

	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 January 20 Updated Guidance	Bill No. 200303	Ord. No. 2020-0927	Proclamation 20-57	Ord. No. 126091
Latest Trion Statutory Update	May 1	February 10, 2021	February 10, 2021	February 10, 2021	February 10, 2021	February 10, 2021	February 10, 2021	February 10, 2021	February 10, 2021	February 10, 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 See "Benefit - time available" below for update via January 20 guidance from NY DOL	9/17/20 - 12/31/20 Temporarily adds §9-4116 to the city's paid sick leave law No extension indicated as of 2/10/21	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 of 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), 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	10 or fewer employees nationally w/inet income <\$1M: job protection for duration of quarantine order, then DBL/PFL 11-99 employees nationally, or 10 or fewer w/inet 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. January 20 guidance states that employees are entitled to COVID-19 Sick Leave for up to three mandatory or precautionary orders of quarantine or isolation issued by an authorized government agency. In addition, an employee not otherwise subject to a mandatory or precautionary order of quarantine or isolation who has been removed from the workplace by the employer due to exposure concerns must continue to be paid at his or her regular rate of pay until the employer permits the employee to return to work or the employee becomes subject to a mandatory or precautionary order of quarantine or isolation. If the latter, the employee will be entitled to COVID-19 Sick Leave for the period of time he or she is subject to the mandatory or precautionary order of quarantine or isolation.	- 40+ hours/week: greater of 80 hours or the average hours worked over a 14-day period, to a maximum of 112 hours - <40h/wk: 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. - 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. - 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. - Method must be filed with OLS by July 27, 2020. - Workers may carry over at least 9 days from one year to the next.	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) Proving at least 30 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 employers <100 employees, max benefit w/EPSL 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, if an employer does not already provide 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 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.	- Employees may only use PHEL 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 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))	- EPSL is separate from other accrued paid time off	- 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 this 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 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