

	California State	CA - Los Angeles (City)	CA - Los Angeles (County)	CA - Oakland	CA - San Francisco
	COVID-19 Supplemental Paid Sick Leave (2022)	COVID-19 Supplemental Paid Sick Leave	Supplemental Paid Sick Leave	COVID-19 Emergency Paid Sick Leave	Public Health Emergency Leave
Link to Law/Ordinance	SB114 AB152	Emergency Order Revised Order: June 24, 2021	Worker Protection Ordinance Extension - Urgency Ordinance	Ordinance Extension - Emergency Ordinance	Proposition G
Latest MMA ADL Statutory Update	December 22, 2022	December 22, 2022	March 10, 2022	March 10, 2022	December 22, 2022
Effective Date	Originally 2/19/22 (retroactive to 1/1/22) - 9/30/22 Extended through 12/31/22 by AB152, no new leave entitlement Adds sections 248.6 and 248.7 to the CA Labor Code Expires 12/31/22 Note: Cal/OSHA ETS is also still in effect; see Employer Order and Additional Links below.	4/7/20 - 2 weeks after local COVID-19 emergency period expires Changes from February 10, 2021 and June 24, 2021 Orders noted below. 9/28/22 Safer L.A. Order indicates the local health emergency is still in effect (see Additional Links below) Expires 2/15/23	Originally 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) Changes noted below. While the 9/22/22 Health Officer Orders indicate the local emergency is still in effect, the county's public health website directs to CA State 2022 SPSSL (see Additional Links below)	Originally 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) Changes noted below. 3/10/22: While the local emergency appears to still be in effect, the city's Resources for Workers site directs to CA State 2022 SPSSL (see Additional Links below)	Effective 10/1/22 (permanent)
Employers	Employers with 26 or more employees	500+ employees within the city or 2,000+ employees nationally. Excludes employers of emergency and health services personnel, global parcel delivery workers, new businesses, and businesses closed for 14+ days due to a COVID-19 order. No change under February 10 or June 24 Orders.	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	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	All employers with 100 or more employees worldwide, including the City and County of San Francisco. Excludes the federal government and Non-Profit Organizations (as defined under 26 U.S.C. § 501(c)(3)) if the majority of the annual revenue of the Non-Profit Organization is program service revenue that is not unrelated business taxable income under 26 U.S.C. § 512, and the Non-Profit Organization does not engage in Healthcare Operations (as defined in the ordinance)
Eligible Employees	All employees who cannot work or telework. The law features requirements/entitlements for firefighters and for providers of in-home supportive or waiver personal care services (all as defined) that vary from those described here.	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. 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).	All Employees performing work in the unincorporated areas of the county who cannot work or telework. Excludes food sector workers covered under California Supplemental Paid Sick Leave (Executive Order N-51-20) for the period of 3/31/20-12/31/20. Employers may exclude emergency responders and healthcare workers	All Employees who have worked at least 2 hours in the city after February 3, 2020, and who cannot work or telework Employers may exclude first responders and healthcare workers (documentation requirements apply)	All employees who perform work within the geographic boundaries of the City and County of San Francisco. Employers may limit PHEL use by employees who are healthcare providers or emergency responders unless the employee's need for leave is (1) based on advice by a healthcare provider to isolate or quarantine; (2) due to symptoms or medical diagnosis of a disease associated with the PHE and does not meet official guidance to return to work; or (3) during an Air Quality Emergency if the employee is part of a vulnerable population, primarily works outdoors and has been advised by a healthcare provider not to work. PHEL may not be used for reasons (1) and (3) if the employee is able to telework.
Collective Bargaining Agreement Exception	Not specified	CBA w/COVID sick leave provisions supersedes ordinance; one without must comply until CBA expressly waives	If bilaterally modified to waive	With expressed clear waiver	With expressed clear waiver
Benefit - time available	- FT or scheduled to work at least 40 hours in each of the 2 weeks preceding leave: 40 hours* - PT or normal weekly schedule: the number of hours normally scheduled during a 1-week period* - Variable schedule: 7 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 7 days, the employee is entitled to the total number of hours worked* * Leave for recovery from side effects of vaccine/booster may be limited to 3 days or 24 hours per injection (more information below). * ADDITIONAL LEAVE in the same amounts specified above is available if the employee or a covered family member tests positive for COVID-19. - If employee is on leave as of the law's expiration date, employee may finish taking leave.	FT: 80 hours Other: 2-week average between 2/3-3/4 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 1/1/21-9/30/21).	FT: 80 hours Other: 2-week average between 1/1-4/28 Note: Additional time may be required under the county's COVID-19 Vaccine Leave (enacted 5/18/21, effective 1/1/21 until 14 days after the expiration of the COVID-19 local emergency).	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) - If an employer lays off an employee, the employer must compensate the employee for all sick leave accrued under the existing Oakland Paid Sick Leave law immediately upon separation - Any EPSSL time unused as of the ordinance's expiration date expires.	For the duration of a public health emergency*, PHEL must be made available to employees in the following amounts: - From October 1 through December 31, 2022, employers must provide each employee who works a full-time, regular or fixed schedule an amount of PHEL equivalent to the number of hours regularly worked in a one-week period, not to exceed 40 hours. - Employees work a variable schedule will be eligible for PHEL in an amount equal to the average number of hours over a one-week period that the employee worked or took paid leave during the previous calendar year, or since the employee's start date if later, not to exceed 40 hours. - On January 1, 2023, and each January 1 thereafter, employees who work a full-time, regular or fixed schedule are entitled to an amount of PHEL equivalent to the number of hours regularly worked in a two-week period, not to exceed 80 hours. - Employees who work a variable schedule will be eligible for PHEL in an amount equal to the average number of hours over a two-week period that the employee worked or took paid leave during the previous calendar year, or since the employee's start date if later, not to exceed 80 hours. An employer may not require that PHEL be taken in increments of more than one hour A "public health emergency" is defined as a local or statewide health emergency related to any contagious, infectious, or communicable disease, declared by the City's or County's local health officer or the state health officer pursuant to the California Health and Safety Code, or an Air Quality Emergency (when the Bay Area Air Quality Management District issues a Spare the Air Alert).
Benefit - pay	Exempt: Calculated the same as for other forms of paid leave Non-Exempt: (1) regular rate of pay, or (2) employee's total wages, not including OT pay, divided by total non-OT hours worked in the full pay periods occurring within the prior 90 days of employment. For employees paid by piece rate, commission or other method that uses all hours to determine the regular rate of pay, total non-OT wages, divided by all hours worked. Max \$511/day, \$5,110 total* Employees who reach the maximum amounts may use other paid leave available in order to receive full compensation. * If federal COVID-19 paid leave legislation is enacted that provides benefits exceeding these limits, the federal limits will apply.	100% pay Max \$511/day, \$5,110 total	100% pay Max \$511/day, \$5,110 total	100% pay Max \$511/day, \$5,110 total	For exempt employees, pay for PHEL should be calculated in the same manner as the employer calculates wages for other forms of paid leave. PHEL pay for non-exempt employees should be calculated: 1. in the same manner as the regular rate of pay for the workweek in which the employee uses PHEL, whether or not the employee works overtime in that workweek; or 2. by dividing the employee's total wages, not including overtime premium pay, by the employee's total hours worked in the full pay periods of the 90 days of employment prior to the employee's use of PHEL. PHEL may not be paid at a rate lower than the San Francisco Minimum Wage.
Specified Reasons for Use					
Quarantine ordered by public official or healthcare provider	Yes, plus positive COVID-19 test	Yes	Yes	Yes	Yes, unless the employee is able to telework
Experiencing symptoms and seeking medical treatment	Yes, plus positive COVID-19 test	Yes	Assumed	Yes	Yes, unless the employee is able to telework
Underlying health condition or over age 65	Not specified	Yes	Yes	Not specified	Not specified
To obtain COVID-19 vaccination, or to recover from illness due to vaccination	Yes, including family member Leave for vaccine/booster side effects may be limited to 3 days or 24 hours per injection, unless the employee provides verification from a health care provider that the employee or their family member is continuing to experience symptoms related to the COVID-19 vaccine or vaccine booster. The 3-day/24-hour limitation includes time used to obtain the injection.	Yes - added per 6/24/21 Order	No - provided under COVID-19 Vaccine Leave	No	No
Care for family member who is sick and/or under official or healthcare provider-directed quarantine	Quarantine, vaccine/booster side effects (see row above), positive COVID-19 test	Quarantine	Quarantine	Quarantine	Yes
Care for family member whose school or care facility is closed	Yes - children (any age)	Yes	Yes	Yes - specifies son or daughter (no age limit)	Yes
Worksite closure due to official public health order or recommendation	No	No	No	No	No
Other	N/A	N/A	N/A	N/A	No Air Quality Emergency (i.e., when the Bay Area Air Quality Management District issues a Spare the Air Alert), if the employee is a member of a vulnerable population and primarily works outdoors, unless the employee is able to telework. An employee is a member of a vulnerable population if they have been diagnosed with heart or lung disease; have respiratory problems including but not limited to asthma, emphysema, and chronic obstructive pulmonary disease; are pregnant; or are age 60 or older
Documentation	- For the additional allotment of leave for a positive COVID-19 test, employers may require employees to provide documentation. - For leave associated with the employee's own needs, the employer may require the employee to submit to a diagnostic test, at no expense to the employee, on or after the fifth day after the original test was taken and provide documentation of those results. AB152 added to this: If the diagnostic test is positive, the employer may also require the employee to submit to a second diagnostic test within no less than 24 hours, at no cost to the employee. - For leave associated with the care of a covered family member, the employer may require that the employee provide documentation of that family member's test results before paying additional leave. - Employers are at no obligation to provide the additional allotment of leave to an employee who declines to provide the requested documentation. - Employers may limit leave for side effects of vaccination/booster to 3 days or 24 hours per injection unless the employee provides verification from a health care provider that the employee or their family member is continuing to experience symptoms related to the COVID-19 vaccine or vaccine booster.	Cannot be requested 6/24/21 Order: Verification of receipt of a COVID-19 vaccination may be requested.	Employer may require a doctor's note or other documentation	An employer may not require a doctor's note or other documentation for the use of Emergency Paid Sick Leave, except as certification of an underlying health condition	An employer may not require the disclosure of health information for use of PHEL, except to confirm an employee's status as a member of a vulnerable population if that employee uses PHEL as a use applicable to someone who is not a member of a vulnerable population
Employer Offset	- 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, 2022, 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 or that becomes effective on or after January 1, 2022, but may not include remaining leave provided under SPSSL laws previously enacted in California (including 2021 SPSSL under SB86). 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. - SPSSL does not limit an employer's obligation to comply with the Cal/OSHA COVID-19 Emergency Temporary Standards or the Cal/OSHA Aerosol Transmissible Diseases Standard. An employer may not require a covered employee to exhaust their SPSSL before satisfying any requirement to provide paid leave under the ETS' or ATDS' requirements.	- An employer's obligation to provide 80 hours of Supplemental Paid Sick Leave is reduced for every hour an employer allowed an employee to take paid leave in an amount equal to or greater than the Order's requirements, not including previously accrued hours , on or after March 4, 2020, for the reasons outlined above or in response to an employee's ability to work due to COVID-19. - If an employer has a paid leave or paid time off policy that provides a minimum of 160 hours of paid leave annually, the Employer is exempt from an obligation to provide supplemental leave pursuant to this Order for the Employee that received the more generous paid leave. Both of these points still apply under the February 10 and June 24 Orders.	- 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 FFORA or this Ordinance for the entire period beginning March 31, 2020.	- Employees may elect to use EPSSL before using any other leave the employer provides voluntarily or per the pre-existing Oakland Paid Sick Leave law. Employers cannot require employees to use other leave before they use COVID-19 EPSSL. - Time provided under FFORA'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, FFORA, 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.	PHEL is in addition to any other paid leave offered to employees; however: - During 2022, if (1) an employer voluntarily extended additional paid leave or paid time off that employees may use for the same reasons covered by this ordinance's requirements and that paid leave remains in effect on or after October 1, 2022, or (2) the statewide COVID-19 Emergency Paid Sick Leave requirements are extended beyond September 30, 2022, an employer may reduce the allocation of PHEL under this ordinance for every hour an employee takes such paid leave after October 1, 2022. Note: CA state SPSSL was extended through 12/31/22 by AB152. - During 2023 and subsequent years, if an employer is required by federal, state, or city law to provide paid leave to address a public health threat, which employees may use for the same reasons covered by this ordinance's requirements, the employer may reduce the allocation of PHEL under this ordinance for every hour of such paid leave the employer is required to provide.
Notice to Employees	- Notice posted conspicuously; may be distributed electronically if workers do not frequent a workplace - Inclusion of SPSSL used 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 paystub for the pay period during which payment is made. Special provision for notice to variable-hour workers. Enforceable the next full pay period following 2/19/22. - Records of hours worked, leave provided and leave used must be maintained for 3 years.	None stated	None stated	Notice posted conspicuously and/or distributed to all employees, in all languages spoken by 10% of population	Employers must post a notice conspicuously in all languages OLSE makes available at any job site where its employees work and, where feasible, by providing it to employees via electronic communication, which may include email, text, and/or posting on the employer's web- or app-based platform. The amount of PHEL available must also be included on the employee's itemized wage statement or in a separate writing provided on the designated pay date with the employee's payment of wages. If an employer provides unlimited paid leave or paid time off, the employer may satisfy this requirement by indicating "unlimited" on the employee's itemized wage statement or notice. Records documenting hours worked and PHEL taken by employees must be retained for a period of four years.
Notice to Employees - link	Poster	N/A	N/A	Poster	Website (includes model notice and FAQ)
Additional Links	Labor Commissioner's COVID-19 Guidance and Resources ETS FAQ	Raise the Wage L.A. 9/28/22 Safer L.A. Order eff. 10/3	9/22/22 Health Officer Order Public Health website (see 'Maintain Healthy Business Operations' and 'Resources')	Resources for Workers	San Francisco PHE Declarations

	Colorado	Nevada	New York	Philadelphia, PA	Seattle, WA
	Healthy Families and Workplaces Act Public Health Emergency Leave	Hospitality Workers Paid Leave	Emergency Paid Sick Leave	COVID-19 Leave	Paid Sick and Safe Time for Gig Workers
Link to Law/Ordinance	C.R.S. Sec. 8-13.3-405 February 23, 2021 Wage Protection Rules	SB4 Guidance	SB081 January 20, 2021 Updated Guidance	Bill No. 220051-A	Ord. No. 126081
Latest MMA ADL Statutory Update	December 22, 2022	October 8, 2021	September 30, 2022	March 25, 2022	October 8, 2021
Effective Date	Effective 1/1/21 (permanent) The end of the state COVID-19 declaration of health emergency was announced by governor on July 8, 2021. However, the nationwide public health emergency is still in effect (renews every 90 days; last renewed effective 10/13/22 - see Additional Links below). October 2022 Update: Because both federal and state emergency declarations remain active, the requirement to provide COVID-related public health emergency leave will be in effect through at least February 8, 2023. Also indicated is that Monkeypox does not currently trigger PHEL. (Link to webpage in Additional Links below). November 2022 Update: As of November 11, 2022, the conditions covered by Colorado's latest PHE declaration include health needs related to not just COVID, but also flu, respiratory syncytial virus ("RSV"), and similar respiratory illnesses (no new leave entitlement). PHEL requirements will continue at least into February 2023, but will be extended if either the federal or the state PHE declaration is renewed further into 2023. (Link to webpage and guidance via INFO #6B below.)	8/5/20 - undefined	3/18/20 - duration of COVID-19 quarantine or isolation orders See "Benefit - time available" below for update via January 2022 guidance from NY DOL and January 2022 update to FAQ On 9/24/22 the NY Dept of Health announced that the state will be following the CDC's COVID-19 quarantine and isolation guidance. Employees may still use the NY Affirmation of Quarantine to apply for COVID-19 Paid Sick Leave - see link in last row for more information.	3/9/22 (not retroactive to 1/1/21) - 12/31/23	7/13/20 until the latest of (1) three years after the termination of the civil emergency proclaimed by the Mayor on March 3, 2020, (2) three years after 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, or (3) on December 31, 2023. WA State's COVID-19 state of emergency ends 10/31/22.
Employers	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	All employers	All employers with 25 or more employees	"Hiring Entities" operating as Food Delivery Network Companies or Transportation Services Companies who hire 250 or more "gig" workers worldwide
Eligible Employees	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	All employees under isolation or quarantine who cannot telework	Employees who: (i) work for the employer within Philadelphia after the Ordinance's effective date, (ii) normally work for the 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. Excludes construction craft employees who are covered by a collective bargaining agreement between a labor organization and one or more employers engaged in the construction industry.	All individuals performing "gig" work in the city Amended effective September 13 by Ord. No. 126123 to exclude any gig worker considered to be an employee of a Hiring Entity subject to the city's Paid Sick and Safe Time Ordinance (Seattle Mun. Code Ch. 14.16). The Hiring Entity is responsible for providing paid time in accordance with the PSST law.
Collective Bargaining Agreement Exception	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	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. The Ordinance's requirements exclude construction craft employees who are covered by a collective bargaining agreement between a labor organization and one or more employers engaged in the construction industry.	Not specified
Benefit - time available	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 (i.e., entitlement does not automatically reset each year).	- Up to 3 days of paid time off to undergo testing and await testing results, and additional paid time with documentation of a delay in testing. - Employees who receive a positive diagnosis of COVID-19 must be allowed at least 14 days off, 10 of which must be paid	10 or fewer employees nationally w/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. January 20, 2021, guidance states that employees are entitled to COVID-19 Sick Leave for up to three mandatory or precautionary orders of quarantine or isolation issued by an authorized government agency. In addition, an employee not otherwise subject to a mandatory or precautionary order of quarantine or isolation who has been removed from the workplace by the employer due to exposure concerns must continue to be paid at his or her regular rate of pay until the employer permits the employee to return to work or the employee becomes subject to a mandatory or precautionary order of quarantine or isolation. If the latter, the employee will be entitled to COVID-19 Sick Leave for the period of time he or she is subject to the mandatory or precautionary order of quarantine or isolation. January 2022 update to FAQ in accordance with updated guidance (see Additional Links below): Q: On January 13, 2022, the Department of Health released updated guidance allowing individuals who have been exposed to COVID-19 to end their quarantine after 5 days if they are asymptomatic and subsequently test negative, or if it is not possible to get a test and they have had no COVID-19 symptoms. How does this affect NY's COVID-19 quarantine leave benefits? A: NY's COVID-19 quarantine leave benefits are only available during the order of quarantine or isolation. Once an individual is no longer subject to an order of quarantine or isolation, they are no longer eligible for NY's COVID-19 quarantine leave benefits. See note in first row regarding an update to quarantine/isolation guidance.	- 40+ hours/week: 40 hours - <40 hours/week: average number of hours worked or scheduled to work (whichever is greater) in a 7-day period - Variable schedule: 7 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. Employees who take COVID-19 Leave are entitled, upon return from leave, to be restored to the position held prior to 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	Regular rate of pay	Regular rate of pay	100% pay For employers <100 employees, max benefit w/EPSL and DBL/PFL is \$2,884.62/week	Greater of employee's regular rate of pay or the state minimum wage	Average daily compensation, including tips, since October 1, 2020
Specified Reasons for Use					
Quarantine ordered by public official or healthcare provider	Yes	Yes	Yes - self attestation permitted as of January 2022	Yes	Yes (specifies "preventive care"); also includes needs associated with domestic violence, sexual assault or stalking
Experiencing symptoms and seeking medical treatment	Yes	Yes	Yes	Yes	Yes
Underlying health condition or over age 65	Yes	Not specified	Not specified	Not specified	Not specified
To obtain COVID-19 vaccination, or to recover from illness due to vaccination	No	No	No - provided under COVID-19 Vaccination Leave	Yes, employee only	No
Care for family member who is sick and/or under official or healthcare provider-directed quarantine	Yes	No	No (PFL)	Quarantine or illness	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	Yes	No	No (PFL)	Yes - children (any age)	Yes
Worksite closure due to official public health order or recommendation	No	No	No	No	Yes
Documentation	Employers may not require documentation.	Not specified	see 'How to Apply' and 'Obtaining a Quarantine Order'	An employer may only request that an employee submit a self-certified statement asserting that leave was used for COVID-19 Leave purposes.	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	- 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.	- Leave is in addition to any other leave to which the employee may be entitled, but may be deducted from leave for the employee's own health needs provided under FFCRA's Emergency Paid Sick Leave Act (EPSLA)(5102(a)(1)-(3)).	- EPSL is separate from other accrued paid time off	- COVID-19 Leave 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. In addition, an employer may not reduce the amount of any paid leave a COVID-19 Leave-eligible employee was otherwise entitled to use or accrue under such employer's existing policies as of March 9, 2022. - An employer may not require an employee to use other paid leave available to the employee before the employee is eligible to use COVID-19 Leave, unless state or federal law requires otherwise. - Employees who adopted a COVID-19 paid leave policy 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. - Employees may substitute leave under federal or state COVID-19 paid leave law for its COVID-19 Leave obligations to the extent they coincide and the relevant federal or state law permits concurrent use of paid leave. Employees shall provide additional COVID-19 Leave 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. - Employees 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 2022 that can be used for the same purposes and under all of the same conditions as COVID-19 Leave: - Employees who perform the majority of their work through telework: a minimum of 80 hours - All other employees: a minimum of 120 hours*, whether or not this time is specifically designated as sick leave. *112.5 hours for employers who operate on a 7.5 hour work day and consider employees working 37.5 hours per week to be full-time.	- 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	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.	None stated	Suggested - see Employer Responsibilities	A notice must be distributed to all employees or posted conspicuously, in all languages spoken by 5% of population, within 15 days of the law's effective date (i.e., by 3/24/22). 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.	(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	see INFO #6B (includes link to poster)	N/A	Additional Resources	Poster	OLS website
Additional Links	https://www.phe.gov/emergency/news/healthactions/phe/Pages/default.aspx https://cdle.colorado.gov/hfwa https://www.colorado.gov/governor/2022-executive-orders		New York Paid Family Leave COVID-19: Frequently Asked Questions January 14, 2022 Guidance NYS DOH Isolation Guidance	Paid Sick Leave Resources	

COVID-19 Emergency Paid Sick Leave Laws

EXPIRED

	California State (expired)	California State (expired)	California State (expired)	CA - Fairfax (expired)	CA - Long Beach (expired)	CA - Marin County (expired)
	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 Sick Leave	COVID-19 Supplemental Paid Sick Leave	Supplemental Paid Sick Leave
Link to Law/Ordinance	Executive Order N-51-20	AB1867	SB95 FAQ	Ordinance No. 857	ORD-20-0017 November 1 City Council Memo	Ordinance
Latest MMA ADL Statutory Update	May 1, 2020	April 9, 2021	February 3, 2022	December 3, 2021	March 10, 2022	October 8, 2021
Effective Date	4/16/20 - duration of any statewide stay-at-home order <i>Update: AB1867, signed 9/9 and retroactive to 4/16 for food sector workers, codifies the Order's requirements and is set to expire 12/31/20, unless FFCRA is extended (see next column)</i> 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 Per 1/25/22 announcement, may be reinstated for 2022 (more to come). <i>Note: Cal/OSHA ETS is still in effect (as revised effective 1/4/22); see Employer Offset and link to ETS FAQ below.</i>	9/1/21 - 9/30/21 Expired 9/30/21	Effective 5/19/20; no set expiration date, reviewed for continuation every 90 days 11/1/21 City Council recommendation set sunset at 12/31/21; on 12/7/21 the City Council voted to sunset "no sooner than" 2/28/22 3/10/22: Now following CA State 2022 SPSL	6/8/21 - 9/30/21 Expired 9/30/21
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	Employers within the town of Fairfax with 25 or fewer employees, excluding federal, state and local government agencies.	500+ employees nationally (not subject to FFCRA)	Employers within the unincorporated area of Marin County with 25 or fewer employees; excludes federal, state or local government agencies.
Eligible Employees	Food Sector Workers who are exempt from the statewide stay-at-home order and must leave their homes to perform work	All employees who leave their homes to perform work, including emergency responders and healthcare providers excluded by the Hiring Entity from FFCRA's EPSLA. Food Sector Workers - AB 1867 codifies the benefits available to food sector workers originally established under Executive Order N-51-20, and are effective retroactively to April 16, 2020. Please refer to Section 3 of the law for the full definitions of Food Sector Worker and Hiring Entity.	All employees who cannot work or telework. 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.	Employees who have worked for the employer for more than 2 hours within the geographic boundaries of the town of Fairfax and who cannot work or telework. 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.	All Employees who cannot work or telework. Excludes employees of government agencies working within the course and scope of their public service employment. Employers may exclude emergency responders and healthcare workers	All employees 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. 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. See notes under Benefit - time available.
Collective Bargaining Agreement Exception	Not specified	Not specified	Not specified	Not specified	CBA w/COVID sick leave provisions supersedes ordinance; one without must comply until CBA expressly waives	Not specified
Benefit - time available	FT: 80 hours Other: 2-week average	- FT or scheduled to work at least 40 hours in each of the 2 weeks preceding leave: 80 hours - 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 SPSL are entitled to leave in an amount equivalent to the number of hours scheduled to work in that 2-week period - If employee is on leave as of expiration date, employee may finish taking leave (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 SPSL are entitled to leave in an amount equivalent to the number of hours scheduled to work in that 2-week period - If employee is on leave as of the law's expiration date, employee may finish taking leave.	- 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 - Note: These Supplemental Sick Leave (SSL) hours may have already been accumulated by employees under the now-expired FFCRA. This ordinance will reinstate the time to use SSL benefits to the extent employees have not already exhausted COVID-19 paid sick leave entitlements during the pandemic. 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 SPSL obligations required by this ordinance. Nothing in this ordinance shall require that Employers provide employees with a new accrual of SSL hours.	FT: 80 hours Other: 2-week average	- 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 - 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 SPSL benefits to the extent employees have not already exhausted COVID-19 paid sick leave entitlements during the pandemic. Employers are only required to provide SPSL 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 SPSL obligations required by this ordinance. Nothing in this ordinance shall require that Employers provide employees with a new accrual of SPSL hours.
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 week(s) SPSL 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* Employees who reach the maximum amounts may use other paid leave available in order to receive full compensation. * If federal COVID-19 paid leave legislation is enacted that provides benefits exceeding these limits, the federal limits will apply.	100% pay Max \$511/day, \$5,110 total* * If federal COVID-19 paid leave legislation is enacted that provides benefits exceeding these limits, the federal limits will apply.	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* * If federal COVID-19 paid leave legislation is enacted that provides benefits exceeding these limits, the federal limits will apply.
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
Experiencing symptoms and seeking medical treatment	Yes	Yes	Yes	Yes	Yes	Yes
Underlying health condition or over age 65	Possibly - leave is available if the employee is advised by a health care provider to self-quarantine or self-isolate due to concerns related to COVID-19	Possibly - leave is available if the employee is advised by a health care provider to self-quarantine or self-isolate due to concerns related to COVID-19	Not specified	Not specified	Not specified	Not specified
To obtain COVID-19 vaccination, or to recover from illness due to vaccination	No	No	Yes	Yes	No	Yes
Care for family member who is sick and/or under official or healthcare provider-directed quarantine	No	No	Quarantine	Quarantine or illness	Quarantine	Quarantine or illness
Care for family member whose school or care facility is closed	No	No	Yes - children (any age)	Yes	Yes - minor children only	Yes
Worksite closure due to official public health order or recommendation	No	No	No	No	No	No
Documentation	Not specified - Hiring Entity must make SPSL available upon written or verbal notice from an employee	Not specified - Hiring Entity must make SPSL available upon written or verbal notice from an employee	Not specified - Employer must make SPSL available upon written or verbal notice from an employee	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.	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.	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.
Employer Offset	- SPSL 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 SPSL. - Hiring Entities who, as of April 16, 2020, provide leave of equivalent or greater value than, and for the same reasons for use as, SPSL are not required to provide additional leave	- SPSL 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 SPSL 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 SPSL. - 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 SPSL 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 SPSL required.	- SPSL 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 SPSL 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 SPSL 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 SPSL. 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 SPSL (see ETS FAQ link below for more information).	- The total number of hours of SPSL 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 Supplemental Sick Leave (SSL). However, to the extent an employee has at least 80 hours of accrued paid sick leave benefits as of September 1, 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 SSL under this ordinance will be considered satisfied. To the extent accrued paid sick leave benefits afforded employees as of September 1, 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 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 do not need to exhaust sick leave or other accrued leave prior to using SPSL. - An employer's obligation to provide paid supplemental sick leave benefits under the ordinance may be reduced for every hour an employer provided an employee with paid leave in an amount equal to or greater than the ordinance's requirements, not including previously accrued hours , on or after March 4, 2020, for any of the purposes described in the ordinance or in response to an Employee's inability to work due to COVID-19. - Employees with paid leave or paid time off (PTO) policies that provide at least 160 hours of paid leave annually are not required to provide SPSL.	- The total number of hours of SPSL 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 SPSL. However, 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 Marin 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 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.
Notice to Employees	Notice posted conspicuously and/or distributed to all employees	- For non-food sector workers: Inclusion of SPSL available on employee's itemized wage statement or in a separate writing provided on the designated pay date with the employee's payment of wages. <i>Enforceable the next full pay period following 9/9/20.</i> - For all covered workers: - Notice posted conspicuously, may be distributed electronically if workers do not frequent a workplace - Records of hours worked, leave provided and leave used must be maintained for 3 years.	- Notice posted conspicuously, may be distributed electronically if workers do not frequent a workplace - Inclusion of SPSL 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. SPSL must be designated separately from paid sick days. Retroactive payments described in Employer Offset above must be on the paystub 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.	- Employers must within 7 days of adoption of the ordinance provide notice to employees of their rights to SPSL 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 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.	None stated	- Employers must within 3 days of publication of the ordinance provide notice to employees of their rights to SPSL 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 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 to Employees - link	Model notice	FAQ include link to notice	Model notice	<i>It is not clear whether a model notice will be provided.</i>	N/A	<i>It is not clear whether the county intends to provide a model notice.</i>
Additional Links			SPSL FAQ ETS FAQ			

EXPIRED

	CA - Sacramento City (expired)	CA - Sacramento County (expired)	CA - San Anselmo (expired)	CA - San Francisco (City & County) (expired)	CA - San Jose (expired)	CA - San Mateo County (expired)	CA - Santa Rosa (expired)	CA - Sonoma County (expired)
	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. 2020-0926 Extension - File ID 2020-01470	Ordinance 1593 Extension - Emergency Ordinance	Ordinance 1593 Emergency Ordinance	Ord. No. 59-20 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 2/8/21 (replaced Ordinance 6320) Ord. No. 6348 6/8/21
Latest MMA ADL Statutory Update	May 14, 2021	May 14, 2021	October 8, 2021	May 14, 2021	April 9, 2021	April 9, 2021	October 8, 2021	October 8, 2021
Effective Date	7/15/20 - 12/31/20 Extended through 3/31/21 (no new leave entitlement) Expired 3/31/21	10/1/20 - 12/31/20 Extended through 3/31/21 (no new leave entitlement) Expired 3/31/21	8/16/21 - 9/30/21	4/17/20 - 12/31/20 Extended through 4/12/21 (no new leave entitlement) Expired 4/12/21	4/7/20 - 12/31/20 Extended through 4/12/21 (no new leave entitlement) Expired 6/30/21	7/8/20 - 12/31/20 Extended to 6/30/21 (no new leave entitlement) Expired 6/30/21 <i>Policy for employees of the County provides EPSL through 12/31/21</i>	7/7/20 - 12/31/20 Reinstated effective 2/22/21 through the later of 3/31/21 or expiration of FFCRA tax credits - website reflects 9/30/21 expiration (no new leave entitlement) Amendments from original ordinance noted below. Expired 9/30/21	8/18/20 - 12/31/20 unless FFCRA is extended 2/9/21: Extended to 9/30/21 (no new leave entitlement) 6/8/21: Extended to 9/30/21 (with new leave entitlement in 2021) Updates/amendments noted below. Expired 9/30/21
Employers	500+ employees nationally (not subject to FFCRA's EPSLA)	Employers 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) Effective 2/11/21: Conditionally excludes Non-Profit Organizations that do not engage in Healthcare Operations (both as defined).	Employers who are not subject "in whole or in part" to FFCRA (i.e., 500+ employees or under 80 and qualifying for exemption from FFCRA) Effective 1/1/2021: Any person or entity identified as an employer in the city's Minimum Wage Ordinance (Mun. Code §4.100.030(C))	500+ employees nationally, excludes federal, state and local government agencies	All employers (original ordinance applied to employers with 500+ employees nationally); excludes government employees except the City of Santa Rosa Employers under 50 employees who qualify for exemption from FFCRA are not required to provide leave for child care due to school/care closure.	500+ employees nationally; excludes government agencies Effective 2/9/21: All employers within the unincorporated areas of the county, excludes government agencies
Eligible Employees	All employees who perform work in the city who cannot work or telework Employers may exclude first responders and healthcare workers	All employees working within unincorporated Sacramento County who cannot work or telework Employers may exclude first responders and healthcare workers	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 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.	All employees who perform work in the City or County of San Francisco who cannot work or telework Employers may limit use by emergency responders and healthcare workers except for employee's own health needs	Employees who have worked at least 2 hours in the city and who must leave home to perform "essential work" as defined in Emergency Orders Effective 1/1/2021: Employees who have worked at least 2 hours in the city and who cannot work or telework	Employees who have performed any work within the unincorporated areas of San Mateo County since January 1, 2020; excludes food sector workers covered under California Supplemental Paid Sick Leave (Executive Order N-51-20) Employers may limit use by emergency responders, healthcare workers and aviation security workers except for employee's own health needs	Employees who have worked at least 2 hours in the city, 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. Does not exclude emergency responders and healthcare workers. Effective 2/9/21: an employer may deny these individuals all or part of leave for school/care closures if staffing needs dictate.
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 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	FT: 80 hours Other: 2-week average during 6 months prior to 4/7 Effective 1/1/2021: FT: 80 hours PT: 2-week average Other/variable schedule: average number of hours scheduled per day during 6 months prior to commencement of leave, including hours the employee took leave of any type. Amounts above are entitlements for the period beginning April 2, 2020 (i.e., no new entitlement to leave if employee used EPSL in 2020 under original ordinance or under FFCRA).	FT: 80 hours Other: 2-week average between 1/1 and 7/7	FT: 80 hours Other: 2-week average - 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	FT (40h/wk): 80 hours 6/9/21 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. Other: 2-week average over the prior 6 months 6/8/21 Urgency Ordinance: no change See additional notes under Employer Offset below.
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 * If federal COVID-19 paid leave legislation is enacted that provides benefits exceeding these limits, the federal limits will apply.	100% pay	Own leave: 100% pay; max \$511/day, \$5,110 total Family care: 66 2/3% pay; max \$200/day, \$2,000 total * greater of regular rate of pay or applicable minimum wage	100% pay Max \$511/day, \$5,110 total	Own leave: 100% pay; max \$511/day, \$5,110 total With reinstatement of ordinance: Family care: 66 2/3% pay; max \$200/day, \$2,000 total	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 SPSP, 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 SPSP but may not require employees to furnish a doctor's note or other documentation.
Employer Offset	- SPSP 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 SPSP. - 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 SPSP 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.	- SPSP 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 SPSP. - 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 SPSP 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 SPSP hours required by this ordinance.	- SPSP 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. 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.	- 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/option 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. 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.	- SPSP is in addition to and independent of any form of leave (e.g., vacation, sick, or personal leave) to which an employee may be entitled to utilize pursuant to the employer's policies. - An employer may not require an employee to use any other paid or unpaid leave, paid time off, or vacation time before or in lieu of SPSP. - 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 SPSP 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 SPSP, then such amounts or hours may be offset against such rates and hours as the employee would have received under SPSP.	- This ordinance is intended to provide additional COVID-related paid sick leave beyond what an employer normally provides. - Does not apply to any employer that has provided its employees, as of July 7, 2020, with some combination of paid personal leave at least equivalent to the paid sick time required by this ordinance for a COVID-related leave. An employer that provides some combination of paid sick leave less than the paid sick time required by this chapter is required to comply with this chapter to the extent of such deficiency. - To the extent that federal or state law requires employers 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 required 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.	- SPSP 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 SPSP. - 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 SPSP 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 SPSP to the extent of such deficiency. Effective 2/9/21: Employers may credit the total COVID-19 paid sick leave hours already provided under FFCRA, AB 1867 (CA State SPSP), 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. Effective 6/9/21: Employers are only required to provide the SPSP hours on a one-time basis. - 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 SPSP 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 SPSP 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 65 (budget act), SB 95 (CA State SPSP), 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 of their rights under this Ordinance 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 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. It is not clear whether a model notice will be provided.	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	N/A	Poster	N/A	N/A	Notice	Notice
Additional Links	https://sacramentoocvirelief.org/workers/information-for-workers/	Business Workers (saccounty.net)	https://www.townofsananselmo.org/1484/Town-Ordinance---COVID-19-Sick-Leave	https://sf.gov/ocse/node/1021	https://www.sanjoseca.gov/your-government/departments-offices/public-works-labor-compliance/urgency-covid-19-paid-sick-leave-ordinance	Website	Website	Website

EXPIRED

	Colorado (expired)	Colorado (expired)	District of Columbia (expired)	Maryland (never took effect)	Massachusetts (expired)
	Health Emergency Leave with Pay (HELP)	Healthy Families and Workplaces Act Emergency Paid Sick Leave	Paid Public Health Emergency Leave	Essential Workers Protection Act Public Health Emergency Leave (PHEL)	COVID-19 Emergency Paid Sick Leave
Link to Law/Ordinance	Rules	SB20-205	D.C. Act 23-326 "CSEA"	HB581	HB3702
Latest MMA ADL Statutory Update	May 1, 2020	April 9, 2021	D.C. Act 24-125 December 3, 2021	August 11 Proclamation August 27, 2021	HB4127 March 10, 2022
Effective Date	Originally 3/26/20, 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	3/11/20 - 12/31/20 Extended through 6/10/21 by D.C. Act 24-30 Extended further by D.C. Act 24-62, 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) Expired 11/5/21	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 the until 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) Program ending March 15, 2022 Employers may continue to seek reimbursement for qualifying leave costs taken between May 28, 2021 and March 15, 2022. Applications for reimbursement must be submitted by April 29, 2022.
Employers	All employers in specified industries (expanded 4/3 and 4/27)	All employers to which FFCRA's EPSLA does not already apply	Any employer with 50-499 employees that is not a health care provider	"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
Eligible Employees	All employees of employers in specified industries	All employees not currently covered under FFCRA's EPSLA who are unable to work or telework	All employees 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.
Collective Bargaining Agreement Exception	Not specified	CBA providing equivalent or more generous paid leave supersedes law	Not specified	Not specified	Not specified
Benefit - time available	Two calendar weeks (up to a maximum of 80 hours). If the employee was not going to work during all two weeks, the employee is paid for those days he or she actually would have worked. If the employee receives a negative test result before the end of two weeks, the paid leave ends.	FT: 80 hours Other: 2-week average	FT: 80 hours Other: 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: an amount of hours equivalent to average hours typically worked during a 4-week period - 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 EPSSL on an intermittent basis and in hourly increments. An employee's EPSSL terminates at the beginning of the employee's next scheduled work shift immediately following the termination of the need for leave.
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	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 EPSSL hours paid through the COVID-19 Emergency Paid Sick Leave Fund (excludes employers eligible for tax credits for FFCRA leave provided voluntarily). Applications for reimbursement must be in a form to be prescribed, and include a copy of a written request for EPSSL 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.
Specified Reasons for Use					
Quarantine ordered by public official or healthcare provider	Yes	Yes	Yes	Yes	Yes
Experiencing symptoms and seeking medical treatment	Yes	Yes	Yes	Yes	Yes
Underlying health condition or over age 65	Not specified	Yes - follows FFCRA guidance	Yes - follows FFCRA guidance	Not specified	Not specified
To obtain COVID-19 vaccination, or to recover from illness due to vaccination	No	No	No	Not specified	Yes <i>Includes family member vaccination/recovery effective 10/1/21</i>
Care for family member who is sick and/or under official or healthcare provider-directed quarantine	No	Quarantine	Quarantine	Yes	Yes
Care for family member whose school or care facility is closed	No	Yes - minor children only	Yes - minor children only	Yes	No
Worksite closure due to official public health order or recommendation	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 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.
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 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)	- EPSSL is in addition to 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, EPSSL 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 to the employee before the employee uses EPSSL, 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. - EPSSL may be reduced by the amount of wages or wage replacement that an employee receives for that period under any government program or law.
Notice to Employees	None stated	Poster displayed conspicuously and notice distributed to all employees, in all languages spoken by 5% of population	Notice must be posted in a conspicuous place and provided to eligible employees; electronic means are acceptable for employees working remotely	Not specified	* This also includes leave for which an employee may have been eligible under FFCRA, the FMLA, or other state or federal law. 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.
Notice to Employees - link	N/A	see INFO #6A (notice includes link to poster)	website (no model notice posted)	N/A	Website/FAQ/Resources
Additional Links			OHR website (DC FMLA amendment)	https://www.dlfr.state.md.us/labor/wages/essential/profags.shtml	Expiration Notice

EXPIRED

	Philadelphia, PA (expired)	Philadelphia, PA (expired)	Pittsburgh, PA (expired)	Washington (expired)
	Public Health Emergency Leave (2020)	Public Health Emergency Leave (2021)	COVID-19 Sick Time	Food Production Workers Paid Leave
Link to Law/Ordinance	Bill No. 200303	Bill No. 210122-A	Ord. No. 2020-0927 Ord. No. 2021-1721	Proclamation 20-67
Latest MMA ADL Statutory Update	April 9, 2021	July 16, 2021	October 8, 2021	April 9, 2021
Effective Date	9/17/20 - 12/31/20 Temporarily adds §9-4116 to the city's paid sick leave law Expired 12/31/20 - see Bill No. 210122-A, next column	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 PA's disaster emergency declaration terminated 6/10/21; employees may use PHEL until one week after (i.e., until 6/17/21)	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) 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) 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.) October 2022: No indication of extension past 7/27/22.	8/13/20 - earlier of program termination or the expiration of Proclamation 20-25 (State of Emergency) Employers may not operate between 8/18 and 11/13/20 unless they provide this leave Program appears to have been terminated 11/13/20; see link in last row.
Employers	All employers ("Hiring Entities") Please refer to the law text for the full definitions of Employer and Hiring Entity	All employers with 50 or more employees	Employers with 50 or more employees No change under July 27, 2021 Ordinance	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
Eligible Employees	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 EPFLA and who cannot work or are not "reasonably able" to telework. "Covered individuals" include employees and other individuals such as pool/per diem healthcare workers, home healthcare workers, domestic service workers, and those who work for food delivery or transportation networks. Please refer to the law text for the full definitions of Covered Individual and Employee. Terminated individuals are eligible for reinstatement of available leave time if rehired within 6 months.	Employees 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	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.
Collective Bargaining Agreement Exception	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
Benefit - time available	- 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. - Employers 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> - Employers 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.
Benefit - pay	100% regular rate of pay	100% regular rate of pay	100% regular rate of pay	\$10.75/hour
Specified Reasons for Use				
Quarantine ordered by public official or healthcare provider	Yes	Yes	Yes	Yes
Experiencing symptoms and seeking medical treatment	Yes	Yes	Yes	Yes
Underlying health condition or over age 65	Not specified	Not specified	Not specified	Yes
To obtain COVID-19 vaccination, or to recover from illness due to vaccination	No	Yes	Yes (vaccination), including family member	No
Care for family member who is sick and/or under official or healthcare provider-directed quarantine	Quarantine	Quarantine or illness	Quarantine or illness	No
Care for family member whose school or care facility is closed	Yes	Yes - children (any age)	No	No
Worksite closure due to official public health order or recommendation	No	No	No	No
Documentation	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
Employer Offset	- 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.
Notice to Employees	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 5% 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
Notice to Employees - link	Paid Sick Leave Resources	Paid Sick Leave Resources	N/A	N/A
Additional Links			covid-19 emergency paid sick leave pittsburghpa.gov	https://www.commerce.wa.gov/serving-communities/covid-19-food-production-worker-paid-leave-program/