The
PAID SICK LEAVE EPIDEMIC
States and municipalities take matters into their own hands

LAWs CONTINUE TO SWEEP THE NATION

More than 37M workers are covered by paid sick leave laws in the United States,

States and municipalities with paid sick leave laws

9 states + 30+ municipalities have passed laws offering coverage to their residents and employees.

PAID SICK LEAVE LAWS AND THEIR EFFECTIVE DATES

Number of New Laws Effective for states and municipalities

32 new laws have been enacted in states and municipalities, with 2017 seeing the highest number.

More than 82% of new laws are for paid sick leave.

No federal law requires business owners to provide paid sick leave to employees.

The number of new laws continues to grow rapidly.*

*Current as of March 1, 2018

PAID SICK LEAVE HAS ITS BENEFITS

GOING BEYOND THE LAW

Offering paid sick leave has its benefits

OFFERING PAID SICK LEAVE HAS ITS BENEFITS

The paid sick leave epidemic is a trend, download our FREE whitepaper.

Visit bitly/paid-sick-leave-trend

Paid sick leave continues momentum. From 2014 to 2016 alone, there were 8 new laws in 2016 and 10 in 2017; and in 2018, there were 7 new laws. As of the date of this report, there were 8 for 2018.

NOTE: Some paid sick leave laws have since been preempted.

1. Understand the law applies.

STEP 1

ASSIGN RESPONSIBILITY FOR COMPLIANCE

STEP 2

Determine whether employees are eligible for leave.

STEP 3

Address abusers under the law.

STEP 4

Know if you are required to keep records.

STEP 5

Train managers and supervisors.

STEP 6

Plan for coverage for employee absences.

STEP 7

Implement employee sick leave policies.

STEP 8

Create a written policy or update an existing policy to cover sick leave.

STEP 9

Check to see if unused time carries over from year to year.

STEP 10

Consider providing sick time for federal contractors.

STEP 11

FOR MORE INFORMATION...

STEP 12

Audit the workforce for compliance.

STEP 13

Take sick leave.

STEP 14

Make sure you know the potential consequences under the law.

STEP 15

Comply with any notification, recordkeeping, and reporting obligations.

STEP 16

Employees of all sizes should pay close attention to this trend, as more than 82% of employees with only one employer should earn paid sick leave, even in states that have not yet created paid sick leave laws.

Some Special Cases for Eligible Reasons to Take Leave

New York, New York: Covered hotel employees (smaller hotels and larger hotels)

San Diego, CA: Large employers and smaller employers

Portland, OR: Large employers and smaller employers

Beaverton, OR: Large employers and smaller employers

Go Beyond the Law

Offering paid sick leave has its benefits

Microsoft, Chick-fil-A, McDonald’s, and Walmart voluntarily provide employees with paid sick leave as part of their benefit package or have a policy that goes beyond applicable legal requirements.

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