

Please Note: (1) This table does not include any leave requirements that may exist under federal or state OSHA laws. (2) See the Emergency Paid Sick Leave table for EPLS laws that permit use of time for vaccination purposes.

	CA - Los Angeles City (expired)	CA - Los Angeles County	District of Columbia	IL - Chicago	IL - Cook County	Nevada	New York	NY - New York City
Link to Law/Ordinance	Public Order	Ord. No. 21-2096 Ord. No. 2021-0038U	B24-0404 / D.C. Act 24-209 B24-0405 / D.C. Act 24-255	SO 2021-1219	Ord. No. 21-3171	SB209	S2588A October 2021 Guidance	Local Law 172
Latest Trion Statutory Update	October 8, 2021	October 8, 2021	February 3, 2022	May 14, 2021	August 27, 2021	July 16, 2021	December 3, 2021	February 3, 2022
Effective Date	Issued 6/24/21, effective retroactively to 1/1/21, through 9/30/21 Expired 9/30/21	Enacted 5/18/21, effective retroactively to 1/1/21, through 8/31/21; expiration delayed by Ord. No. 2021-0038U to 14 days after the expiration of the COVID-19 local emergency	Emergency legislation effective 1/18/21 through 2/3/22; extended by temporary legislation (B24-0405 / D.C. Act 24-255) signed 12/22/21; expected to become law on/around 2/18/22 and remain in effect for 225 days, unless replaced by permanent legislation	Effective 4/21/21 until repealed	Effective 7/1/21 until repealed	Effective 6/9/21 through 12/31/23	Effective 3/12/21 through 12/31/22	Enacted 12/24/21, effective retroactively to 11/2/21, through 12/31/22
Employers	All employers, excluding federal, state, or local government agencies	All employers, excluding federal, state, or local government agencies	All employers, excluding the D.C. government and public charter schools	All employers	All employers, excluding the U.S. government or a corporation wholly owned by the U.S. government, an Indian tribe or a corporation wholly owned by an Indian tribe, the government of the State or any agency or department thereof, or any unit of local government in Cook County	All private employers with 50 or more employees in the state; excludes employers who provide a clinic on their premises where an employee may receive a COVID-19 vaccination during regular work hours and newer employers for the first two years of operation	All employers	All employers
Eligible Employees	Employees who perform work within the geographic boundaries of the city and have been employed by the employer for at least 60 days	Employees who perform any work for the employer in the unincorporated areas of the county	All employees who have worked for the employer for at least 15 days prior to the request for leave	All workers, including independent contractors	All employees working in Cook County	All employees, including temporary, seasonal and on-call employees	All employees	All employees working in New York City
Collective Bargaining Agreements	CBAs that do not feature COVID-19 vaccine leave provisions must comply with the order unless and until the agreement is amended to expressly waive the order's requirements in clear and unambiguous terms.	CBAs may waive the ordinance's provisions, but only if the waiver is expressly stated and implemented bilaterally.	Leave requirements may not be waived or reduced by collective bargaining agreement.	Not stated	Not stated	Not stated	CBAs may provide greater benefits or waive the requirement, as long as the waiver is expressly stated	The requirement to provide COVID-19 child vaccination time cannot be waived.
Benefit - time available	- COVID-19 Vaccine Leave includes the time an Employee spent traveling to and from an appointment, receiving the injection, and recovering from vaccination related side effects, which prevent the Employee from being able to work or telework. - Employees taking COVID-19 Vaccine Leave as of September 30, 2021, may take the full amount of COVID-19 Vaccine Leave to which the Employee is entitled under the Order. - Employees with 25 or fewer employees must provide full-time* employees up to four hours per injection , and up to eight hours to recover from any vaccination-related side effects. Part-time employees must be provided a prorated amount of these entitlements based on the average number of hours worked in the 60 days preceding the injection (see page 3 of the order for an example). - Employees with 26 or more employees must provide the same amounts of leave specified above, but only after the employee has exhausted COVID-19 Supplemental Paid Sick Leave mandated by the state or by the city. * Employees considered full-time by their employers, or who worked or were scheduled to work, on average, at least 40 hours per week for the employer in the two weeks preceding the date of leave.	- COVID-19 Vaccine Leave includes time spent for an Employee to travel to and from a COVID-19 vaccine appointment, to receive the COVID-19 vaccine injection, and to recover from any symptoms related to receiving the COVID-19 vaccine that prevent the Employee from being able to work or telework. - Full-time* Employees are entitled to up to four hours per injection , but is available only if the employee has exhausted leave under the state's COVID-19 Supplemental Paid Sick Leave law. Part-time Employees are entitled to a pro-rata amount of leave based on the Employee's normally scheduled work hours over the two-week period preceding the injection. * Employees considered full-time by their employers, or who worked or were scheduled to work, on average, at least 40 hours per week for the employer in the two weeks preceding the date of leave.	- 2 hours per injection for the employee's or a child's* vaccination (including booster); - 8 hours per injection during the 24 hours following the 2-hour vaccination leave, for the employee's recovery of symptoms or to care for a child* recovering from symptoms. - Maximum 48 hours in a year, beginning 11/5/21 * Child under the age of 18 years who lives with an employee and for whom the employee permanently assumes and discharges parental responsibility, or a foster child under the age of 18 years	- Prohibits employers from requiring workers get vaccinated only during non-shift hours, or from taking adverse action against any employee who takes time off during work hours to obtain COVID-19 vaccination. - If the employer requires employees to be vaccinated, this time must be paid at the employee's regular rate of pay, for up to four hours per injection . - If vaccination is voluntary, employees must be allowed to use available paid time off.	- Prohibits employers from requiring workers get vaccinated only during non-shift hours, or from taking adverse action against any employee who takes time off during work hours to obtain COVID-19 vaccination. - If the employer requires employees to be vaccinated, this time must be paid at the employee's regular rate of pay, for up to four hours per injection . - If vaccination is voluntary, employees must be allowed to use available paid time off.	- Two hours of paid leave per injection , for a maximum entitlement of four hours . Employees must provide at least 12 hours' notice of the intention to use this time.	- Four hours per injection	- An employee who is a parent* of a child under the age of 18, or the parent of an older child who is incapable of self-care because of a mental or physical disability, shall be entitled to four hours of COVID-19 child vaccination time per vaccine injection, for each such child, for an absence from work due to any of the following reasons associated with such child's COVID-19 vaccination: 1. Accompanying such child to receive a COVID-19 vaccine injection; or 2. Caring for such child who is experiencing temporary side effects from a COVID-19 vaccine injection. * Parent: biological, foster, step, adoptive, legal guardian, or a person who stands in loco parentis
Benefit - pay	Up to \$511 per day (\$255.50 per each 4-hour period) with a maximum of \$1,022 in total , unless federal legislation is enacted that increases these amounts. Non-exempt employees must be paid at the highest of the following rates: (1) the employee's normal rate of pay for the workweek during which leave is taken; (2) the City's \$15 per hour minimum wage; or (3) the employee's average hourly pay for the 60 days preceding leave, not including overtime. Exempt employees must be paid in the same manner as the employer calculates wages for other forms of paid leave.	Employee's normal rate of pay Additional note: Guidance from the CA DIR indicates that if an employer requires an employee to obtain a COVID-19 test or vaccination the employer must pay for the time it takes for the testing or vaccination, including travel time. (see link in last row).	Greater of the employee's regular rate of pay or D.C. minimum wage. In the case of an employee who does not have a regular rate of pay, the employee's rate of pay will be determined by dividing the employee's total gross earnings, including all tips, commission, piecework, or other earnings earned on an irregular basis for the most recent workweek that the employee worked for the employer, by the number of hours the employee worked during that workweek.	- If the employer requires employees to be vaccinated, this time must be paid at the employee's regular rate of pay, for up to four hours per injection. - If vaccination is voluntary, employees must be allowed to use available paid time off. Additional note: Similar to the requirements of this ordinance, 3/20/21 guidance from the IL DOL indicates that if vaccination is a requirement of employment, the time the employee spends obtaining the vaccine is likely compensable, even if it is non-working time (see link in last row).	- If the employer requires employees to be vaccinated, this time must be paid at the employee's regular rate of pay, for up to four hours per injection. - If vaccination is voluntary, employees must be allowed to use available paid time off. Additional note: Similar to the requirements of this ordinance, 3/20/21 guidance from the IL DOL indicates that if vaccination is a requirement of employment, the time the employee spends obtaining the vaccine is likely compensable, even if it is non-working time (see link in last row).	Not stated	Regular rate of pay	Greater of the employee's regular rate of pay or applicable minimum wage. Such rate of pay will be calculated without allowing for any tip credit or tip allowance set forth in any federal, state, or local law, rule, contract, or agreement. COVID-19 child vaccination time must be paid no later than the payday for the next regular payroll period beginning after the COVID-19 child vaccination time was used by the employee.
Permitted Use								
Employee Vaccination	Yes	Yes	Yes - including booster	Yes	Yes	Yes	Yes - including booster	No (see state law)
Employee Recovery	Yes	Yes	Yes - including booster	No	No	No	No	No
Family Member Vaccination	No	No	Yes (Child) - including booster	No	No	No	No	Yes (Child)
Family Member Recovery	No	No	Yes (Child) - including booster	No	No	No	No	Yes (Child)
Documentation	Employers may request written verification of the receipt of a COVID-19 vaccine from the employees in order for COVID-19 Vaccine Leave to be paid.	An Employer may ask an Employee to provide written verification of receipt of the COVID-19 vaccine in order to receive COVID-19 Vaccine Leave.	Employers may require documentation from an employee who takes leave, such as a vaccination record.	Not stated	Not stated	Not stated	Employers may request proof of vaccination	An employer may require that within seven days of an employee's use of COVID-19 child vaccination time, the employee provide reasonable documentation that the child for whose care the COVID-19 vaccine time is claimed has received a COVID-19 vaccine injection.
Employer Offset / Additional Notes	- COVID-19 Vaccine Leave is in addition to other paid leave available to an employee, including paid time under the state's accrued paid sick time and COVID-19 Supplemental Paid Sick Leave laws. An employer may not require an employee to use other paid or unpaid leave prior to using COVID-19 Vaccine Leave. - An employer who, on or after January 1, 2021, provided its employees another benefit in addition to any other accrued leave entitlements, including those under the state's accrued paid sick leave and COVID-19 Supplemental Paid Sick Leave laws, for the same reasons and at least the same rate of pay as COVID-19 Vaccine Leave, may count the company's supplemental benefit toward its order's requirements. However: - If an employee took time off work to receive a COVID-19 vaccine or to recover from a COVID-19 vaccination on or after January 1, 2021, and the employer did not compensate the employee in an amount equal to or greater than what is required by COVID-19 Vaccine Leave, then upon the oral or written request of an employee, the employer must provide the employee with a retroactive payment that provides this compensation. Any retroactive payment required must be paid on or before the payday for the next full pay period after the employee's request. - If the employer required an employee to use leave other than paid leave provided under the state's or city's COVID-19 Supplemental Paid Sick requirements, such as vacation, paid or unpaid time off, or other sick-leave benefits, then upon the oral or written request of an employee, the employer must reclassify the paid leave taken as COVID-19 Vaccine Leave, and restore the leave taken by the employee under the different category of leave. Any reclassification, restoration, or adjustment of other leave previously taken, as well as the remaining hours of COVID-19 Vaccine Leave, must be reflected on the employee's wage statement on or before the payday for the next full pay period after employee's request.	- COVID-19 Vaccine Leave is in addition to other paid leave available to an employee, including paid time under the state's accrued paid sick time law. - Leave is in addition to any paid time otherwise accrued under the District's Accrued Sick and Safe Leave Act (ASLSA), as well as paid leave provided by an employer via policy, contract or collective bargaining agreement unless the employer provides equivalent paid leave for COVID-19 vaccination and recovery that does not reduce other available paid leave. - An employer may not require the employee to provide more than 48 hours' notice prior to leave, or to find a replacement worker during the hours leave will be taken.	Not stated	Not stated	Not stated	- Leave for vaccination is in addition to any other form of paid leave to which the employee may be entitled. - Hours used for vaccination leave must not be used in calculating the number of hours for which an employee is entitled to be compensated for overtime.	- The law does not permit employers to substitute other existing leave options available to the employee, including sick leave under the state's accrued sick time law or leave provided by a collective bargaining agreement. - This law does not create any retroactive benefit rights and only employees receiving vaccinations on or after March 12, 2021 are eligible for paid leave. However, nothing in the law prevents employers from voluntarily providing employees with such benefits retroactively. - An employer may not require an employee to work additional hours to make up for the original hours for which such employee was absent or to search for or find a replacement employee to cover the hours during which the employee is absent due to leave. - This local law takes effect immediately and is retroactive to and deemed to have been in effect as of November 2, 2021, except that the department shall not impose penalties (outlined in section 9) during the 60 days after it becomes law without first providing an employer with written notice of an alleged violation and 15 days to cure such alleged violation. An employer may satisfy its obligation to provide COVID-19 child vaccination time to an employee who used leave time or unpaid time for the purposes provided under this law between the retroactive effective date and the date of enactment by paying the employee for the COVID-19 child vaccination time used by the employee no later than the payday for the next regular payroll period beginning after this local law takes effect.	
Notice to Employees	No requirements stated	Employers must post notice of employees' rights under the ordinance, and maintain applicable payroll records for four years.	No requirements stated	No requirements stated	No requirements stated	Employers must: (1) Post a notice of rights and obligations in a conspicuous place; and (2) Maintain a record of the receipt and use of this leave for one year.	No requirements stated	No requirements stated
Notice to Employees - link	N/A	Poster	N/A	Poster	Poster	Poster	N/A	Flyer
Website	N/A	https://dcla.lacounty.gov/vaccineleave/	N/A	https://www.chicago.gov/ohv/ohv/docs/hsqs/hsqs_info/vaccineandretaliationordinance.pdf	https://www.cookcountynv.gov/service/cook-county-earned-sick-leave-ordinance-and-guid-19	N/A	FAQ	https://www1.nyc.gov/site/dca/about/paid-sick-leave-law.page
Additional Links		https://www.dir.ca.gov/dlsa/COVID19resources/FAQs_Testing_Vaccine.html		https://www2.illinois.gov/dol/Documents/COVID_Vaccine%20law%20Guidance.pdf	https://www2.illinois.gov/dol/Documents/COVID_Vaccine%20law%20Guidance.pdf			