

EMPLOYMENT LAW

State by State: Paid Sick Leave

Explore state and local paid-sick-leave laws, alphabetically by state

After the federal Families First Coronavirus Response Act (FFCRA) expired, along with its mandate for employers to provide paid sick leave, state and local lawmakers stepped in to fill the gap. Their efforts have created a hodgepodge of temporary mandates requiring employers to pay workers who are sick, need to isolate or quarantine, or are seeking COVID-19 testing or vaccination.

Employers should remember that a number of states and localities also have permanent paid-sick-leave mandates. This interactive chart maps the various state and local paid-sick-leave laws that extend beyond the pandemic and are currently in effect, upcoming or on hold due to legal challenges. The chart does not contain COVID-19 paid-leave laws that are temporarily in place in many states and localities.

UPDATED: APRIL 13, 2021

THE FOLLOWING CHART DOES NOT INCLUDE COVID-19 TEMPORARY LEAVE

LAWS

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(www.shrm.org#anchor3) J-L (www.shrm.org#anchor4) M-O

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PART 1

Complying with COVID-19 Paid-Sick-Leave Laws in California (www.shrm.org/ResourcesAndTools/legal-and-compliance/state-and-local-updates/Pages/Complying-with-COVID-19-Paid-Sick-Leave-Laws-in-California.aspx)

PART 2

States and Cities Update COVID-19 Paid-Sick-Leave Laws (www.shrm.org/ResourcesAndTools/legal-and-compliance/state-and-local-updates/Pages/States-and-Cities-Update-COVID-19-Paid-Sick-Leave-Laws.aspx)

PART 3

Many Employers Must Offer Paid Sick Leave Beyond the Pandemic (www.shrm.org/ResourcesAndTools/legal-and-compliance/state-and-local-updates/Pages/Many-Employers-Must-Offer-Paid-Sick-Leave-Beyond-the-Pandemic.aspx)

CHART

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Feedback

State Paid-Sick-Leave Laws

Alabama	None

Alaska	None
Arizona (www.shrm.org#collapseAZ)	State Law (www.shrm.org#collapseAZ)
Arkansas	None
California (www.shrm.org#collapseCA)	State & Local Laws (www.shrm.org#collapseCA)
Colorado (www.shrm.org#collapseCO)	State Law (www.shrm.org#collapseCO)
Connecticut (www.shrm.org#collapseCT)	State Law (www.shrm.org#collapseCT)
Delaware	None
Florida	None
Georgia	None
Hawaii	None
Idaho	None
Illinois (www.shrm.org#collapseIL)	Local Laws Only (www.shrm.org#collapseIL)
Indiana	None
Iowa	None
Kansas	None
Kentucky	None

Feedback

Louisiana	None
Maine (www.shrm.org#collapseME)	State Law (www.shrm.org#collapseME)
Maryland (www.shrm.org#collapseMD)	State & Local Laws (www.shrm.org#collapseMD)
Massachusetts (www.shrm.org#collapseMA)	State Law (www.shrm.org#collapseMA)
Michigan (www.shrm.org#collapseMI)	State Law (www.shrm.org#collapseMI)
Minnesota (www.shrm.org#collapseMN)	Local Laws Only (www.shrm.org#collapseMN)
Mississippi	None
Missouri	None
Montana	None
Nebraska	None
Nevada (www.shrm.org#collapseNV)	State Law (www.shrm.org#collapseNV)
New Hampshire	None
New Jersey (www.shrm.org#collapseNJ)	State Law (www.shrm.org#collapseNJ)
New Mexico (www.shrm.org#collapseNM)	State Law (www.shrm.org#collapseNM)
New York (www.shrm.org#collapseNY)	State & Local Laws (www.shrm.org#collapseNY)

Feedback

North Carolina	None
North Dakota	None
Ohio	None
Oklahoma	None
Oregon (www.shrm.org#collapseOR)	State Law (www.shrm.org#collapseOR)
Pennsylvania (www.shrm.org#collapsePN)	Local Laws Only (www.shrm.org#collapsePN)
Rhode Island (www.shrm.org#collapseRI)	State Law (www.shrm.org#collapseRI)
South Carolina	None
South Dakota	None
Tennessee	None
Texas (www.shrm.org#collapseTX)	Local Laws (Blocked by Courts) (www.shrm.org#collapseTX)
Utah	None
Vermont (www.shrm.org#collapseVT)	State Law (www.shrm.org#collapseVT)
Virginia	None
Washington (www.shrm.org#collapseWA)	State & Local Laws (www.shrm.org#collapseWA)

Feedback

Washington, D.C. (www.shrm.org#collapseDC)	District Law (www.shrm.org#collapseDC)
West Virginia	None
Wisconsin	None
Wyoming	None

HR DAILY NEWSLETTER

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Feedback

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