

Summary of How Paid Sick Leave Laws Have Expanded in Response to COVID-19

Location	Brief Description of Paid Leave Requirements	Resources
California	Employers with 500 or more employees must provide essential food sector workers with up to 80 hours of paid leave if an employee is subject to a COVID-19 isolation order or is prohibited from working due to health concerns related to the transmission of COVID-19.	Frequently Asked Questions
Colorado	Through July 14, employers needed to provide employees in certain industries (e.g., retail, office work, hospitality, food service, child care, education, community living facilities, personal care services) with up to 80 hours of paid leave if the employee has COVID-19 symptoms and is seeking treatment or has been advised to isolate due to COVID-19. Effective July 15, each employer in the state, regardless of size, must provide paid sick leave in the amount and for the purposes set out in the FFCRA to each employee who is not covered by the Emergency Paid Sick Leave Act.	Guidance
Duluth, MN	The city expanded its existing paid sick leave law to allow employees to use leave to obtain COVID-19 testing or to isolate following close personal contact with a COVID-19 infected or symptomatic person.	Frequently Asked Questions
Emeryville, CA	The city expanded its existing paid sick leave law to allow employees to use leave to isolate at the recommendation of a health care provider or public health official or to care for a family member who is isolating; because the employee is in a vulnerable population; or to care for a family member whose school or place of care is closed due to a public official's recommendation.	Guidance
Long Beach, CA	Employers with at least 500 employees nationwide must provide most employees with up to 80 hours of paid sick leave. Leave may be taken by an employee who is subject to a governmental isolation order or is caring for someone who is quarantined due to COVID-19; is advised to self-quarantine by a health care provider; has COVID-19 symptoms and is seeking a diagnosis; or is caring for a minor because the minor's school or place of care is closed due to COVID-19.	--
Los Angeles, CA	The Governor signed a public order that applies to employers with 500 or more employees in the city or 2,000 or more employees nationwide. It allows essential workers employed between Feb. 3 through Mar. 4 to take up to 80 hours of paid leave to isolate due to COVID-19; to care for a family member who is isolating or whose school or place of care has closed; or because the employee is part of a vulnerable population.	Regulations
Los Angeles County, CA	Employers with at least 500 employees nationwide must provide most employees performing work in unincorporated areas of the county with up to 80 hours of paid leave. Leave may be taken to isolate at the order of a health care provider or public official; because the employee is in a vulnerable population; to care for a family member subject to quarantine or whose school or place of care is closed in response to a public official's recommendation.	--
Massachusetts	The state expanded its existing paid sick leave law to allow covered employees to take leave to care for a child whose school or place of care is closed by order of a state/local authority due to COVID-19 or because public health officials or a health care provider recommend that an employee or an employee's family member quarantine due to COVID-19.	Frequently Asked Questions
Michigan	The state expanded its existing paid sick leave law to allow employees to take leave if an employee has at least one of the principal COVID-19 symptoms, if an employee tests positive for COVID-19, or if an employee has had close contact with an individual who is symptomatic or has a positive test result.	--
Minneapolis, MN	The city expanded its existing paid sick leave law to allow covered employees to take leave because a public official closed their workplace due to COVID-19 or to care for a family member due to closure of their school or place of care due to COVID-19.	Frequently Asked Questions
New Jersey	The state permanently expanded its existing paid sick leave law to allow employees to take leave because of the closure of an employee's workplace or their child's school or place of care due to a Governor-declared state of emergency; a determination by a health care provider that the employee's or the employee's family member's	COVID-19 Scenarios & Benefits Available

	presence in the community would jeopardize the health of others; or the employee or the employee's family member is subject to quarantine due to suspected exposure to a communicable disease.	
New York	Employers with a net income of \$1 million or more in the previous tax year or with more than 10 employees must provide employees with 5-14 days of paid leave (depending on the size of the employer), unless the employer is subject to the FFCRA and providing paid leave under that law. Leave may be used by an employee who is subject to an isolation order issued by the State or a local governmental entity due to COVID-19.	Frequently Asked Questions
Oakland, CA	Employers with 50 or more employees must provide their employees with up to 80 hours of paid leave. Leave may be taken to comply with a quarantine order; to isolate at the recommendation of a health care provider; to care for someone who is subject to a quarantine or isolation order or who has COVID-19 symptoms; to care for a child whose school or place of care is closed or unavailable due to COVID-19; or the employee is in a vulnerable population. The law also requires the payment of up to 72 hours of unused "regular" paid sick leave when an employee is laid off.	Frequently Asked Questions
Philadelphia, PA	The city expanded its existing paid sick leave law to allow covered employees to take leave to obtain COVID-19 testing; isolate following travel to a Level 2 or 3 country or contact with a COVID-19 infected person; isolate at the recommendation of a health official due because they have a health condition that makes them high-risk; care for a family member whose school or place of care has closed due to COVID-19; shelter-in-place by order of a government official; or due to closure of one's work place due to order of a government official.	Supplemental Regulation re: COVID-19
Sacramento, CA	Employers with at least 500 employees nationwide must provide employees with up to 80 hours of paid leave. Leave may be taken to quarantine pursuant to a governmental order or health care provider's directive, or to care for a family member who is quarantined; because the employee is in a vulnerable population; the employer ceases operations due to a public health order; to seek a diagnosis after experiencing COVID-19 symptoms; or to care for a child whose school or place of care is closed due to COVID-19.	--
San Francisco, CA	The city expanded its existing paid sick leave law to allow covered employees to take leave to isolate at the order of a health care provider or public official; because the employee is in a vulnerable population; the employee's work location ceases operation in response to public health recommendations; to care for a family member subject to quarantine or whose school, place of care or workplace ceases operations in response to a public health recommendation.	Office of Labor Standards Enforcement Guidance
San Francisco, CA	Employers with at least 500 employees worldwide must provide employees with up to 80 hours of paid leave. Leave may be taken to isolate at the order of a health care provider or public official; because the employee is in a vulnerable population; the employee has COVID-19 symptoms; the employee's work location ceases operation in response to public health recommendations; to care for a family member subject to quarantine or whose school or place of care is closed in response to a public health emergency.	Frequently Asked Questions
San Jose, CA	Employers that are not required to provide paid leave under the CCFRA must provide employees who leave their home to perform essential work with up to 80 hours of paid leave, unless the employer already provides employees with paid leave equivalent to what is required under this ordinance. Leave may be used if the employee or a family member is subject to a COVID-19 isolation order; if the employee has COVID-19 symptoms and is seeking treatment; or to care for a child whose school or place of care is closed due to COVID-19.	Frequently Asked Questions
San Mateo County, CA	Employers, other than food sector employers, with at least 500 employees nationwide must provide most employees with up to 80 hours of paid leave. Leave may be taken to quarantine or to care for someone who is subject to quarantine order; if the employee is experiencing COVID-19 symptoms and is seeking a diagnosis, or the employee needs to care for such an individual; or to care for an individual whose school or care provider is not available in response to a public official's recommendation.	--
Santa Rosa, CA	Employers with less than 50 or at least 500 employees nationwide must provide employees with up to 80 hours of paid leave. Leave may be used to quarantine by order of a health care provider or government official or to care for someone who is subject to such an order; when an employee has COVID-19 symptoms and is seeking a diagnosis; or to care for a child whose school or place of care is unavailable due to COVID-19.	Frequently Asked Questions

Seattle, WA	The city expanded its existing paid sick leave law to allow covered employees to take leave if a family member's school or place of care has closed. Formerly, employees could only take leave if a child's school or place of care was closed by order of a public health official. In addition, employees may take leave if their employer has 250 or more FTEs and has reduced operations or closed for any health- or safety-related reason (it does not have to be at the order of a public health official).	Frequently Asked Questions
Seattle, WA	Employers of at least 250 gig workers worldwide must provide such employees with paid sick/safe leave. Leave may be used if the employee or a family member requires a medical diagnosis, preventative care, or treatment; when the employer reduces or suspends operations for health/safety reasons by order of a public official; and when an employee or family member is affected by domestic violence, sexual assault or stalking.	Fact Sheet
Sonoma County, CA	Private employers with at least 500 employees are required to provide employees with up to 80 hours of paid sick leave. Leave may be used if the employee or someone for whom the employee is caring is subject to a COVID-19 isolation order; if the employee has COVID-19 symptoms and is seeking treatment; or to care for a child whose school or place of care is closed due to COVID-19.	--
Washington	Employers operating in food production related industries not already covered by the FFRCA are required to provide employees up to 80 hours of paid leave. Employees may use the leave if they are subject to a COVID-19 quarantine order; they are advised by a health care provider to quarantine due to COVID-19; the employee cannot work due to health concerns related to COVID-19; or if the employee is experiencing COVID-19 symptoms and is seeking a medical diagnosis.	--
Washington, D.C.	The city expanded its existing paid sick leave law to require most employers with 50-499 employees to provide employees who have at least 15 days of service with up to 80 hours of paid leave. Leave may be used if the employee or someone for whom the employee is caring is subject to a COVID-19 isolation order; if the employee has COVID-19 symptoms and is seeking treatment; or to care for a child whose school or place of care is closed due to COVID-19.	--