify for leave under both accrued HFWA leave and public health emergency leave. - If an employee uses all available paid time off for non-HFWA-qualifying reasons (e.g., vacation), additional HFWA leave need not be provided, except that if a public health emergency is declared after an employee uses some or all available paid time off for the applicable benefit year, the employer must supplement the employee's current total of accrued, unused leave in accordance with Public Health Emergency Leave requirements.	Employers may only use PHEL concurrently with or after exhausting other company, federal (including FFCRA) or district entitlement. - If an employee elects to use PHEL after exhausting other paid leave, the employer may reduce the number of hours of PHEL 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 PHEL for more than 2 full weeks of work, up to 80 hours. If an employee exhausts PHEL 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.	- Leave is in addition to any other leave to which the employee may be entitled, but may be deducted from leave for the employee's own health needs provided under FFCRA's Emergency Paid Sick Leave Act (EPSLA)(5102(a)(1)-(3))	- EPFL is separate from other accrued paid time off - If used concurrently, the employer may reduce the other paid leave. - If an employee elects to use PHEL after exhausting other paid leave, the employer may reduce the number of hours of PHEL 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 PHEL for more than 2 full weeks of work, up to 80 hours. If an employee exhausts PHEL 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.	Covered individuals who are entitled to leave under FFCRA from a specific Hiring Entity, are not entitled to PHEL from that same Hiring Entity. - Hiring Entities may require PHEL to run concurrently with public health emergency paid leave or paid sick time provided by federal or state law unless such federal or state law prohibits the concurrent use of paid leave. A Hiring Entity must provide additional PHEL to the extent the law's requirements exceed the requirements of the other laws. - If a Hiring Entity's existing policy provides an amount of paid sick leave that satisfies or exceeds the requirements of this law, and can be used for the same reasons and under the same conditions, the Hiring Entity is not required to provide additional paid leave.	- COVID-19 Sick Time is in addition to any paid leave or sick time provided by the employer or pursuant to the city's Paid Sick Days Act, and an employee may choose to use COVID-19 Sick Time before any sick time under the Paid Sick Days Act. - An employer may not require an employee to use other paid leave provided by the employer to the employee before the employee uses COVID-19 Sick Time, unless state or federal law requires otherwise. - Employees may substitute COVID-19 leave under federal or state law or any company policy adopted after March 13, 2020, for its obligations under this Ordinance to the extent they provide equivalent benefits. Employees are required to provide additional COVID-19 Sick Time to the extent that the requirements of this Ordinance exceed the requirements of the law or the employer's policy.	- For Full-Time workers (as defined above) employers must substitute this paid leave with any other paid sick leave provided (including WA statutory paid sick leave) if that leave is immediately and similarly available.	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	None stated	Poster displayed conspicuously and notice distributed to all employees, in all languages spoken by 5% of population	Poster displayed conspicuously and notice distributed to all employees; including the written HFWA notice among other employment-related documents (such as a handbook, a manual, or other written or posted policies) satisfies the individual notice requirement; poster and notice must be provided in English and all languages spoken by 5% of population; electronic means of distribution are acceptable.	Notice must be posted in a conspicuous place and provided to eligible employees; electronic means are acceptable for employees working remotely	None stated	Suggested - see Employer Responsibilities	A notice must be distributed to all employees or posted conspicuously, in all languages spoken by 5% of population, within 15 days of the law's effective date (i.e., by 10/2/20). May be provided electronically to remote employees or if the Hiring Entity does not maintain a workplace. Records of hours worked, leave provided and leave used must be maintained for 2 years.	None stated	None stated	(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	N/A	see INFO #6A (notice includes link to poster)	see INFO #6B (notice includes link to poster); see also INFO #6C	OHR website	N/A	Additional Resources	Paid Sick Leave Resources	N/A	N/A	OLS website