



Webinar Series: Guidance on State and Local Paid Sick Leave Laws

**Part 3: Spotighting
COVID-19 Supplemental
Paid Sick Leave
Mandates and Recent
Developments**

March 16, 2021

Seyfarth Shaw LLP

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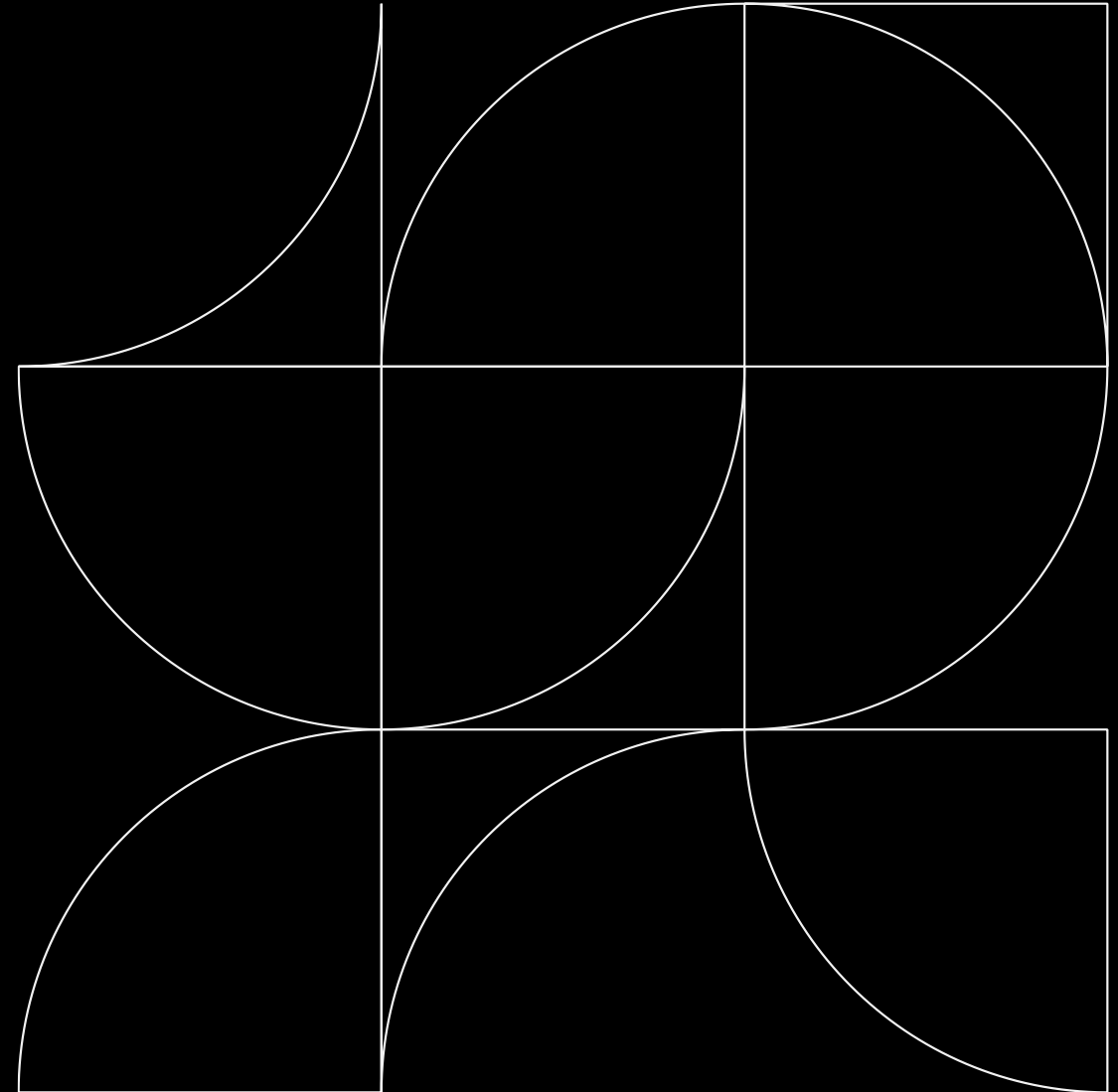


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Agenda

01	Nationwide Paid Sick Leave Overview
02	California COVID-19 Paid Sick Leave Update
03	New York COVID-19 Paid Sick Leave Overview and Update
04	Pittsburgh COVID-19 Paid Sick Leave Overview
05	Washington, D.C. COVID-19 Paid Sick Leave Overview and Update

Nationwide Paid Sick Leave Overview



Mandatory Paid Sick Leave (PSL) and PTO Laws

Total Mandates

As of Dec. 2020:
69 TOTAL PSL & PTO Mandates in the U.S.

- **Why?** Several jurisdictions have enacted multiple mandates.

Ex) General PSL Law + COVID-19 Temporary PSL Law

But the number is constantly changing due to COVID PSL laws

As of Today: 65 TOTAL Mandates in U.S.

Federal

- **Executive Order 13706**

PSL for many EEs of certain federal contractors

- **Families First Coronavirus Response Act**

Emergency PSL for EEs of certain sized ERs (sunset as of 12/31/2020)

15 States + DC

PSL:

- **California**
- **DC**
- Massachusetts
- Connecticut
- Oregon
- Vermont
- Arizona
- Washington
- Rhode Island
- Maryland
- New Jersey
- Michigan
- **New York**
- Colorado

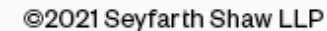
PTO:

- Maine
- Nevada

34 Municipalities

(1) San Francisco, CA; (2) Seattle, WA; (3) Long Beach, CA; (4) SeaTac, WA; (5) New York City, NY; (6) Los Angeles City, CA; (7) Los Angeles County, CA; (8) Oakland, CA; (9) Philadelphia, PA; (10) Tacoma, WA; (11) Emeryville, CA; (12) Montgomery County, MD; (13) **Pittsburgh, PA**; (14) Santa Monica, CA; (15) Minneapolis, MN; (16) San Diego, CA; (17) Chicago, IL; (18) Berkeley, CA; (19) Saint Paul, MN; (20) Cook County, IL; (21) **Austin, TX**; (22) Duluth, MN; (23) **San Antonio, TX**; (24) **Dallas, TX**; (25) Westchester County, NY; (26) Bernalillo County, NM (PTO law); (27) San Jose, CA; (28) Sacramento City, CA; (29) Sacramento County, CA; (30) San Mateo County, CA; (31) Santa Rosa, CA; (32) Sonoma County, CA; (33) Allegheny County, PA; (34) South San Francisco, CA

Pre-2014 2014-2015 2016-2017 2018 2019 **2020**



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COVID-19 State and Local Leave Overview

Paid Sick Leave / PTO Laws and COVID-19 Developments

Three Main Groups:

Group 1 –

Entirely new laws / executive or other
emergency orders

Group 2 –

Amendments to existing laws or regulations

Group 3 –

General non-binding guidance regarding
applicability of an existing PSL law in light of
COVID-19

COVID-19 State and Local Leave Overview

Paid Sick Leave / PTO Laws and COVID-19 Developments in 2021: 35 locations

(1) Arizona - State; (2) California - State; (3) California - Emeryville; (4) California - Long Beach; (5) California - Los Angeles City; (6) California - Los Angeles County; (7) California - Oakland; (8) California - Sacramento City; (9) California – Sacramento County; (10) California - San Diego; (11) California - San Francisco; (12) California - San Jose; (13) California - San Mateo County; (14) California - Santa Rosa; (15) California – Sonoma County; (16) California – South San Francisco; (17) Colorado - State; (18) Illinois - Chicago; (19) Illinois - Cook County; (20) Maryland - State; (21) Massachusetts - State; (22) Michigan - State; (23) Minnesota - Duluth; (24) Minnesota - Minneapolis; (25) Minnesota - Saint Paul; (26) Nevada - State; (27) New Jersey - State; (28) New York - State; (29) New York - New York City; (30) Oregon - State; (31) Pennsylvania - Philadelphia; (32) Pennsylvania - Pittsburgh; (33) Washington - State; (34) Washington - Seattle; (35) Washington, D.C.

***Certain COVID-19 PSL laws sunset on 12/31/2020.
Many have been extended or are under consideration
for extension.***

Polling Question



**In how many states does your
Company or Organization operate?**

- 1. Fewer than 5 states**
- 2. 6 - 15 states**
- 3. 16 – 25 states**
- 4. More than 25 states**

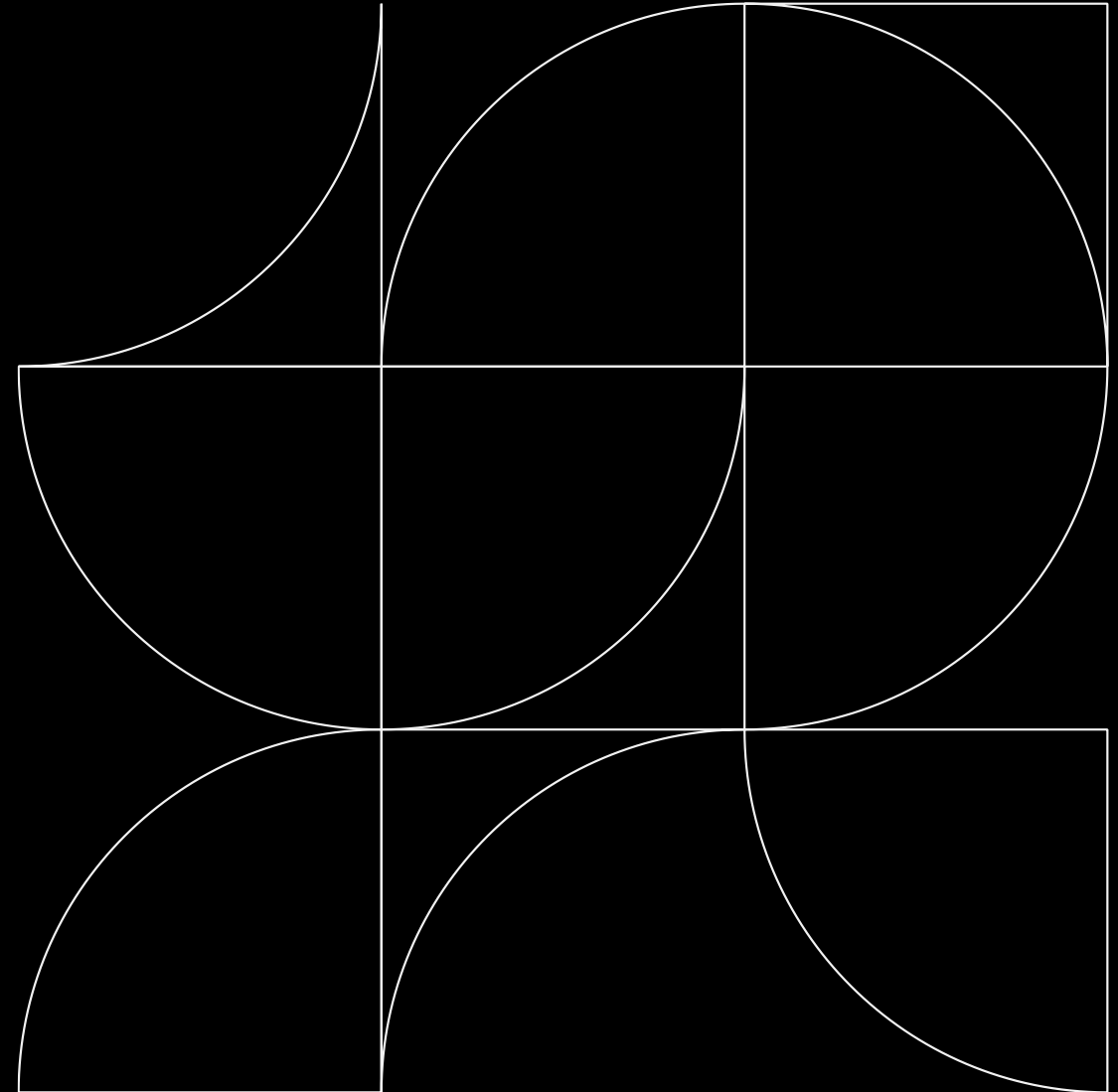
Polling Question



In which of these locations (CA, NY, DC, Pittsburgh) does your Company or Organization have employees?

- 1. CA Only**
- 2. NY Only**
- 3. DC Only**
- 4. Pittsburgh Only**
- 5. At least 2 of CA, NY, DC, and Pittsburgh**
- 6. At least 3 of CA, NY, DC, and Pittsburgh**

California COVID-19 Paid Sick Leave Update



Regular CA Paid Sick Leave (Non-COVID-19)

Healthy Workplaces Families Act (2014)

- Notice requirements, amended Wage Theft Prevention Act Notice
- Employees who work for the same employer for 30 days or more within a year are eligible
- Leave accrues at one hour of PSL for every 30 hours worked, or an annual lump sum (3 days or 24 hours)
- Accrue upon hire, use after 90th day
- Can cap accrual at 48 hours
- Method of payment- regular rate or 90 day look back, salaried employees receive normal amount of pay
- Available balance must be provided on “separate writing” or wage statement
- Reasonable minimum use of two hours
- Covered uses include: an employee’s own illness, care for an ill child, parent, spouse or registered domestic partner, grandparent, grandchild, and sibling
- Not paid out at separation, if rehired within a year, balance must be restored
- Certain carve outs, including CBAs

Regular Local CA Paid Sick Leave Laws (Non-COVID-19)

- **Berkeley**
 - One hour per 30 hours worked. Small businesses may cap accrual and use at 48 hours; larger businesses cap accrual at 72.
- **Emeryville**
 - Accrual cap 48 hours for small businesses, 72 for larger employers. Carry over not required if front loaded. May cover guide dog.
- **Long Beach**-Hotel worker ordinance; 5 days.
- **City of Los Angeles**
 - Up to 48 hours, employers can cap at 72.
 - (Also note **Citywide Hotel Worker Minimum Wage Ordinance**).
- **Oakland**
 - One hour per 30 hours worked. Small employers can cap yearly carry over at 40 hours, larger employers can cap carryover at 72 hours.
- **City of San Diego**
 - Additional exemptions, rate for workweek; carryover cap of 80 hours, 40 hours of use, COVID-19 reasons and emergency closure orders.
- **San Francisco**
 - Basis for statewide leave. One hour per 30 hours worked accrual; small employers can cap yearly carry over at 40 hours, larger employers can cap carryover at 72 hours.
- **Santa Monica**
 - Small businesses ramped up to 40 hours, 72 hours for larger businesses in 2018.

California Supplemental Paid Sick Leave (COVID-19)

- CA aimed to fill gaps left by FFCRA
- Up to 80 hours of paid leave
- Food Sector Worker- Executive Order April 16, 2020- over 500 employees
- September 9, 2020 state-wide law codified Food Sector Worker leave, provided leave for other industries with over 500 employees, certain first responders not covered under FFCRA
- Limited covered reasons (isolation/quarantine order, health care provider required isolation/quarantine, prevented from working due to transmission concerns)
- Wage statement and notice
- Guidance stated not to ask for documentation unless reason to believe employee had provided false information
- Expired 12/31/20, but is likely returning with amendments

Cal/OSHA Earnings Continuation (COVID-19)

- November 30, 2020 Emergency Temporary Standards
- “Earnings continuation” for employees who are otherwise available and able to work
- Workplace related exposure more likely than not
- Guidance refers to exhausting other paid sick leave benefits “to the extent permitted by law”
- Transmission related
- Guidance states employees unable to work due to symptoms are not “able” to work
- Interplay with workers compensation and disability benefits
- This portion of the law (and testing obligations) were challenged; the request for an injunction was denied
- Expect future guidance regarding vaccines

Local CA Supplemental Paid Sick Leaves (COVID-19)

- **Los Angeles City** (two weeks after period of emergency)
- **County of Los Angeles** (two weeks after period of emergency, unless extended)
- **Oakland** (after the expiration of the declaration of emergency)
- **Sacramento City** (3/31/21)
- **County of Sacramento** (3/31/21)
- **San Francisco** (4/12/21)
- **San Jose** (6/30/21)
- **San Mateo County** (6/30/21)
- **Santa Rosa** (3/31/21)
- **Sonoma** (6/30/21)

CA Supplemental Paid Sick Leave (COVID-19).... Part Two

Proposed Revival of CA SPSL (AB 84 and SB 95)

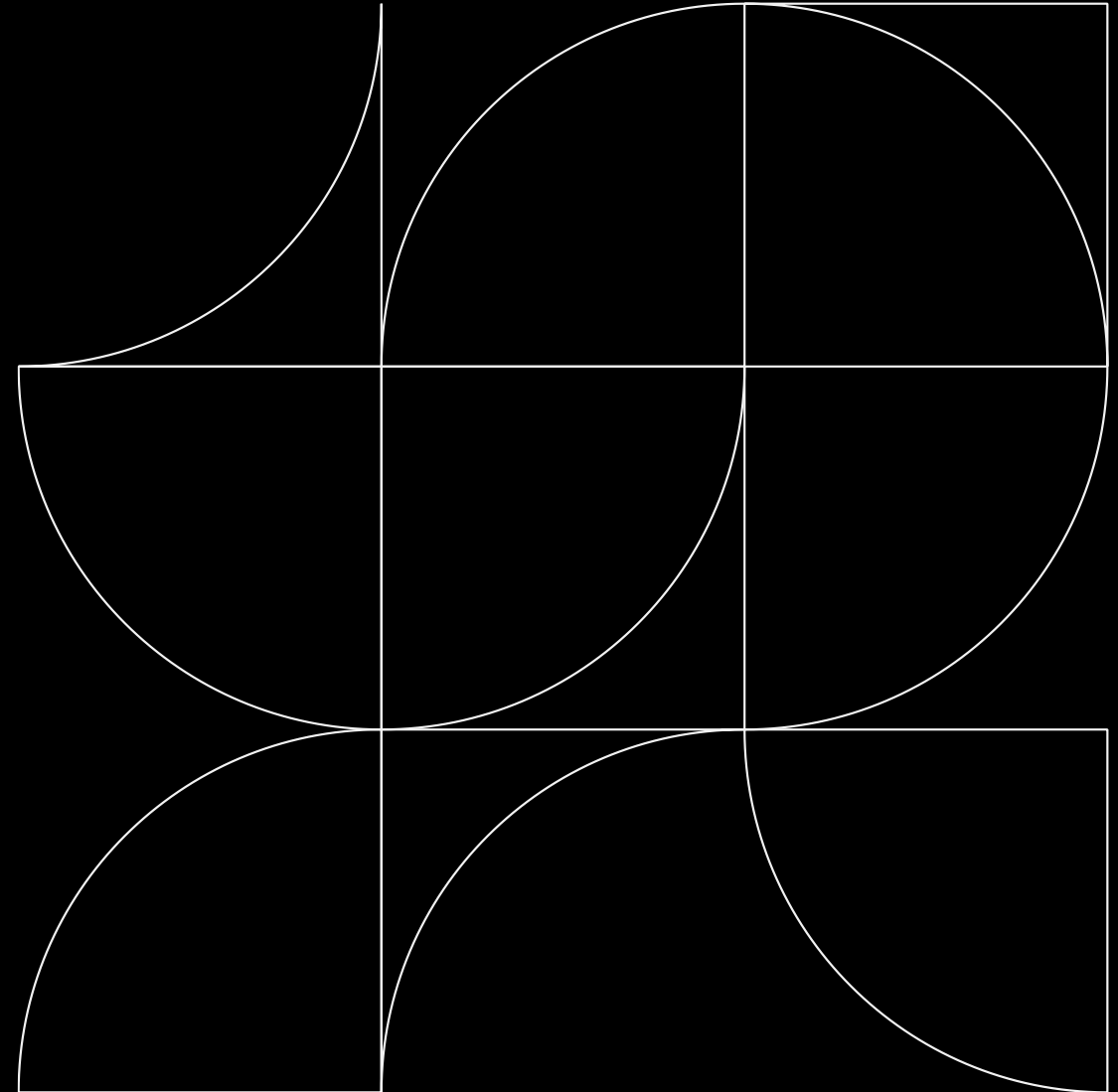
- Additional bank of 80 hours
- Highest of regular rate, 90 day look back or minimum wage
- Would cover most employers, over 25 employees
- Retroactive to January 1, 2021
- Expanding coverage to include experiencing symptoms and seeking a diagnosis, school closure, kin care and vaccine appointments/symptoms
- Cannot require other paid or unpaid time in lieu of SPSL
- Notice requirement; wage statement
- May offset
- Cal/OSHA clarification
- Drafted as budget bill
- September 30, 2021 expiration

Hazard Pay & Paid Leave (COVID-19)

Grocery Worker/Hero Pay Ordinances

- Certain retail establishments, some janitorial services
- Los Angeles County- choice of PTO instead of hazard pay
- South San Francisco- up to four hours of paid leave for vaccination

New York COVID-19 Paid Sick Leave Overview and Update



NYS Paid Sick Leave Law (Non-COVID-19)



Legal Requirements	New York State Paid Sick Leave
Accrual Rate	1 hour of sick leave for every 30 hours worked.
Accrual Cap	40 or 56 hours of <u>paid or unpaid</u> sick leave, depending on employer size
Usage Cap	<u>ER with Fewer than 100 EEs</u> : Up to 40 hours of sick leave per year (paid or unpaid varies on employer size) <u>ER with 100+ EEs</u> : Up to 56 hours of paid sick leave per year
Usage Waiting Period	No waiting period
Year-End Carryover	No carryover cap.
Frontloading	Permitted. Unclear if frontloading gets rid of an employer's carry over obligations.
Reasons for Use	Non-COVID specific reasons. Includes absences for EE or family member illness or injury, preventative care, "safe time"

NYC Earned Safe and Sick Time Act (Non-COVID-19)

(Follow NYS if More Generous)



Legal Requirements	New York City Paid Sick Leave
Accrual Rate	1 hour of sick leave for every 30 hours worked.
Accrual Cap	40 or 56 hours of paid or unpaid sick leave, depending on employer size
Usage Cap	<u>ER with Fewer than 100 EEs</u> : Up to 40 hours of sick leave per year (paid or unpaid varies on employer size) <u>ER with 100+ EEs</u> : Up to 56 hours of paid sick leave per year
Usage Waiting Period	No waiting period
Year-End Carryover	Law provides that employees can carry over up to 40 or 56 hours, depending on employer size, however there is uncertainty regarding this topic.
Frontloading	Likely permitted. Unclear if frontloading gets rid of an employer's carry over obligations.
Reasons for Use	Non-COVID specific reasons. Includes same general reasons as NYS plus work or child's school or place of care closure due to PHE

NYS COVID-19 Emergency Paid Leave Law

- **Effective Date:** Went into effect March 2020; No sunset date
- **Benefits:** Amount and type of benefits depend on ER size
 - **ERs with 10 or fewer EEs *and* net income of \$1M or less:** (A) *unpaid* sick leave for quarantine or isolation + eligible for expanded (B) paid family leave (PFL) and (C) state disability benefits (DB)
 - **ERs with 10 or fewer EEs *and* a net income greater than \$1M OR ERs with 11 to 99 EEs:** (A) At least 5 days of PSL + (B) unpaid leave for remainder of quarantine or isolation + after exhausting PSL, eligible for (C) PFL and (D) DB.
 - **ERs with 100 or more EEs:** (A) At least 14 days of PSL + most likely (B) PFL and (C) DB
- **Covered Absences:** EE must be “*subject to mandatory or precautionary orders of quarantine or isolation*” issued by state of New York, department of health, local board of health, or any governmental entity related to COVID-19.
- **Coordination of Benefits:** MUST provide PSL separate from any existing PSL or other paid time off accruals

NYS COVID-19 Emergency Paid Leave Law

- **1/20/2021 NYS DOL Guidance (Non-Binding):** Clarifies and expands several aspects of NYS COVID-19 PSL mandate.
- **Select Takeaways:**
 - NYS COVID-19 PSL may be available to EEs subject to **multiple** mandatory or precautionary orders of quarantine or isolation. ***But there are limits.***
 - EE can receive NYS COVID-19 PSL for a maximum of 3 orders of quarantine or isolation in the following situations: **(a)** EE is absent for a mandatory quarantine or isolation, returns to work, and then tests positive for COVID-19, **or (b)** EE was subject to an order or quarantine or isolation and continues to test positive after initial quarantine or isolation period ends.
 - In these situations and while not completely clear, it appears EE can receive a new set of NYS COVID PSL for each covered order.
- **Other Topics Addressed Include:** (a) employer obligations when it sends EE home due to exposure or potential exposure, including pay continuation considerations; (b) documentation; (c) how to treat EEs returning to work after period of mandatory quarantine or isolation

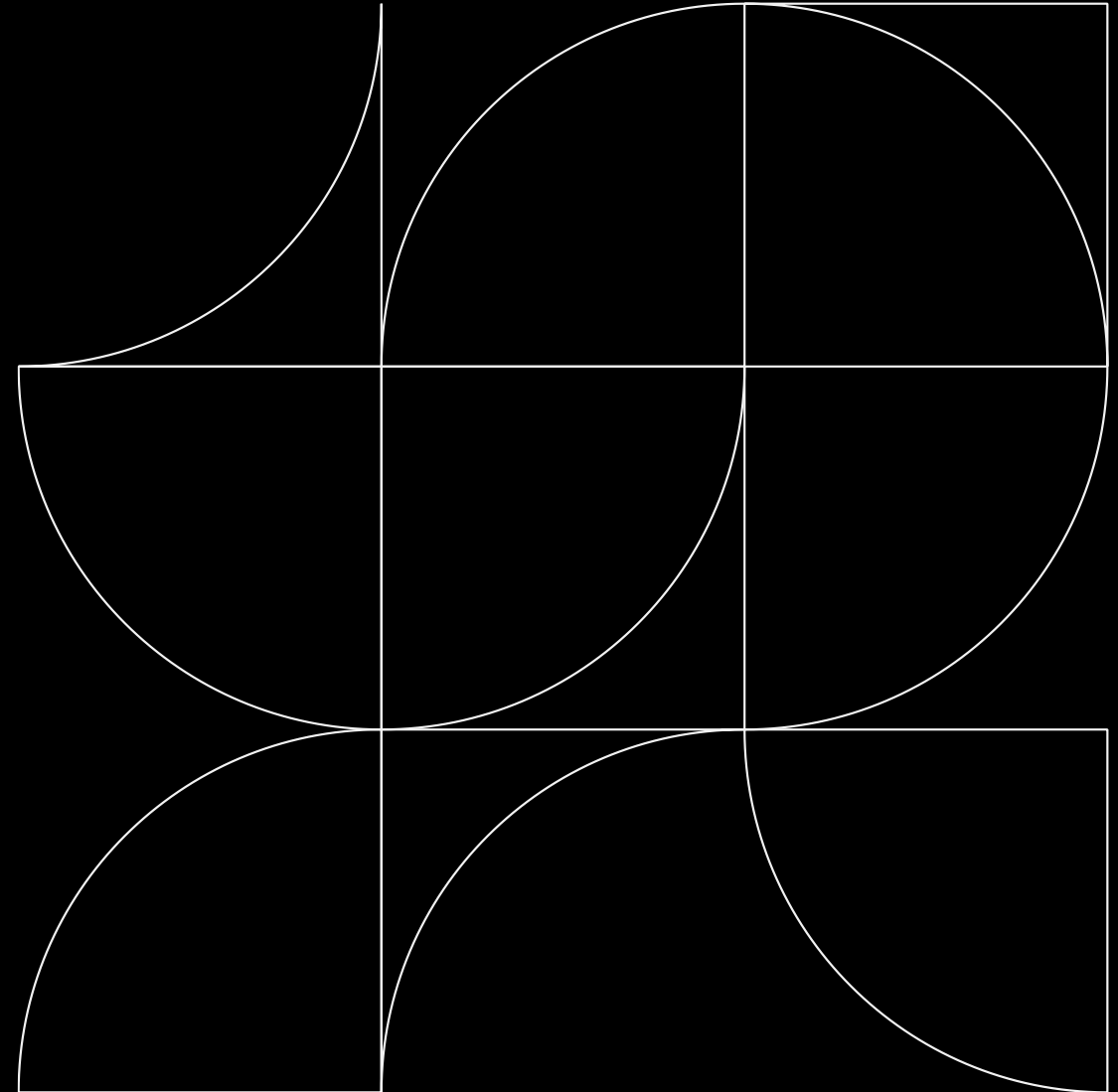
NYS COVID-19 Vaccine Paid Leave Law

- **Effective Date:** 3/12/2021 (signed by Gov. Cuomo); **Sunset Date:** 12/31/2022
- **Legislation Details:** **(a)** Bill Nos. - S.2588-A / A.3354-B; **(b)** Amends the New York Labor Law (NYLL) (creates new section 196-C)
- **“Employee” Definition:** Legislation silent; Likely can look to NYLL Article 6 –
 - “any person employed for hire by an employer in any employment”
- **“Employer” Definition:** Legislation silent; Likely can look to NYLL Article 6 –
 - “any person, corporation, limited liability company, or association employing any individual in any occupation, industry, trade, business or service.”
- **CBAs:** Waiver permitted, but must explicitly reference NYLL Sec. 196-C
 - **If no waiver:** NY COVID-19 vaccine paid leave would be in addition to other leave provided pursuant to CBA
 - **Potential Exception:** If CBA provides more COVID-19 vaccine paid leave

NYS COVID-19 Vaccine Paid Leave Law

- **Amount of Paid Leave:** ERs must provide each EE with a paid leave of absence for a sufficient period of time, not to exceed 4 hours, per vaccine injection to be vaccinated for COVID-19
- **Rate of Pay:** Paid leave shall be provided at EE's "regular rate of pay"
- **Coordination of Benefits:** NY COVID-19 vaccine paid leave "shall not be charged against any other leave such employee is otherwise entitled to."
 - Legislation expressly mentions NYS PSL (non-COVID-19), but language likely includes other forms of company-provided or legally mandated paid time off
- **Job Protected:** NY COVID-19 vaccine paid leave mandate prohibits retaliation / discrimination
- **Potential Penalties:** Legislation silent; Likely can look to NYLL Article 6
- **(Select) Open Questions:** **(a)** Retroactivity; **(b)** Employee Notice; **(c)** Documentation; **(d)** Impact of More Generous Employer-Provided COVID-19 Vaccine Paid Leave

Pittsburgh COVID-19 Paid Sick Leave Overview



Pittsburgh – Paid Sick Leave Overview

- **General Paid Sick Leave**

- Paid Sick Days Act
- Enacted prior to COVID-19

- **COVID-19 Paid Sick Leave**

- Enacted specifically to address COVID-19 related absences
- Similar to FFCRA reasons for use

Pittsburgh -- General PSL

- **Employee Eligibility:** An individual employed by an Employer who performs work within the geographic boundaries of the City of Pittsburgh for at least 35 hours in a Calendar Year.
- **Employer Coverage** – situated or doing business in Pittsburgh employing 1 or more employee.
- **Entitlement**
 - 15+ employees: 1 hr / 35hrs worked; up to 40 hours
 - <15 employees: 1 hr / 35hrs worked; up to 24 hours
- **Reasons for Use**
 - Employee or family illness, injury, health condition, etc.
 - Closure of business or school because of PHE
 - Care of family member whose presence in the community would jeopardize the health of others

- **Effective Date** – 12/9/2020
- **Sunset** – One week following the official termination or suspension of the COVID-19 emergency disaster declaration of the Commonwealth of Pennsylvania or the COVID-19 emergency disaster Declaration of the City of Pittsburgh, whichever is sooner.
- **Employer Coverage** – Employers situated or doing business in the city of Pittsburgh that employ 50 or more employees.

**Pittsburgh --
COVID-19 PSL**

Pittsburgh – COVID-19 PSL

Employee Coverage & Eligibility

- Employees are eligible for COVID-19 PSL who are:
 - working for an employer in Pittsburgh after 12/9/2020
 - normally work for that Employer within the City of Pittsburgh but are currently teleworking from any other locations a result of COVID-19, or
 - Work for that employer from multiple locations or from mobile locations, provided that 51% or more of such employee's time is spent within the City of Pittsburgh.
- Must be provided to employees immediately without any waiting period or accrual requirements, once they have been employed by the employer for the previous 90 days.

Pittsburgh COVID-19 PSL – Amount of Leave

- No accrual basis method, must be lump granted
- New Hires: Must make non-COVID-19 PSL immediately available if request for PSL arises out of COVID-19.
- Employees working 40+ hours per week: 80 hours.
- Employees working <40 hours per week: amount equal to the amount of time the employee is otherwise scheduled to work or works on average in a 14-day period, whichever is greater.
 - Variable schedule

Pittsburgh COVID-19 PSL– Reasons for Leave

Employees can take COVID-19 PSL if they are unable to work in person or telework, related to COVID-19:

- (1) (a)** Public official or public health authority, health care provider, or employer **(b)** determines the EE's presence on the job or in the community jeopardizes the health of others **(c)** because of the EE's exposure to COVID-19 or EE has symptoms that might jeopardize the health of others, regardless of any diagnosis.

- (2) (a)** Care of a family member of the EE **(b)** who's been determined by a public official or public health authority, health care provider, or employer **(c)** that the family member's presence on the job or in the community jeopardizes the health of others **(d)** because of the their exposure to COVID-19 or they have symptoms that might jeopardize the health of others, regardless of any diagnosis.

Pittsburgh COVID-19 PSL– Reasons for Leave, Cont.

Employees can take COVID-19 PSL if they are unable to work in person or telework, related to COVID-19:

- (3) EE's need to:** (a) self-isolate and care for oneself because EE is diagnosed with COVID-19; (b) self-isolate and care for oneself because EE is experiencing symptoms of COVID-19; (c) seek or obtain medical diagnosis, care, or treatment if experiencing symptoms of an illness related to COVID-19; **or**
- (4) Care of a family member who:** (a) is self-isolating due to being diagnosed with COVID-19; (b) is self-isolating due to experiencing symptoms of COVID-19; (c) needs medical diagnosis, care, or treatment if experiencing symptoms of an illness related to COVID-19.

Pittsburgh– COVID-19 PSL

Employee Notice & Documentation

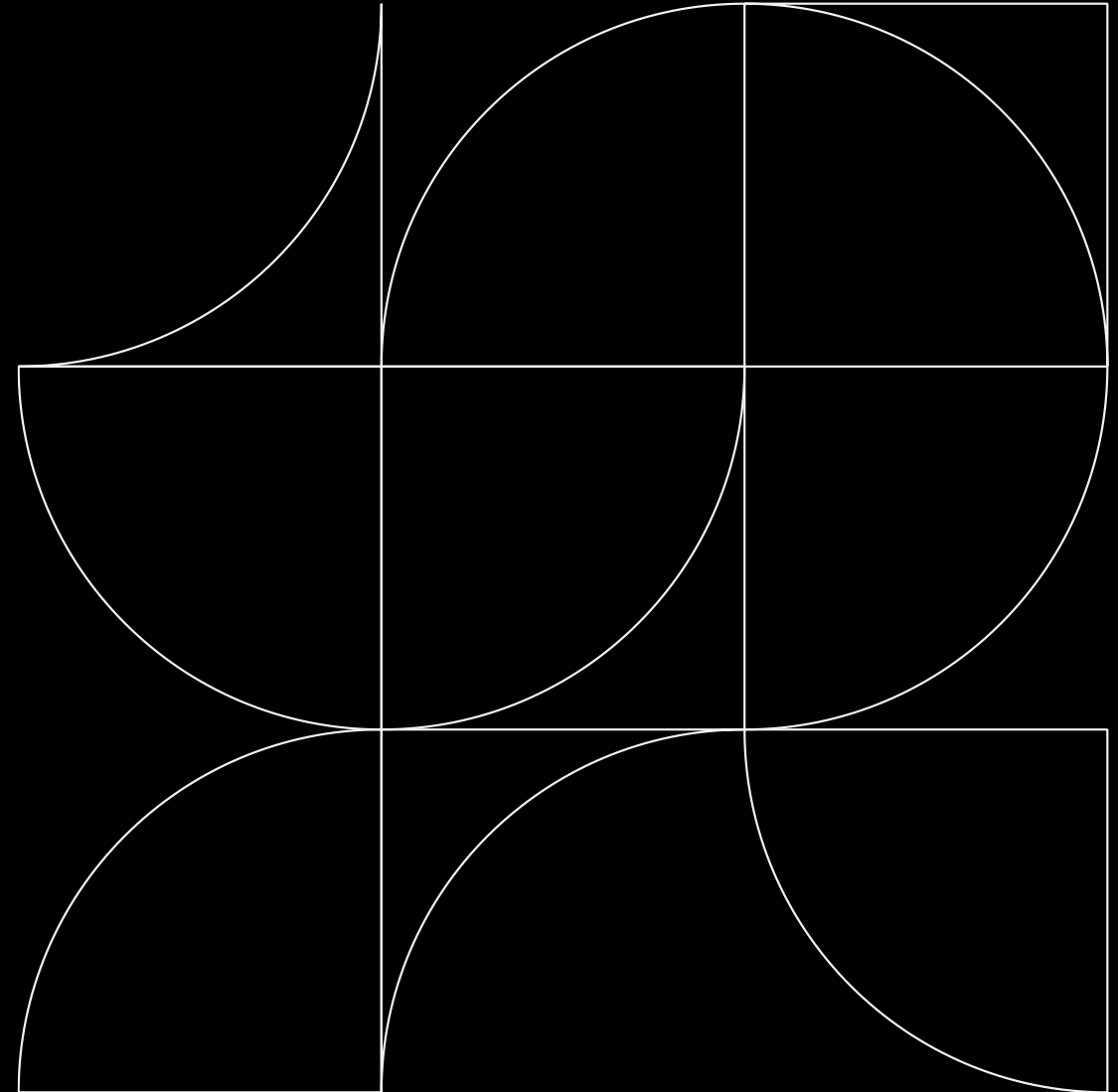
- **Documentation**

- Law is silent, but best practice for employers to develop an internal practice.

- **Notice**

- Employees shall provide notice to the Employer of the need for COVID-19 Sick Time as soon as practicable.

Washington, D.C. COVID-19 Paid Sick Leave Overview and Update



Washington D.C. – Paid Sick Leave Overview

- **General Paid Sick Leave**
 - DC Accrued Sick and Safe Time Act
 - Effective prior to COVID-19
- **COVID-19 Paid Sick Leave**
 - Amendment to general PSL law to provide emergency paid sick leave

Washington D.C.

-- General PSL

- **Employee Eligibility**

- spend more than 50% of his or her work time in DC **OR** EE's employment is based in DC and EE regularly spends a substantial part of his or her time working for the ER in DC **and** does not spend more than 50% of his or her work time working for the ER in any particular state **AND**
- EE must have been employed by the same employer for at least one year without a break in service **AND**
- EE must have worked at least 1,000 hours of service with such employer during the previous 12-month period.

- **Employer Coverage** - any ER that employs an EE

- **Entitlement** – Depends on ER size (in DC)

- 24 or less: 1hr/87hrs worked; 3 day annual use/acc. cap
- 25-99: 1hr/43hrs worked; 5 day annual use/acc. cap
- 100+: 1hr/37hrs worked; 7 day annual use/acc. cap

- **Reasons for Use**

- Sick Time: EE own and care of family member with illness, injury or medical condition, medical diagnosis or preventive medical care
- Safe Time: EE or family member is victim of stalking, domestic violence or sexual abuse where absence is directly related to medical, social or legal services associated therewith.

- **Effective Date** – April 10, 2020; most recent amendments October 9, 2020.
- **Sunset** – The expiration of the COVID-19 emergency together with the Declaration of Public Health Emergency or May 21, 2021, whichever occurs first.
 - Note: Many moving pieces with the above standard. There are potential expirations on March 17 and 31, 2021 based on certain District orders. However, yesterday Mayor Bowser announced that the District’s Public Health Emergency order has been extended to May 20, 2021. See https://mayor.dc.gov/sites/default/files/dc/sites/coronavirus/release_content/attachments/Situational-Update-Presentation_03-15-21.pdf

Washington D.C.
-- COVID-19 PSL

Washington D.C. – COVID-19 PSL

Employer Coverage / Employee Eligibility

- **Employer Coverage** – Employer with between 50-499 employees that is not a health care provider.
- **Employee Eligibility** - Any employee who commenced work for the employer at least 15 days before the request for leave.

Washington D.C. COVID-19 PSL – Amount of Leave

- An employer shall provide declared emergency paid leave to an employee in an amount sufficient to ensure that the employee who must be absent from work for covered reasons be able to remain away from work for:
 - Full-Time Employees: **2 full weeks of work up to 80 hours**
 - Part-Time Employee: the usual number of hours the employee works in a 2-week period.
- Never more than 80 hours
- Concurrent use / Other Paid Leave Entitlements

Washington D.C. COVID-19 PSL – Reasons for Leave

During the COVID-19 emergency, any of the reasons for which paid leave may be used pursuant to Section 5102 of the Families First Coronavirus Response Act.

Under the FFCRA, an employee qualifies for paid sick time if the employee is unable to work (or unable to telework) due to a need for leave because the employee:

- is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;*
- has been advised by a health care provider to self-quarantine related to COVID-19;*
- is experiencing COVID-19 symptoms and is seeking a medical diagnosis;*
- is caring for an individual subject to an order described in (1) or self-quarantine as described in (2);*
- is caring for a child whose school or place of care is closed (or child care provider is unavailable) for reasons related to COVID-19; or*
- is experiencing any other substantially-similar condition specified by the Secretary of Health and Human Services, in consultation with the Secretaries of Labor and Treasury.*

Washington D.C.

– COVID-19 PSL

Employee Notice & Documentation

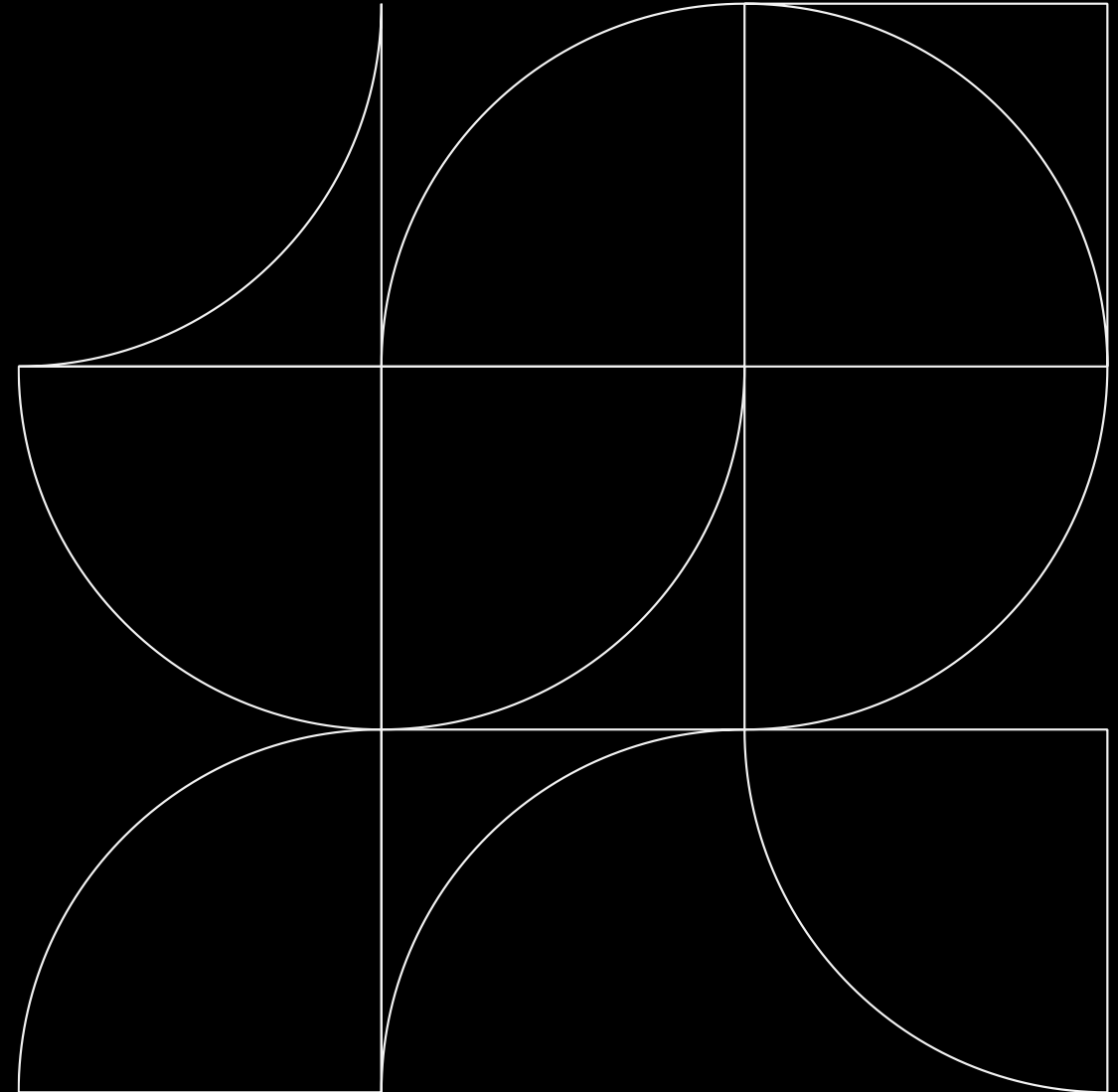
- **Documentation**

- Requiring verification: An employer shall not require an employee who uses emergency paid leave to provide certification of the need to use such paid leave unless the employee uses 3 or more consecutive working days of paid leave.
- Timing of verification: one week after the employee's return to work.
- Exception: if ER does not contribute payments toward a health insurance plan on behalf of the employee cannot require certification

- **Notice**

- Cannot require more than 48 hours' notice of the need to use such leave, except in emergencies as provided below.
 - Notice in an emergency: Cannot be required to provide more than reasonable notice of the employee's need to use such leave in the event of an emergency.

2021 PSL Outlook and Seyfarth Paid Sick Leave Resources



Paid Sick Leave Outlook – 2021 and on

Upcoming Developments:

- COVID-19 PSL Mandates – Scheduled sunset dates for a number of supplemental PSL laws
- COVID-19 Vaccine Paid Leave – Other states to follow NY?
- Allegheny County, PA (awaiting County Executive signature)

Next Locations Likely to Adopt:

- **Federal:** Potential for nationwide PSL mandate with new administration. Key current legislation – The Healthy Families Act (H.R. 1784/S.840)
- **States:**
 - California (COVID-19 SPSL)
 - Maryland (COVID-19 SPSL)
 - Virginia (COVID-19 SPSL; limited scope)
 - New Mexico
 - Minnesota
 - New Hampshire

Seyfarth Paid Sick Leave Resources



If you're struggling with NY PSL or the country's Paid Sick Leave "Patchwork" here are some ways Seyfarth can help:

(A) **PSL Survey**: Seyfarth maintains a ***comprehensive PSL survey*** breaking down the specific requirements of ***each*** existing mandatory PSL, COVID-19 PSL, and PTO law.

For more information contact:

paidleave@seyfarth.com

(B) **PSL Mailing List**: Seyfarth regularly publishes Legal Updates and Blog Posts on PSL law developments.

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Questions?

Thank You!