

	California State (expired)	California State (expired)	California State	CA - Long Beach	CA - Los Angeles (City)	CA - Los Angeles (County)	CA - Marin County	CA - Oakland
	COVID-19 Supplemental Paid Sick Leave (Food Sector Workers)	COVID-19 Supplemental Paid Sick Leave (2020)	COVID-19 Supplemental Paid Sick Leave (2021)	COVID-19 Supplemental Paid Sick Leave	COVID-19 Supplemental Paid Sick Leave	Supplemental Paid Sick Leave	Supplemental Paid Sick Leave	COVID-19 Emergency Paid Sick Leave
Link to Law/Ordinance	Executive Order N-51-20	AB1867	SB95 FAQ	ORD-20-0017	Emergency Order Revised Order June 24, 2021	Worker Protection Ordinance Extension - Urgency Ordinance	Ordinance	Ordinance Extension - Emergency Ordinance
Latest Trien Statutory Update	May 1, 2020	April 9, 2021	October 8, 2021	October 8, 2021	October 8, 2021	October 8, 2021	October 8, 2021	October 8, 2021
Effective Date	4/16/20 - duration of any statewide stay-at-home order 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) Expired 12/31/20	9/19/20 - 12/31/20, unless FFCRA is extended Expired 12/31/20 Cal/OSHA requirements for paid time off are still in place See SB95, next column	3/29/21 (retroactive to 1/1/21) - 9/30/21 Adds sections 248.2 and 248.3 to the CA Labor Code Expired 9/30/21 <i>Note: Cal/OSHA ETS is still in effect, see Employer Offset and ETS FAQ below</i>	no set expiration date, reviewed for continuation every 90 days (latest extension 5/14/21, no sunset date determined by City Council as of 10/6/21)	4/7/20 - 2 weeks after local COVID-19 emergency period expires <i>Changes from February 10, 2021 and June 24, 2021 Orders noted below.</i>	3/31/20 - 12/31/20 Extended effective 1/1/21 until 2 calendar weeks after the expiration of the local COVID-19 emergency (no new leave entitlement) <i>Changes noted below.</i>	6/8/21 - 9/30/21 Expired 9/30/21	5/12/20 - 12/31/20 Extended for the duration of Oakland's 3/9/20 Declaration of COVID-19 Emergency (no new leave entitlement) <i>Changes noted below.</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.	Employers with 26 or more employees	500+ employees nationally (not subject to FFCRA)	500+ employees within the city or 2,000+ employees nationally. 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>No change under February 10 or June 24 Orders.</i>	All employers in the unincorporated areas of Los Angeles County (original ordinance applied to employers with 500+ employees nationally); excludes federal, state or local government agencies	Employers within the unincorporated area of Marin County with 25 or fewer employees; excludes federal, state or local government agencies.	All employers, excluding those with fewer than 50 employees between February 3 and March 4, 2020 (except for unregistered janitorial employers and franchisees associated with franchisors or franchise networks employing more than 500 employees in total), and government entities
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. Section 248.3 outlines benefits for providers of in-home supportive services or waiver care services (both as defined under the Welfare and Institutions Code), which are similar to the benefits outlined here.	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 government agencies working within the course and scope of their public service employment. <i>February 10 Order: Employees who have been employed with the same employer for 60 days, and who are unable to work or telework, are entitled to SPSSL (no change in 6/24/21 Order).</i>	All Employees performing work for the employer 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) for the period of 3/31/20-12/31/20. <i>Employers may exclude emergency responders and healthcare workers</i>	All employees who have worked for the employer for more than two (2) hours within the geographic boundaries of unincorporated Marin County who cannot work or telework. <i>Does not exclude emergency responders and healthcare workers. However, an employer may deny these individuals all or part of leave for school/care closures if staffing needs dictate.</i> <i>See notes under Benefit - time available.</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>
Collective Bargaining Agreement Exception	Not specified	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	Not specified	With expressed clear waiver
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 - PT 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 SPSSL, 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 (unlike FFCRA)	- FT or scheduled to work at least 40 hours in each of the 2 weeks preceding leave: 80 hours - PT 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 SPSSL, 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 the law's expiration date, employee may finish taking leave.	Own leave: 100% pay; max \$511/day, \$5,110 total Family care: 66 2/3% pay; max \$200/day, \$2,000 total	FT: 80 hours Other: 2-week average <i>February 10 Order (no change in 6/24/21 Order): Full-Time (40hr/wk or classified as FT) employees are entitled to 80 hours of SPSSL; leave is calculated based on the employee's average two week pay over the last 60 days of employment. Other: An amount of SPSSL, no greater than the employee's average two week pay over the last 60 days of employment. Note: Additional time may be required under the city's COVID-19 Vaccine Leave (enacted 6/24/21, effective 1/12/1-9/30/21).</i>	FT: 80 hours Other: 2-week average between 1/1-4/28 <i>Note: Additional time may be required under the county's COVID-19 Vaccination Leave (enacted 5/18/21, effective 1/1/21 until 14 days after the expiration of the COVID-19 local emergency).</i>	- FT or normally scheduled to work at least 40 hours per week: 80 hours - PT or normally scheduled to work fewer than 40 hours per week: the number of hours normally scheduled during a 2-week period, calculated over the prior 6 months <i>Note: These Supplemental Paid Sick Leave hours may have already been accumulated by employees under the now-expired FFCRA. This ordinance will reinstate the time to use SPSSL benefits to the extent employees have not already exhausted COVID-19 paid sick leave entitlements during the pandemic. Employers are only required to provide SPSSL hours on a one-time basis. An employer may credit the total COVID-19 paid sick leave hours already furnished to an employee under FFCRA or Cal/OSHA regulations, as well as any substantially similar State or Federal COVID-19 paid sick leave legislation that may be enacted in the future, against the SPSSL obligations required by this ordinance. Nothing in this ordinance shall require that Employers provide employees with a new accrual of SPSSL hours.</i>	FT: 80 hours Other: 14-day average between 2/3 and 3/4 (between 1/1 and 1/21/21 in Emergency Ordinance; added: any employee who worked fewer than 14 days over the period of 1/1-1/21/21 must be provided EPSSL once the employee been paid for 14 days, in an amount equal to the number of hours the employee worked within the city over the 14 days) <i>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</i> <i>Any EPSSL time unused as of the ordinance's expiration date expires.</i>
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	Exempt: Calculated the same as for other forms of paid leave Non-Exempt: highest of regular rate for the weeks) SPSSL is used, state or local minimum wage, or total wages excluding OT divided by total hours worked in the full pay periods of the prior 90 days of employment Max \$511/day, \$5,110 total <i>Employees who reach the maximum amounts may use other paid leave available in order to receive full compensation.</i> <i>* If federal COVID-19 paid leave legislation is enacted that provides benefits exceeding these limits, the federal limits will apply.</i>	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 <i>* If federal COVID-19 paid leave legislation is enacted that provides benefits exceeding these limits, the federal limits will apply.</i>	100% pay Max \$511/day, \$5,110 total
Specified Reasons for Use								
Quarantine ordered by public official or healthcare provider	Yes Hiring Entity may also prohibit the employee from working due to concerns regarding potential COVID-19 transmission	Yes Hiring Entity may also prohibit the employee from working due to concerns regarding potential COVID-19 transmission	Yes	Yes	Yes	Yes	Yes	Yes
Experiencing symptoms and seeking medical treatment	Yes	Yes	Yes	Yes	Yes	Assumed	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	Not specified	Yes	Yes	Not specified	Not specified
To obtain COVID-19 vaccination, or to recover from illness due to vaccination	No	No	Yes	No	Yes - added per 6/24/21 Order	No	Yes	No
Care for family member who is sick and/or under official or healthcare provider-directed quarantine	No	No	Quarantine	Quarantine	Quarantine	Quarantine	Quarantine or illness	Quarantine
Care for family member whose school or care facility is closed	No	No	Yes - children (any age)	Yes - minor children only	Yes	Yes	Yes	Yes - specifies son or daughter (no age limit)
Worksite closure due to official public health order or recommendation	No	No	No	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	Not specified - Employer 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 <i>6/24/21 Order: Verification of receipt of a COVID-19 vaccination may be requested.</i>	Employer may require a doctor's note or other documentation	Employers may require employees to identify the basis for requesting leave but cannot require employees to furnish a doctor's note or other supporting 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
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 for 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.	- SPSSL is in addition to leave provided under California's Healthy Workplaces, Healthy Families Act (CA Paid Sick Leave). - If an employer provided supplemental paid leave that is payable for the reasons covered by and at the same or a greater level of compensation as this law on or after January 1, 2021, the employer may count the hours of the other paid benefit or leave towards the total number of hours of SPSSL required. This may include leave provided under similar law in effect after January 1, 2021, but may not include remaining 2020 leave provided under AB1867 or EO N-51-20 (see previous two columns). For any such leave taken, if the employer did not compensate the covered employee in an amount equal to or greater than the amount of compensation for SPSSL to which the covered employee is entitled under this law, then upon the oral or written request of the employee, the employer must provide the employee with a retroactive payment that provides for such compensation. - An employer may not require a covered employee to use any other paid or unpaid leave, paid time off, or vacation time prior to or instead of using SPSSL. Exception: In order to satisfy the requirement to maintain an employee's earnings when an employee is excluded from the workplace due to COVID-19 exposure under the Cal/OSHA COVID-19 Emergency Temporary Standards or the Cal/OSHA Aerosol Transmissible Diseases Standard, an employer may require a covered employee to first exhaust their COVID-19 SPSSL (see ETS FAQ link below for more information).	- Employees do not need to exhaust sick leave or other accrued leave prior to using 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 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. <i>Both of these points still apply under the February 10 and June 24 Orders.</i>	- 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 are entitled to no more than 80 hours of Supplemental Paid Sick Leave under either FFCRA or this Ordinance for the entire period beginning March 31, 2020.	- The total number of hours of SPSSL to which an employee is entitled are in addition to any paid sick leave that may be available to the employee under California Labor Code Section 246 (CA Paid Sick Leave), as well as any pre-existing paid time off (vacation, sick and/or PTO) provided to employees prior to March 16, 2020. - 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 before using SPSSL. However, to the extent an employee has at least 80 hours of accrued paid sick leave benefits afforded employees as of June 8, 2021 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 Marin County SPSSL will be considered satisfied. To the extent accrued paid sick leave benefits afforded employees as of June 8, 2021 are less than 80 hours, or Accrued Leave Benefits are less than 160 hours, an employer must provide SPSSL to the extent of such deficiency. - An employer may credit the total COVID-19 paid sick leave hours furnished to an employee under FFCRA or Cal/OSHA regulations, as well as any substantially similar State or Federal COVID-19 paid sick leave legislation that may be enacted in the future, against this ordinance's requirements.	- 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 obligations. Emergency Ordinance: time provided prior to 1/1/21 under Oakland EPSSL, FFCRA, CA State EPSSL (AB1867) or any similar COVID-19 EPSSL legislation may be credited. - 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.	
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. Enforceable the next full pay period following 9/30/20. - 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.	- Notice posted conspicuously, may be distributed electronically if workers do not frequent a workplace - 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. SPSSL must be designated separately from paid sick days. Retroactive payments described in Employer Offset above must be on the pay date for the pay period during which payment is made. Special provision for notice to variable-hour workers, see law text and/or FAQ. Enforceable the next full pay period following 3/29/21. - Records of hours worked, leave provided and leave used must be maintained for 3 years.	None stated	None stated	None stated	Employers must within 3 days of publication of the ordinance provide notice to employees of their rights to SPSSL in a manner calculated to reach all employees, including posting a notice in both English and Spanish in the workplace, on any intranet or app based platform - Each employer shall also maintain a record of each employee's name, the hours worked, and pay rate for at least a three-year period.	Notice posted conspicuously and/or distributed to all employees, in all languages spoken by 10% of population
Notice to Employees - link	Model notice	FAQ include link to notice	Model notice SPSSL FAQ ETS FAQ	N/A	N/A	N/A	<i>It is not clear whether the county intends to provide a model notice.</i>	Poster

	CA - Sacramento City	CA - Sacramento County	CA - San Anselmo	CA - San Francisco (City & County)	CA - San Jose	CA - San Mateo County	CA - Santa Rosa	CA - Sonoma County
	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	Supplemental Paid Sick Leave	Public Health Emergency Leave	COVID-19 Paid Sick Leave	Supplemental Paid Sick Leave	COVID-19 Paid Sick Leave	Supplemental Paid Sick Leave
Link to Law/Ordinance	Ord. No. 2020-0026 Extension - File ID 2020-01470	Ordinance 1593 Extension - Emergency Ordinance	Urgency Ordinance	Ord. No. 30390 Extension - Ord. No. 20-21	Ord. No. 30390 Extension - Revised Ordinance	Ordinance Extension - Emergency Ordinance	ORD 2020-006 Reinstatement - ORD 2021-001	Ordinance No. 6336 2/9/21 (replaced Ordinance 6320) Ord. No. 6348 6/8/21
Latest Trion Statutory Update	May 14, 2021	May 14, 2021	October 8, 2021	May 14, 2021	April 9, 2021	April 9, 2021	October 6, 2021	October 6, 2021
Effective Date	7/15/20 - 12/31/20 <i>Extended through 3/31/21 (no new leave entitlement)</i> <i>8/27/21: COVID relief site directs to the CA State 2021 SPSL law</i>	10/1/20 - 12/31/20 <i>Extended through 3/31/21 (no new leave entitlement)</i> <i>5/14/21: Website now directs to the CA State 2021 SPSL law</i>	8/16/21 - 9/30/21 <i>Expired 9/30/21</i>	4/17/20 - 12/31/20 <i>Extended through 4/12/21 (no new leave entitlement)</i> <i>5/14/21: Expired 4/12/21; website now directs to the CA State 2021 SPSL law</i>	4/7/20 - 12/31/20 <i>Revised ordinance effective 1/1/21-6/30/21 (no new leave entitlement)</i> <i>Changes noted below.</i> <i>8/27/21: Website still reflects 6/30 end date; state law would apply</i>	7/8/20 - 12/31/20 <i>Extended to 6/30/21 (no new leave entitlement)</i> <i>8/27/21: No extension past 6/30/21 indicated; state law would apply. Policy for employees of the County provides EPSL through 12/31/21.</i>	7/7/20 - 12/31/20 <i>Reinstated effective 2/21 through the later of 3/31/21 or expiration of FFCRA tax credits - website reflects 9/30/21 expiration (no new leave entitlement)</i> <i>Amendments from original ordinance noted below.</i> <i>Expired 9/30/21</i>	8/18/20 - 12/31/20, unless FFCRA is extended <i>2/9/21: Extended to 6/30/21 (no new leave entitlement)</i> <i>6/8/21: Extended to 9/30/21 (with new leave entitlement in 2021)</i> <i>Updates/amendments noted below.</i> <i>Expired 9/30/21</i>
Employers	500+ employees nationally (not subject to FFCRA's EPSLA)	Employees located within unincorporated Sacramento County with 500+ employees nationally (not subject to FFCRA)	All private employers within the Town of San Anselmo with 25 or fewer employees	500+ employees worldwide (not subject to FFCRA) <i>Effective 2/11/21: Conditionally excludes Non-Profit Organizations that do not engage in Healthcare Operations (both as defined).</i>	Employees who are not subject "in whole or in part" to FFCRA (i.e., 500+ employees or over 50 and qualifying for exemption from FFCRA) <i>Effective 1/1/2021: Any person or entity identified as an employer in the city's Minimum Wage Ordinance (Min. Code 54-100.038(C)).</i>	500+ employees nationally; excludes federal, state and local government agencies	All employees (original ordinance applied to employees with 500+ employees nationally); excludes government employers except the City of Santa Rosa <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 <i>Effective 2/9/21: All employees within the unincorporated areas of the county; excludes government agencies</i>
Eligible Employees	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 have worked for the employer for more than two hours within the geographic boundaries of San Anselmo who cannot work or telework. <i>Does not exclude emergency responders and healthcare workers. However, an employer may deny these individuals all or part of leave for school/care closures if staffing needs dictate.</i>	All employees who perform work in the City or County of San Francisco 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, perform "Allowed or Essential Work" permitted in Orders issued by the Sonoma County Public Health Officer, and are unable to work	Employees who have worked at least 2 hours within the geographical boundaries of unincorporated Sonoma County, and are unable to work or telework. <i>Does not exclude emergency responders and healthcare workers.</i> <i>Effective 2/9/21: an employer may deny these individuals all or part of leave for school/care closures if staffing needs dictate.</i>
Collective Bargaining Agreement Exception	Not specified	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 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 (40h/week): 80 hours Other: 2-week average during 6 months prior to leave	FT: 80 hours Other: 2-week average hours scheduled in the 6 months prior to 2/25/20 <i>EEs hired after 2/25/20: 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</i>	FT: 80 hours Other: 2-week average during 6 months prior to 4/7 <i>Effective 1/1/2021: FT: 80 hours FT: 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).</i>	FT: 80 hours Other: 2-week average between 1/1 and 7/7	FT: 80 hours Other: 2-week average <i>- An employee who works part of his or her hours within the city limits is entitled to paid sick leave hours equal to the number of hours he or she works on average over a two-week period in the city</i>	FT (40h/wk): 80 hours 8/8/21 Urgency Ordinance: A full-time Employee who is normally scheduled to work forty (40) or more hours per week may use up to eighty (80) hours of Supplemental Paid Sick Leave from January 1, 2021 through September 30, 2021. <i>Other: 2-week average over the prior 6 months</i> <i>8/8/21 Urgency Ordinance: no change</i> <i>See additional notes under Employer Offset below.</i>
Benefit - pay	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	Max \$511/day, \$5,110 total* <i>* If federal COVID-19 paid leave legislation is enacted that provides benefits exceeding these limits, the federal limits will apply.</i>	100% pay	Own leave: 100% pay*; max \$511/day, \$5,110 total Family care: 66 2/3% pay*; max \$200/day, \$2,000 total <i>* greater of regular rate of pay or applicable minimum wage</i>	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 <i>With reinstatement of ordinance: Family care: 66 2/3% pay; max \$200/day, \$2,000 total</i>	100% pay Max \$511/day, \$5,110 total
Specified Reasons for Use								
Quarantine ordered by public official or healthcare provider	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Experiencing symptoms and seeking medical treatment	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Underlying health condition or over age 65	Yes	Yes	Not specified	Yes	Not specified	Not specified	Not specified	Not specified
To obtain COVID-19 vaccination, or to recover from illness due to vaccination	Yes	Yes	Yes	No	No	No	No	Yes - added 6/9/21
Care for family member who is sick and/or under official or healthcare provider-directed quarantine	Quarantine	Quarantine	Quarantine or illness	Quarantine or illness	Quarantine	Quarantine or illness	Quarantine	Quarantine or illness
Care for family member whose school or care facility is closed	Yes - minor children only	Yes - minor children only	Yes	Yes	Yes - minor children only	Yes	Yes - minor children only	Yes
Worksite closure due to official public health order or recommendation	Yes	Yes	No	No	No	No	No	No
Documentation	An employer may request the basis for SPSL; provided, however, that a doctor's note or other documentation is not required.	An employer may request the basis for SPSL; provided, however, that a doctor's note or other documentation is not required.	Employers may require employees to identify the basis for which the employee is requesting leave but cannot require employees to furnish a doctor's note or other supporting documentation.	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 SPSL but may not require employees to furnish a doctor's note or other documentation.
Employer Offset	- SPSL 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 SPSL. - 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 SPSL 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.	- SPSL 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 SPSL. - If an employer 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 SPSL hours required by this ordinance. - If an employee is entitled to leave hours pursuant to Executive Order N-51-20 (now codified by AB1867), the employer may use those leave hours as a credit against the number of SPSL hours required by this ordinance.	- SPSL is in addition to any other paid sick leave, paid time off, or vacation time that an employer provided employees on or before March 16, 2020. - To the extent an employee had at least eighty (80) hours of accrued paid sick leave benefits as of the date of this Ordinance or at least one hundred sixty (160) hours of a combination of paid sick leave, vacation and PTO paid time off benefits ("Accrued Leave Benefits"), the obligation to provide Supplemental Paid Sick Leave under this Ordinance shall be deemed to be satisfied. To the extent accrued paid sick leave benefits afforded employees as of the date of this Ordinance were less than eighty (80) hours, or Accrued Leave Benefits were less than one hundred sixty (160) hours, an Employer is required to furnish Supplemental Paid Sick Leave to the extent of such deficiency. An Employer may credit the total COVID-19 paid sick leave hours already furnished to an Employee under the FFCRA or Cal/OSHA regulations, as well as any substantially similar State or Federal COVID-19 paid sick leave legislation that may be enacted in the future, against the Supplemental Paid Sick Leave obligations required by this Ordinance. Nothing in this Ordinance shall require that employers provide employees with a new accrual of Supplemental Paid Sick Leave hours.	- 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. <i>Effective 2/11/21: Emergency Ordinance 21-20 removed the requirement that employers must permit employees to use (i.e., be paid for) PHEL for hours they are not scheduled to work.</i>	- 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/ignition 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. <i>Effective 1/1/2021: Same as above, plus: - An employer may not require an employee to use other paid leave provided by the employer to the employee before the employee uses the paid sick time under this ordinance.</i>	- SPSL 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 SPSL. - 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 SPSL 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 SPSL, then such amounts or hours may be offset against such rates and hours as the employee would have received under SPSL. <i>Effective 6/8/21: Employees are only required to provide the SPSL hours on a one-time basis.</i>	- SPSL 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 SPSL. - 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 SPSL 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 SPSL to the extent of such deficiency. - To the extent that federal or state law requires employees to provide paid leave or paid sick time specifically related to COVID-19, employers may substitute leave under the federal or state law for its obligations under this ordinance to the extent those obligations coincide and the relevant federal or state law permits such concurrent use of paid leave; provided, however, that employers shall be permitted to provide additional paid sick leave under this chapter to the extent that the requirements of this chapter exceed the requirements of those laws. - If the employer can show that the need for an employee's requested leave is due to the employee's intentional violation of a health order, then the employer may deny the benefit. <i>Effective 2/9/21: Employers may credit the total COVID-19 paid sick leave hours already provided under FFCRA, AB 1867 (CA State SPSL), Cal/OSHA regulations and the original Sonoma County Ordinance, as well as any substantially similar COVID-19 paid sick leave legislation that may be enacted in the future, against this Ordinance's requirements.</i> <i>Effective 6/8/21: Employees are only required to provide the SPSL hours on a one-time basis.</i> - To the extent an employee has at least 80 hours of accrued paid sick leave benefits as of June 8, 2021 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 Sonoma County SPSL will be considered satisfied. To the extent accrued paid sick leave benefits afforded employees as of June 8, 2021 are less than 80 hours, or Accrued Leave Benefits are less than 160 hours, an employer must provide SPSL to the extent of such deficiency. - An Employer may credit the total COVID-19 paid sick leave hours furnished to an Employee under the American Rescue Plan Act, AB 85 (budget act), SB 85 (CA State SPSL), and/or Cal/OSHA regulations against the Supplemental Paid Sick Leave obligations required by this Ordinance.	
Notice to Employees	Notice of safety requirements only	None stated	Within 7 days of adoption of this Ordinance employers must provide notice to employees, including posting a notice in both English and Spanish in the workplace, on any intranet or app-based platform and/or via email. Each Employer shall also maintain a record of each employee's name, the hours worked, and pay rate for at least a three-year period	Notice posted conspicuously and/or distributed to all employees, in all languages spoken by 5% of population; record on wage statement "to the extent feasible"	None stated	None stated	Written notice of employee rights to current employees and to new hires within one week of the start of employment	Notice posted in English and Spanish in the workplace, on any intranet or app-based platform, or via email
Notice to Employees - link	N/A	N/A	<i>It is not clear whether a model notice will be provided.</i>	Poster	N/A	N/A	Notice	Notice
	https://sacramentocovidrelief.org/workers/information-for-workers/	Business_Workers (saccounty.net)	https://www.townofsananselmo.org/1494/Town-Ordinance---COVID-19-Sick-Leave	https://sf.gov/org/ise/node/1021	https://www.sanjoseca.gov/government/departments-offices/public-works-labor-compliance/urgency-covid-19-paid-sick-leave-ordinance		Website	Website

	Colorado (expired)	Colorado (expired)	Colorado	District of Columbia	Maryland	Massachusetts	Nevada
	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	Essential Workers Protection Act Public Health Emergency Leave (PHEL)	COVID-19 Emergency Paid Sick Leave	Hospitality Workers Paid Leave
Link to Law/Ordinance	Rules	SB20-205	C.R.S. Sec. 8-13.3-405	D.C. Act 23-326 "CSEA" D.C. Act 24-125	HB681 August 11 Proclamation August 27, 2021	HB3702 HB4127	SB4 Guidance
Latest Trion Statutory Update	May 1, 2020	April 9, 2021	February 23, 2021 Wage Protection Rules October 8, 2021	October 8, 2021	August 27, 2021	October 8, 2021	October 8, 2021
Effective Date	Originally 3/28/20, amended 4/3 and 4/27 Effective through 7/14/20 - 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) End of the state COVID-19 declaration of health emergency announced by governor on July 8, 2021. However, the national public health emergency is still in effect (last renewed 7/19/21 - see link in last row).	3/11/20 - 12/31/20 Extended through 6/10/21 by D.C. Act 24-30 Extended further by D.C. Act 24-82, signed 5/3/21, and Mayor's Order 2021-069, which extends the public health emergency "for so long as District of Columbia law extends the emergency." D.C. Act 24-96 extended PHEL through 9/5/21, D.C. Act 24-125 extended PHEL through 11/5/21, (no new leave entitlement)	Enacted 5/30/21 PHEL will only become a requirement of employers if and when: 1. the Maryland State of Emergency due to COVID-19 is renewed (most recently renewed July 12), and 2. state or federal funds for PHEL purposes are made available to the employer (FAQs indicate this would happen during the state budget process). August 11 Proclamation - SOE ended 8/15/21	5/28/21 - earlier of exhaustion of the COVID-19 Emergency Paid Sick Leave Fund (see "Benefit - pay" below) or 9/30/21 Extended by HB4127 until the earlier of exhaustion of the COVID-19 Emergency Paid Sick Leave Fund (see "Benefit - pay" below) or 4/1/22 (no new leave entitlement, but includes family member vaccination as of 10/1/21)	8/5/20 - undefined
Employers	All employers in specified industries (expanded 4/3 and 4/27)	All employers to which FFCRA's EPLSA does not already apply	All employers except the federal government	Any employer with 50-499 employees that is not a health care provider	"Essential Employers" identified by the governor or a state or federal agency as critical to remain in operation during a catastrophic health emergency. A "catastrophic health emergency" is defined as "a situation in which extensive loss of life or serious disability is threatened imminently because of exposure to a deadly agent" subject to an executive proclamation and related to a communicable disease.	All employers except the federal government	"Public accommodation facilities": hotels, casinos, bed and breakfasts, and other facilities offering rooms and areas to the public in return for monetary compensation
Eligible Employees	All employees of employers in specified industries	All employees not currently covered under FFCRA's EPLSA 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 prior to the request for leave	"Essential Workers", defined as those who (1) perform work during an emergency that cannot be performed remotely and (2) provides services that the employer determines to be critical to its operations.	All employees whose primary place of employment is within the state of Massachusetts and who cannot work or telework. An employee's "primary place of employment" means the worksite or physical location where the employee spent the greatest percentage of work hours between the dates of January 1, 2020 and April 30, 2021; temporary telecommuting arrangements entered into during this period should not factor into this determination. For a new employee who commences work on or after May 1, 2021, "primary place of employment" means the worksite or physical location where the employee is expected to spend the greatest percentage of work hours between the first day of work and September 30, 2021, based on the work arrangement agreed upon between the employer and the employee.	All employees
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	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	Employers are required to supplement an employee's accrued HFWA leave so that, as of the date a public health emergency, the employee has immediate use of the following amounts of paid leave: - FT (40 hours/week): 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 can use this supplemental leave immediately upon the declaration of the Public Health Emergency (PHE), until four weeks after the end of the PHE. - Employees are eligible for this leave once during the entirety of a PHE, even if the PHE is amended, extended, restated or prolonged.	FT: 80 hours Other: 2-week average	- If specified in a federal program, order, law or regulation, leave must be provided as outlined under that requirement; - If not specified in a federal program, order, law or regulation: - Full-Time/40 hours/week: 112 hours - Part-Time<40 hours/week: an amount of hours equivalent to average hours typically worked during a 4-week period - Variable schedule: an amount of hours equivalent to the number of hours the worker was scheduled per week over the 6-month period prior to the date an emergency is declared. If the worker did not work during that 6-month period, the greater of the expected hours at time of hire or the average hours per week the worker would normally be scheduled should be used.	- 40+ hours/week: 40 hours - <40 hours/week: average hours normally worked in a 14-day period - Variable schedule: average number of hours the employee was scheduled to work per week over the 6-month period immediately preceding leave, including hours taken for any type of leave. Expected hours/wages at time of hire should be used if the individual did not work during such 6-month period. An employee may use EPSL on an intermittent basis and in hourly increments. An employee's EPSL terminates at the beginning of the employee's next scheduled work shift immediately following the termination of the need for leave.	- 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
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	Not specified	Greater of regular rate of pay or state minimum wage, to a maximum of \$850. Employers may apply to the executive office for administration and finance, or any department or agency thereof designated by the executive office, for reimbursement of EPSL hours paid through the COVID-19 Emergency Paid Sick Leave Fund (excludes employers eligible for tax credits for FFCRA leave provided voluntarily). Applications for reimbursements must be in a form to be prescribed, and include a copy of a written request for EPSL from the employee to the employer, in which the employee provides: (i) the employee's name; (ii) the date or dates for which leave is requested and taken; (iii) a statement of the COVID-19 related reason the employee is requesting leave and written support for such reason; and (iv) a statement that the employee is unable to work, including by means of telework, for such reason. For a leave request based on a quarantine order advice, the statement must also include: (i) the name of the governmental entity or of the health care provider; and (ii) if the person subject to quarantine or advised to self-quarantine is not the employee, that person's name and relation to the employee.	Regular rate of pay
Specified Reasons for Use							
Quarantine ordered by public official or healthcare provider	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Experiencing symptoms and seeking medical treatment	Yes	Yes	Yes	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
To obtain COVID-19 vaccination, or to recover from illness due to vaccination	No	No	No	No	Not specified	Yes <i>Includes family member vaccination/recovery effective 10/1/21</i>	No
Care for family member who is sick and/or under official or healthcare provider-directed quarantine	No	Quarantine	Yes	Quarantine	Yes	Yes	No
Care for family member whose school or care facility is closed	No	Yes - minor children only	Yes	Yes - minor children only	Yes	No	No
Worksite closure due to official public health order or recommendation	No	No	No	No	No	No	No
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.	Employers may request documentation. If documentation is not provided as requested, leave may be denied.	Employers may request documentation from employees, and must do so in order to claim reimbursement from the state (see "Benefit - pay" above). Any health information collected must be maintained separately from other personnel files, and be treated as confidential medical records in accordance with applicable state and federal law. Employers may not disclose such information without the employee's express permission.	Not specified
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 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 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).	- Employees 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. - HFWA does not require additional leave if an employer policy provides fully paid leave for both HFWA and non-HFWA purposes (e.g., sick time and vacation) and makes clear to employees, in a writing distributed in advance of an actual or anticipated leave request, that the company's policy satisfies HFWA requirements. 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.	PHEL is in addition to any other leave or benefit, including time accrued under the state's Healthy Working Families Act (accrued paid sick time law)	- EPSL is in addition to any other job protected time off, paid or unpaid, provided under the state's Earned Sick Time Law, federal law, company policy or Collective Bargaining Agreement; however, EPSL may be reduced if the aggregate amount an employee would receive would exceed the employee's average weekly wage. - An employer may not require an employee to use other paid leave provided by the employer before the employee uses EPSL, unless federal law requires otherwise. - Any employer with a separate COVID-19 sick leave policy who makes available an amount of COVID-19 sick leave sufficient to meet this law's requirements, that may be used for the same purposes and under the same conditions, is not required to provide additional leave. However, leave time taken prior to May 28, 2021, does not satisfy the state mandate, and is not eligible for reimbursement under this state program. - EPSL may be reduced by the amount of wages or wage replacement that an employee receives for that period under any government program or law. * This also includes leave for which an employee may have been eligible under FFCRA, the CARES Act, or ARPA, for an employee who took federal or company-provided leave prior to May 28, 2021, the state leave is in addition to this leave. However, to the extent an employee has not exhausted his or her federal or company-provided leave, the 40 hours of state leave and any remaining federal or company-provided leave may run concurrently on or after May 28, so long as the state mandate is met in full.	- 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 (EPLSA)(5102(a)(1)-(3))
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	Not specified	Notice must be posted conspicuously and provided to eligible employees. Electronic means are acceptable for employees working remotely or if the employer does not maintain a physical workplace. This requirement can be satisfied by using either the poster form or the document form of the notice.	None stated
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 #5C	website (no model notice posted)	N/A	Website/FAQ/Resources	N/A
		https://www.phe.gov/emergency/news/healthactions/phe/Pages/default.aspx	https://www.dtr.state.md.us/labor/wages/essentialprofgags.shtml	OHR website (DC FMLA amendment)			

	New York	Philadelphia, PA (expired)	Philadelphia, PA	Pittsburgh, PA	Washington	Seattle, WA
	Emergency Paid Sick Leave	Public Health Emergency Leave (2020)	Public Health Emergency Leave (2021)	COVID-19 Sick Time	Food Production Workers Paid Leave	Paid Sick and Safe Time for Gig Workers
Link to Law/Ordinance	S8091 January 20 Updated Guidance	Bill No. 200303	Bill No. 210122-A	Ord. No. 2020-0927 Ord. No. 2021-1721	Proclamation 20-67	Ord. No. 126091
Latest Trion Statutory Update	October 8, 2021	April 9, 2021	July 16, 2021	October 8, 2021	April 9, 2021	October 8, 2021
Effective Date	3/18/20 - duration of COVID-19 quarantine or isolation orders <i>See "Benefit - time available" below for update via January 20 guidance from NY DOL.</i>	3/17/20 - 12/31/20 Temporarily adds §9-4116 to the city's paid sick leave law <i>Expired - see Bill No. 210122-A, next column</i>	3/29/2021 (not retroactive to 1/1/21) - expiration of the governor's Proclamation of Disaster Emergency Amends §9-4116 previously added to the city's paid sick leave law <i>PA's disaster emergency declaration terminated 6/10/21; employees may use PHEL until one week after (i.e., until 6/17/21)</i>	12/9/20 - expiration of the State's or City's emergency disaster declarations, whichever is sooner Temporarily adds Chapter 626A to the city's paid sick leave law (Pittsburgh Code of Ordinances Chapter 626) <i>PA's disaster emergency declaration terminated 6/10/21; employees may use COVID-19 Sick Time until one week after (i.e., until 6/17/21)</i> <i>Reissued under Ord. No. 2021-1721 temporarily adding Chapter 626B to the city's paid sick leave law. Effective 7/27/21-7/27/22. Changes from original ordinance noted below. (No new leave entitlement.)</i>	8/13/20 - earlier of program termination or the expiration of Proclamation 20-25 (State of Emergency) <i>Employers may not operate between 8/18 and 11/13/20 unless they provide this leave</i> <i>Program appears to have been terminated 11/13/20; see link in last row.</i>	7/13/20 - 180 days after end of civil emergency proclaimed by the Mayor on March 3, 2020 or the termination of any concurrent civil emergency proclaimed by a public official in response to the COVID-19 public health emergency and applicable to the city, whichever is latest.
Employers	All employers	All employers ("Hiring Entities") <i>Please refer to the law text for the full definitions of Employer and Hiring Entity</i>	All employers with 50 or more employees	Employers with 50 or more employees <i>No change under July 27, 2021 Ordinance</i>	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 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. <i>Please refer to the law text for the full definitions of Covered Individual and Employee.</i> Terminated individuals are eligible for reinstatement of available leave time if rehired within 6 months.	Employees who have worked for a given employer for 90 or more days and: (i) work within Philadelphia, (ii) normally work for a given employer within the City of Philadelphia but are currently teleworking from any other location as a result of COVID-19, or (iii) work for a given employer from multiple locations or from mobile locations, provided that 51% or more of work time is spent within the City of Philadelphia.	Employees unable to work or telework who: (a) are working for an employer subject to the Ordinance within the City of Pittsburgh after July 27, 2021, (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 <i>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.</i>
Collective Bargaining Agreement Exception	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.	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	10 or fewer employees nationally w/net income <\$1M: job protection for duration of quarantine order, then DBL/PFL 11-99 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. <i>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 this 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.</i>	-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.	-40+ hours/week: 80 hours - <40 hours/week: average number of hours worked or scheduled to work (whichever is greater) in a 14-day period - Variable schedule: 14 times the average number of daily hours that the employee was scheduled over the past 90 days of work, including hours for which the employee took leave of any type. - PHEL may be used until 1 week following the official termination or suspension of the public health emergency - Employees who take PHEL are entitled, upon return from leave, to be restored to the position held prior to leave.	- 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. <i>Not included in July 27 Ordinance.</i> - 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	100% pay For employers <100 employees, max benefit w/EPFL and DBL/PFL is \$2,884.62/week	100% regular rate of pay	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 - see 4/19 order	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	Yes - see 4/19 order	Yes	Yes	Yes	Yes	Yes
Underlying health condition or over age 65	Not specified	Not specified	Not specified	Not specified	Yes	Not specified
To obtain COVID-19 vaccination, or to recover from illness due to vaccination	No	No	Yes	Yes (vaccination), including family member	No	No
Care for family member who is sick and/or under official or healthcare provider-directed quarantine	No (PFL)	Quarantine	Quarantine or illness	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 (PFL)	Yes	Yes - children (any age)	No	No	Yes
Worksite closure due to official public health order or recommendation	No	No	No	No	No	Yes
Documentation	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.	An employer may only to request that an employee submit a self-certified statement asserting that leave was used for PHEL purposes.	Not specified <i>Note: The Paid Sick Days Act allows for documentation to be requested for absences in excess of 3 days.</i>	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	EPFL 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.	- PHEL is in addition to all other paid leave benefits offered by an employer, and may not be reduced by the amount of any paid leave an employee has previously received, including any public health emergency leave provided in 2020. In addition, an employer may not reduce the amount of any paid leave a PHEL-eligible employee was otherwise entitled to use or accrue under such employer's existing policies as of March 1, 2021. - Employers who adopted a COVID-19 paid leave policy on or after March 6, 2020, may substitute that policy for requirements under this Ordinance, provided that the employer provides additional leave where the Ordinance's requirements exceed the provisions of the employer's COVID-19 policy available to a particular employee on or after January 1, 2021. - An employer may not require an employee to use other paid leave available to the employee before the employee is eligible to use PHEL, unless state or federal law requires otherwise. - Employers may substitute leave under federal or state COVID-19 paid leave law for its PHEL obligations to the extent they coincide and the relevant federal or state law permits concurrent use of paid leave. Employers shall provide additional PHEL to the extent that the requirements of this Ordinance exceed the requirements of those laws and to the extent permitted under the federal or state law. - Employers are not required to change existing policies or provide additional paid leave if an existing company policy provides a minimum amount of paid leave in 2021 that can be used for the same purposes and under all of the same conditions as PHEL. - Employees who perform the majority of their work through telework: a minimum of 80 hours - All other employees: a minimum of 160 hours (as long as this time is not specifically designated as sick 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. - With respect to an employer that provides paid leave on the day before the effective date of this Act, COVID-19 Sick Time in addition to such paid leave; and the employer may not change such paid leave on or after such effective date to avoid being subject to this ordinance. 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. - Employers may substitute leave under federal or state law for its obligations under this ordinance to the extent they coincide and the relevant federal or state law permits such concurrent use of paid leave. Employers are required to provide additional COVID-19 Sick Time under this to the extent that the requirements of this ordinance exceed the requirements of those laws and to the extent permitted. - To the extent that an employer has adopted a policy subsequent to the March 13, 2020 Declaration of Emergency which provides its employees with additional Paid Sick Leave Time specifically for use during the COVID-19 pandemic, employers may substitute leave under such employer policy for the leave required under this ordinance to the extent they coincide. Employers are required to provide additional COVID-19 Sick Time to the extent that the requirements of this ordinance exceed the requirements of their own COVID-19-specific Paid Sick Leave policy. See FAQ #6-8 (link below)	- 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	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.	A notice must be distributed to all employees or posted conspicuously, in all languages spoken by 51% of population, within 15 days of the law's effective date (i.e., by 4/13/21). May be provided electronically to remote employees or if the employer does not maintain a workplace. Records of hours worked, leave provided and leave used must be maintained for 2 years.	Suggested - see FAQ #9	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	Additional Resources	Paid Sick Leave Resources	Paid Sick Leave Resources	N/A	N/A	OLS website