Note: The COVID-19 (Coronavirus) situation is developing very rapidly. Employers should continue to monitor the U.S. Centers for Disease Control and Prevention COVID-19 website, the World Health Organization COVID-19 website, and Ogletree’s Coronavirus (COVID-19) Resource Center for the latest developments. State laws may vary, and state government agencies may issue further orders and guidance that should be considered. Employers should carefully review and discuss these materials with their Ogletree counsel to tailor the materials and guidance to their particular situation.

**Paid Sick Leave, School Closure, Workplace Closure, and Quarantine Leave Laws**

- **Federal, State, and Major Locality** -

  **[Issues Relevant to Coronavirus/COVID-19]**

  Updated August 12, 2020 – 12 p.m. Eastern

- To go right to the 50-state and major locality table below, click [here](#).
- To learn more about **OD Comply: State Leave Laws**, the source of the information in this document, please visit us [here](#).

### General Tips and Best Practices for Employers

**Overview.** The table below summarizes the relevant reasons for leave provided by (a) the new Federal Emergency Paid Sick Leave Act, and (b) state and major locality paid sick leave laws that may be triggered by a COVID-19-related event or absence—including those state and major locality paid sick leave laws that have been recently passed in response to the COVID-19 public health emergency. **Please note:** many paid sick leave laws encompass a variety of types of leave that may not be directly triggered by an employee’s or family member’s illness (e.g., school and workplace closure; employee or family member quarantine). This table includes only those reasons for leave under paid sick leave laws that likely are implicated by COVID-19; it does not cover every qualifying reason for leave provided in the sick leave statutes and ordinances. For example, it does not include “safe leave” (e.g., leave due to domestic violence, sexual assault, or stalking) reasons, which many state and local paid sick leave laws cover. It also is limited to paid sick leave laws—and does not cover all leave laws that may apply to a particular situation involving COVID-19—for example, in some states, there is protected leave if an employee serves as a first responder (e.g., to respond to a 2019-19 outbreak).

**Mandating Sick Leave.** Employers who wish to require employees to use statutory paid sick leave under state or local law for absences associated with COVID-19 generally should do so [only](#) if the leave qualifies as paid sick leave under the respective state or local statute—e.g., employee or qualifying family member is ill with COVID-19, workplace or child’s school/place of care is closed by a public official because of a public health emergency, or asymptomatic employee is quarantined by a health care provider or health authority. Further, employers should be aware that while the paid sick leave laws typically do not specify whether employers may or may not mandate use in these contexts, Seattle has recently published paid sick leave FAQs ([available via this link](#)) in the COVID-19 context that state employers “cannot require employees to use [paid sick leave] for an absence that is otherwise covered by the ordinance.” Employers should [ensure no comparable restriction applies](#) before mandating statutory paid sick leave use. Additionally, in California, an employer may not mandate the use of California paid sick leave by an asymptomatic employee who is quarantined because of close contact with a COVID-19-positive individual—because that situation is not covered by California paid sick leave (see absence of any notation in “Other reason” column below on California state row.)

**Mandating PTO (which satisfies Paid Sick Leave).** If an employer in one of the states listed below (i.e., states with paid sick leave laws) complies with the respective paid sick leave law through a compliant paid time off (PTO) policy, the same rules as in the Mandating Sick Leave policy section above apply to PTO. Employers in states or localities not listed below (i.e., that are not required to provide paid sick leave) may require use of PTO related to a COVID-19 situation, subject to (a) policy language and (b) any jurisdiction-specific implied contract of employment law.
COVID-19-Specific Paid Sick Leave Laws & Rules

This section provides an overview of federal, state, and major locality laws or rules that have been implemented as a direct result of COVID-19—first the federal FFCRA (the only federal law described in this state resource), followed by states and localities (alphabetical, by state).

**FEDERAL EMERGENCY PAID SICK LEAVE ACT.** On March 18, 2020, Congress passed the “Families First Coronavirus Response Act” ("FFCRA") which includes the Emergency Paid Sick Leave Act (the “Act”)—requiring covered employers (i.e., those with fewer than 500 employees, government entities, and schools) to provide paid sick leave for eligible employees (i.e., all employees, regardless of length of employment). The Act will be effective from April 1, 2020 to December 31, 2020. Shortly after it was passed, the U.S. Department of Labor (“DOL”) promulgated its Final Rule interpreting and implementing the FFCRA.

*Update: In response to the DOL’s Final Rule, the State of New York filed a lawsuit challenging four provisions of the regulations. On August 3, 2020, the U.S. District Court for the Southern District of New York (“SDNY”) struck down those portions of the regulations—specifically, those regarding (a) the requirement that employers actually have work available for employees in order to be eligible for leave; (b) the broad definition of “health care provider” under the Final Rule; (c) the requirement that employees obtain employer approval for intermittent leave; and (d) the requirement that employees provide documentation prior to taking FFCRA leave. We have noted the changes from this ruling below in blue where applicable. It is not yet clear whether the ruling applies on a national level or is limited to New York; therefore, in the short term, employers should proceed with prudence, as the geographic scope of the ruling is uncertain at this time and depends largely on how the DOL responds to the ruling.

- **Summary.** Covered employers must provide employees with paid sick leave when the employee cannot work (or telework) due to certain circumstances related to COVID-19 (described below).
- **Reasons for Leave.** An eligible employee* is entitled to paid sick leave if the employee is unable to work (or telework) for any of the following reasons:
  1. **Quarantine/Isolation Order**—when the employee is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
  2. **Self-Quarantine**—when the employee has been advised by a healthcare provider to self-quarantine due to concerns related to COVID-19;
  3. **COVID-19 Symptoms**—when the employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis;
  4. **Care for Others**—when the employee is caring for an individual who is subject to a quarantine or isolation order or whose healthcare provider has advised the individual to self-quarantine due to concerns related to COVID-19;
  5. **School/Childcare Closure**—when the employee is caring for the employee’s son or daughter whose school or place of care has been closed, or whose child care provider is unavailable because of a public health emergency (i.e., an emergency with respect to coronavirus declared by a federal, state, or local authority); or
  6. **Similar Conditions**—when the employee is experiencing a “substantially similar condition” (as yet undefined) as specified by the Secretary of Health and Human Services in consultation with the Secretary of the Treasury and the Secretary of Labor.

* The Final Rule imposed a requirement that prevented employees from taking paid sick leave under the Act if their employers did not have work available for them. The SDNY’s August 3 ruling invalidated this “work availability” requirement.

- **Duration of Leave.** **Full-time employees** are entitled to receive up to 80 hours (10 work days) of paid sick leave for the above qualifying reasons. **Part-time employees** are entitled to the number of hours of paid sick time equal to the number of hours they work, on average, over a 2-week period. This paid sick leave is available for immediate use, and is provided in addition to any other sick leave already offered by the
employer (including subject to state or local requirements). There is no carryover of unused leave from year to year (although the Act sunsets on December 31, 2020 in any event). An employer may not require an employee to use other paid time off before the employee uses emergency paid sick leave, and may not require an employee to find a replacement worker to cover the hours during which the employee uses paid sick leave.

- **Pay Rate.** Employers must compensate employees for any paid sick time as follows:
  - Employees taking emergency paid sick leave under reasons (1), (2), and (3) above: must be compensated at the higher of their regular rate, the federal minimum wage, or the local minimum wage. Payments are capped at $511 per day and $5,110 in the aggregate.
  - Employees taking emergency paid sick leave under reasons (4), (5), and (6) above: must be compensated at 2/3 of the rate they would otherwise receive under the above bullet point, capped at $200 per day and $2,000 in the aggregate.

Each quarter, employers (other than governmental employers) subject to these requirements are entitled to a fully refundable tax credit equal to 100% of the mandated paid sick leave wages paid by the employer (i.e., any payments greater than the capped amounts would not receive the tax credits).

- **Verification.** The Final Rule requires that employees submit documentation including the reason for and duration of the requested leave and, when relevant, isolation or quarantine orders, prior to taking leave. *In its August 3 decision, the SDNY held that this requirement was inconsistent with the FFCRA, which only requires employees to provide notice of the need for leave after the first day of leave (see below). Thus, employers may not require employees to provide documentation before taking leave or as a precondition to leave.*

- **Intermittent Leave.** The FFCRA does not specify whether employees may take intermittent leave; however, the Final Rule limited the availability of intermittent leave, requiring employer consent (among other things). *The SDNY’s August 3 ruling struck down the Final Rule’s requirement that employees obtain employer consent to use intermittent leave, concluding that in situations where there is not a risk of COVID-19 transmission (e.g., where an employee takes intermittent leave because a child’s school is closed), employer consent cannot be required.*

- **Job Protection.** There is no specific job restoration requirement in the Act; however, note that it will be a prohibited act to discharge or discipline an employee who (a) takes leave under the Act, and (b) has filed any complaint or instituted any proceeding under or related to the Act or who has testified in any such proceeding.

- **Employer Notice.** Employers must post and keep posted, in conspicuous places on the premises where employee notices are usually posted, a notice prepared by the Secretary of Labor that sets forth the leave requirements (including expanded family and medical leave) of the FFCRA. The notice is now available here or on the DOL Wage and Hour Division’s “COVID-19 and the American Workplace” website here (under “Posters”).

- **Employee Notice.** After the first workday (or portion thereof) for which an employee receives paid sick leave, an employer may require an employee to follow “reasonable notice procedures” to continue to receive pay.

- **Exemptions.** Employers of employees who are health care providers (as defined by the current FMLA*, which includes individuals who are capable of providing health care services) or emergency responders (no definition was provided) may elect to exclude such employees from the paid leave. Additionally, the DOL is empowered to exempt small businesses with fewer than 50 employees in certain circumstances — namely, providing leave for the “School/Childcare Closure” reason (5) above where these requirements would jeopardize the viability of the business. *The Final Rule’s definition of “health care provider” is broader and looks at whether the employer itself provides health care services.*
In its August 3 decision, the SDNY concluded this definition was too expansive, improperly focusing on the employer’s identity rather than the employee’s job duties. Thus, employers should follow the FMLA’s existing definition of “health care provider” when determining whether it can exclude an employee from FFCRA leave entitlement.

(Emergency Paid Sick Leave Act, H.R. 6201, §§ 5101-5111.)

California: Supplemental Paid Leave for Food Sector Workers. On April 16, 2020, California Governor Gavin Newsome issued Executive Order N-51-20, which provides COVID-19-related supplemental paid sick leave (“SPSL”) to food sector employees who are not covered by the federal FFCRA (see summary above). The Order will remain in effect for the duration of any statewide stay-at-home orders, and covers “hiring entities” with 500 or more employees in the United States.

- **Eligibility and Reasons for Leave.** The Order applies to “Food Sector Workers”—which means persons who work in the canning, freezing, and preserving industry, industries handling products after harvest, industries preparing agricultural products on a farm for market, or in an agricultural occupation; or who work for an employer that operates a “food facility” (i.e., those that store, prepare, package, serve, vend or otherwise provide food at the retail level) or who deliver food from a food facility for through an employer—who are exempt from any statewide stay-at-home order and must leave home to perform their work. Such “Food Sector Workers” are entitled to SPSL if unable to work because the person:
  - Is subject to a federal, state, or local quarantine or isolation order related to COVID-19;
  - Is advised by a health care provider to self-quarantine or self-isolate due to COVID-19-related concerns; or
  - Is prohibited from working by the employer due to health concerns related to the potential transmission of COVID-19.

- **Leave Benefits and Duration.** Eligible Food Sector Workers are entitled to SPSL—available immediately upon oral or written request—as follows:
  - **Full-time employees** (i.e., those who work an average of 40 hours per week or are classified as full-time by the hiring entity): may receive 80 hours of SPSL.
  - **Other employees** (i.e., those who do not meet the criteria above for full-time): may receive SPSL in varying amounts (e.g., in an amount no greater than the employee’s normally-scheduled number of hours over 2 weeks [additional specific calculations are set out in the Order]).
  - **Maximum pay:** SPSL is paid at a rate equal to the highest of (a) the worker’s regular rate of pay for the last pay period; or (b) the applicable state or local minimum wage; however, SPSL is capped at $511 per day and $5,110 in the aggregate.

- **Verification.** A hiring entity may not deny a worker SPSL based solely on a lack of certification from a health care provider (as SPSL is available immediately upon request). However, a hiring entity may request reasonable documentation in certain circumstances before paying the SPSL if the hiring entity has other information indicating the worker is not requesting SPSL for a valid purpose.

- **Other Leave.** Hiring entities may not require eligible Food Sector Workers to use any other paid or unpaid leave, vacation, or paid time off provided by the hiring entity prior to using SPSL, or in lieu of SPSL. Employers are not required to provide additional paid leave under the Order if they already provide, as of April 16, supplemental paid leave for COVID-19-related reasons in an amount at least equal to SPSL.
• **Employer Notice.** The Labor Commissioner has published a [model notice](#) for hiring entities to post to notify workers of their SPSL entitlement. Entities may distribute the notice electronically if Food Sector Workers do not frequent a workplace. The notice is available [here](#). (Executive Order N-51-20 can be found [here](#); FAQs may be accessed [here](#).)

**CA: EMERYVILLE: Paid Sick Leave Guidance.** On March 17, 2020, the City of Emeryville issued new guidance on its Paid Sick Leave Ordinance (PLSO) as it relates to COVID-19. As written, the PLSO requires employers to provide paid sick leave to all employees working in the City of Emeryville for at least two hours per week for absences due to the employee’s or a family member’s illness or health condition (among other reasons). The new PLSO guidance requires covered employers to allow eligible employees to use accrued paid sick leave for additional reasons related to COVID-19. [See Footnote 5 below for additional information.](#) (The Emeryville PLSO guidance may be found [here](#).)

**CA: LONG BEACH: Supplemental Paid Sick Leave.** On May 19, 2020, the Long Beach City Council adopted a [COVID-19 Supplemental Paid Sick Leave Ordinance](#), “extending supplemental paid sick leave to employees not protected by the federal Emergency Paid Sick Leave Act” ([see above summary](#)). The Ordinance is effective immediately (and its continuation will be reviewed every 90 days) and applies to employers with 500 or more employees nationally that are not required to provide paid sick leave benefits under the federal Act.

- **Eligibility and Reasons for Leave.** Employees working in the City of Long Beach are eligible to use supplemental paid sick leave (“SPSL”) for the following purposes:
  - The employee is subject to a federal, state, or local [quarantine or isolation order](#) due to COVID-19, or is [caring for someone](#) who is quarantined or isolated due to COVID-19;
  - The employee is advised by a [health care provider](#) to self-quarantine, or is [caring for someone](#) who is so advised;
  - The employee is experiencing symptoms of COVID-19 and is seeking medical diagnosis; or
  - The employee is caring for a [minor child whose school or place of care is closed](#) or unavailable because of COVID-19 and the employee is unable to secure a reasonable alternative caregiver.

- **Verification.** Employers may require employees to identify the basis for requesting SPSL, but may not require a doctor’s note or any other documentation for the use of SPSL.

- **Leave Benefits and Duration.** Eligible employees are entitled to SPSL as follows:
  - **Full-time employees:** may receive **80 hours** of SPSL.
  - **Part-time employees:** may receive SPSL hours equal to the number of hours an employee works over an **average 2-week period**. To determine the amount, employers must calculate the average number of daily hours the part-time employee worked during the 6 months immediately preceding the Ordinance effective date, or the average number of hours the employee was expected to work at the time of hire (if the employee has worked less than 6 months).
  - **Pay:** capped at **$511 per day and $5,110 in the aggregate** and generally paid at the employee’s regular rate of pay; however, employees using SPSL to care for another person may be paid at **2/3 of the employee’s regular rate, up to $200 per day and $2,000 in the aggregate**.

- **Employer Offset/Other Leave.** Employees do not need to exhaust sick leave or other accrued leave prior to using SPSL. Employers 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. If an employee
has received paid leave on or after March 4, 2020 for the above qualifying reasons or in response to the employee's inability to work due to COVID-19, that leave may be offset against the employer’s 80-hour requirement.

- **Exemptions.** The following employees are not covered:
  - Employees able to work from home;
  - Health care providers (i.e., individuals capable of providing health care services necessary to combat the COVID-19 public health care emergency);
  - Emergency responders (i.e., employees who (a) interact with and aid individuals with physical or mental health issues; (b) ensure the welfare and safety of the Long Beach community; (c) have specialized training relevant to emergency response; and (d) provide essential services relevant to people’s health and well-being);
  - Government employees; and
  - Employees under a collective bargaining agreement in place as of May 19, 2020 that contains COVID-19-related sick leave provisions.

(The Ordinance can be found [here](#).)

**CA: LOS ANGELES (CITY): Supplemental Paid Sick Leave.** On April 7, 2020, Los Angeles Mayor Eric Garcetti issued the “Supplemental Paid Sick Leave Due to COVID-19” Public Order (after concluding that the similar ordinance passed by City Council on March 27 needed adjustments). The Order requires large employers —i.e., those with either: (a) **500 or more employees within the City of Los Angeles**; or (b) **2,000 or more employees nationally**— to provide employees working in the City of Los Angeles up to 80 hours of Supplemental Paid Sick Leave (“SPSL”) for COVID-19-related reasons. (The Order is intended to cover large employers that are not covered by the federal FFCRA [[summary above](#)].) The Order is effective immediately and will remain in effect until 2 calendar weeks after the COVID-19 local emergency period expires.

- **Eligibility and Reasons for Leave.** Employees working in the City of Los Angeles who have been continuously employed by the same employer from February 3 through March 4, 2020 are eligible for SPSL, upon oral or written request, if they are unable to work or telework and take time off work:
  - Due to COVID-19 infection or because a public health official or health care provider requires or recommends the employee isolate or self-quarantine to prevent the spread of COVID-19;
  - Because the employee is at least 65 years old or has a health condition such as heart disease, asthma, lung disease, diabetes, kidney disease, or weakened immune system;
  - Because the employee needs to care for a family member who is not sick but who public health officials or health care providers have required or recommended isolation or self-quarantine; or
  - Because the employee needs to care for a family member whose senior care provider, or whose school or childcare provider caring for a child under age 18, temporarily ceases operations in response to a public health or other public official’s recommendation. **This provision is applicable only to an employee who is unable to secure a reasonable alternative caregiver.**

- **No Verification.** Employers may not require a doctor’s note or any other documentation for the use of SPSL.

- **Leave Benefits and Duration.** Eligible employees are entitled to SPSL as follows:
  - **Full-time employees** (i.e., those who work at least 40 hours per week or are classified as full-time by the employer): may receive **80 hours** of SPSL, calculated based on an employee’s average 2-week pay over the period from February 3 through March 4, 2020.
Eligible employees are entitled to SPSL as follows:

- **Other employees** (i.e., those who work less than 40 hours per week and are not classified as full-time by the employer): may receive SPSL in an amount no greater than the employee’s average 2-week pay over the period from February 3 through March 4, 2020.
- **Maximum pay**: For all employees, SPSL is capped at **$511 per day and $5,110 in the aggregate** (including for employees of joint employers).

**Employer Offset/Other Leave.** If an employee has received paid leave on or after April 28, 2020 for the above qualifying reasons or in response to the employee’s inability to work due to COVID-19, that leave may be offset against the employer’s 80-hour requirement. However, with the exception of rights under the federal FFCRA, leave benefits under the Order are in addition to or independent of any other rights available to an employee under any other law.

**Exemptions.** The following are exempt from the requirements of the Order: (a) employers of employees who are "Emergency Personnel" (as defined in the April 1, 2020 Los Angeles Safer at Home emergency order) or health care workers (as defined in California Government Code § 12945.2 and including individuals working at a licensed health facility); (b) employers of employees who provide global parcel delivery services; (c) employers that have a paid leave or paid time off policy that provides a minimum of 160 hours of paid leave annually (exempt with respect to an employee who received the more generous paid leave); (d) new businesses that started in the City or relocated from outside the City from September 4, 2019 through March 4, 2019 (except construction business or film producers); (e) government employers; and (f) businesses that were closed or not operating for 14 or more days due to a city official’s emergency order because of COVID-19, or provided at least 14 days of leave. Employees subject to certain collective bargaining agreements that contain COVID-19-related sick leave provisions also are exempt if the agreements contain an explicit, clear, and unambiguous waiver.

(A copy of the Public Order can be found here.)

**CA: LOS ANGELES (COUNTY): Supplemental Paid Sick Leave.** On April 28, 2020, the Los Angeles County Board of Supervisors enacted an interim urgency ordinance requiring employers with 500 or more employees nationally to provide employees working within Los Angeles County up to 80 hours of supplemental paid sick leave (“SPSL”) for COVID-19-related reasons. The Ordinance is effective immediately and expires December 31, 2020.

- **Eligibility and Reasons for Leave.** Employees working in the County of Los Angeles—other than “food sector workers,” as defined in California Executive Order N-51-20 (see above summary)—who are employed on the effective date (April 28, 2020) are eligible for SPSL, upon written request (which includes email and text message requests), if they are unable to work or telework because:
  - A public health official or health care provider requires or recommends the employee isolate or self-quarantine to prevent the spread of COVID-19;
  - The employee is subject to a federal, state, or local quarantine or isolation order related to COVID-19 (i.e., is at least 65 years old or has a health condition such as heart disease, asthma, lung disease, diabetes, kidney disease, or weakened immune system);
  - The employee needs to care for a family member who is subject to a federal, state, or local quarantine or isolation order related to COVID-19 or has been advised by a health care provider to self-quarantine; or
  - The employee takes time off work because the employee needs to care for a family member whose school or childcare provider, ceases operations in response to a public health or other public official’s recommendation.

- **Verification.** Employers may require documentation for the use of SPSL consistent with the federal FFCRA and related rules (see here). However, an employee may begin using SPSL before obtaining employer-requested verification.

- **Leave Benefits and Duration.** Eligible employees are entitled to SPSL as follows:
Full-time employees (i.e., those who work at least 40 hours per week or are classified as full-time by the employer): may receive 80 hours of SPSL, calculated based on an employee’s highest average 2-week pay over the period of January 1, 2020 through April 28, 2020.

Other employees (i.e., those who work less than 40 hours per week and are not classified as full-time by the employer): may receive SPSL in an amount no greater than the employee’s average 2-week pay over the period of January 1, 2020 through April 28, 2020.

Maximum pay: For all employees, SPSL is capped at $511 per day and $5,110 in the aggregate (including for employees of joint employers).

- **Employer Offset/Other Leave.** If an employer provided additional paid leave for COVID-19-related reasons—above and beyond the employee’s regular or previously accrued leaves—that leave may be offset against the employer’s 80-hour requirement for every such hour of leave provided after March 31, 2020 for the reasons listed above. Employers may not require employees to use any other paid or unpaid leave, paid time off, or vacation before using SPSL or instead of using SPSL. With the exception of rights under the federal FFCRA and Executive Order N-51-20 (applicable to food sector workers) (see above summaries), leave benefits under the Ordinance are in addition to or independent of any other rights available to an employee under any other law.

- **Exemptions.** Employers may exclude employees who are health care providers or emergency responders (as defined in the Ordinance) from the Ordinance’s leave requirements. Collective bargaining agreement also may waive the provisions of the Ordinance if set forth in clear and unambiguous terms.

(The Ordinance can be found here.)

**CA: OAKLAND: Emergency Paid Sick Leave.** On May 12, 2020, the Oakland City Council passed the Emergency Paid Sick Leave Ordinance—effective immediately and until December 31, 2020—requiring all private employers (unless exempted) to provide up to 80 hours of emergency paid sick leave (“EPSL”) for COVID-19-related reasons.

- **Eligibility and Reasons for Leave.** Employees who have performed at least two hours of work within the City of Oakland after February 3, 2020 are eligible for EPSL for any of the same qualifying reasons under the FFCRA (see above summary), i.e., if unable to work or telework because:
  - The employee is subject to a federal, state, or local quarantine or isolation order related to COVID-19;
  - A health care provider has advised the employee to self-quarantine due to COVID-19 concerns;
  - The employee is experiencing symptoms of COVID-19 and is seeking medical diagnosis;
  - The employee is caring for an individual who is subject to a quarantine or isolation order or has been advised by a health care provider to self-quarantine due to COVID-19-related concerns;
  - The employee is caring for his or her son or daughter whose school or place of care has been closed or whose child care provider is unavailable due to COVID-19 precautions; or
  - The employee is experiencing any other substantially similar condition specified by the local health officer or under the federal FFCRA (see above).

Additionally, eligible employees must also be permitted to use EPSL if unable to work or telework for any of the following additional reasons:
  - The employee needs to care for a family member who has been diagnosed with or is experiencing symptoms of COVID-19; or
  - The employee (a) is at least 65 years old; (b) has a health condition such as heart disease, asthma, lung disease, kidney disease, or weakened immune system; (c) has any condition identified by an Alameda County, CA or federal public health official as putting the
public at heightened risk of serious illness or death if exposed to COVID-19; or (d) has any condition certified by a health care provider as putting the employee at heightened risk of serious illness or death if exposed to COVID-19.

- **Verification.** Employers may take only reasonable measures to verify or document that an employee’s use of EPSL is lawful, and may not require an employee to spend more than $5.00 to demonstrate eligibility. However, employers **may not require a doctor’s note** for the use of EPSL, unless to certify a health condition referenced in the last bullet point, part (d) (above). In that case the employee need not disclose his or her condition—only that the employee is at a heightened risk.

- **Increments of Leave.** Employees may use EPSL intermittently and in one-hour increments as necessary. Employers may not require that the employee use the leave in increments of more than one hour.

- **Leave Benefits and Duration.** Eligible employees are entitled to EPSL as follows:
  - **Full-time employees** (i.e., those who worked at least 40 hours per week within the City of Oakland between February 3, 2020 and March 4, 2020 or at any point thereafter, or are classified as full-time by the employer): may receive **80 hours** of EPSL.
  - **Other employees** (i.e., those who worked less than 40 hours per week during the above period and continue to do so thereafter): may receive EPSL in an amount equal to the number of hours the employee worked within the City of Oakland over 14 days during the period of February 3, 2020 to March 4, 2020—calculated based on the 14 days with the **highest number of hours worked**.
    - The above methods also may apply to determine the hours of EPSL for employees who began work after March 4, 2020.
  - **Pay:** For all employees, EPSL is paid at 100% of the employee’s regular rate of pay and must be paid no later than the payday for the next regular payroll period after the leave is taken (but in no case more than 14 days after the leave is taken). Employers cannot reduce or eliminate contributions to employee health benefits while an employee is using leave.
  - **Maximum pay:** For all employees, EPSL is capped at **$511 per day and $5,110 in the aggregate**.

- **Employer Offset/Other Leave.** Employers may credit any sick leave hours provided under the FFCRA (see above summary) against their obligation to provide EPSL under the Ordinance. Employees may choose to use EPSL before using any other leave available under Oakland’s Paid Sick Leave Ordinance. Employers may not require an employee to use any other leave before using EPSL.

- **Payout Upon Layoff.** Notably, the ESPL Ordinance contains a unique requirement that if an employer lays off a covered employee (on or after May 12, 2020), the employer must **pay out all non-emergency paid sick leave accrued under the Oakland Paid Sick Leave Ordinance** (but not leave provided under the EPSL Ordinance) immediately upon separation.

- **Employer Notice.** The City has published an [EPSL notice poster](#) for employers to immediately provide to all employees (including posting at the workplace, via electronic communication, or posting in a conspicuous place in an employer’s web- or app-based platform). Employers must post and/or provide the notice in all languages spoken by more than 10% of employees. The notice is now available with translations in [Spanish](#), [Vietnamese](#), and [Chinese](#).

- **Exemptions.** The Ordinance does not apply to:
  - Small employers, i.e., those with fewer than 50 employees between February 3, 2020 and March 4, 2020 (unless the small employer is an unregistered janitorial employer or a franchisee of a franchisor or network of franchises that employs over 500 employees in the aggregate);
Employers of employee who are health care providers or emergency responders (as defined by the FFCRA), provided that the employer retains information for 3 years describing the classifications exempted, and provided that any non-exempt classifications are provided adequate notice of their ESPL rights; or

An employer who, after February 3, 2020:

- Provides its employees with the ability to accrue at least 160 hours of paid personal leave (including PTO, sick leave, or vacation), so long as (a) each employee has immediate access to at least 80 hours of leave after the effective date of the ESPL Ordinance, available for the permitted reasons described above, and (b) any employee who has used paid personal leave prior to the effective date, and has fewer than 80 hours available on the effective date, is provided additional hours of leave to bring their balance to 80 hours to be used for the reasons described above; or
- Provides its employees immediate access to paid personal leave in an amount at least equal to and for the reasons specified in the ESPL Ordinance, so long as the paid personal leave is in addition to any paid leave the employer was otherwise required to provide under a CBA, employment contract, or public policy.

A collective bargaining agreement may waive the provisions of the ESPL Ordinance in clear and unambiguous terms.

(The ESPL Ordinance is available here.)

CA: SACRAMENTO: Supplemental Paid Sick Leave. On June 30, 2020, the Sacramento City Council adopted the Sacramento Worker Protection, Health, and Safety Act (Ordinance No. 2020-0026), which requires employers to provide supplemental paid sick leave (“SPSL”), allows employees to refuse work under certain circumstances, and requires employers to implement certain safety practices and protocols. The SPSL obligations in the Ordinance become effective on July 15, 2020 (while the Ordinance as a whole is effective upon adoption). The Ordinance will remain in effect until December 31, 2020, but its impacts and effects will be reviewed within 90 days of adoption. The SPSL provisions apply to employers exempt from the emergency paid sick leave portion of the FFCRA (see above summary) with 500 or more employees nationwide.

- Eligibility and Reasons for Leave. Employees are eligible for SPSL if they work for a covered employer within the boundaries of the City of Sacramento. Eligible employees are entitled to SPSL when they are unable to work or telework for the following reasons:
  - The employee is subject to quarantine or isolation by federal, state or local order or is caring for a family member who is quarantined or isolated;
  - A healthcare provider advised the employee to self-quarantine due to COVID-19 or the employee is caring for a family member who has been advised to quarantine;
  - The employee chooses to take off work because the employee is over the age of 65 or is considered vulnerable due to a compromised immune system;
  - The employee is experiencing symptoms of COVID-19 and is seeking a medical diagnosis;
  - The employee’s employer or a specific work location ceases operation temporarily due to a public health order or other public official’s recommendation; or
  - The employee is caring for a minor child because a school or daycare is closed due to COVID-19.

“Family member” means any person for whom an employee may use paid sick leave under the California statewide paid sick leave law (i.e., a child, parent, spouse or domestic partner, grandchild, grandparent, or sibling).

- Verification. Upon an employer’s request, an employee must provide the basis for requesting SPSL; however, an employer may not require an employee to provide a doctor’s note or other documentation.
• **Employee Notice.** When the need for SPSL is foreseeable, employers may require employees to follow “reasonable notice procedures” before providing SPSL.

• **Leave Benefits and Duration.** Eligible employees are entitled to SPSL as follows:
  
  o **Full-time employees** (those who work 40 or more hours a week or who were classified as full-time by the employer before the effective date): may receive 80 hours of SPSL.
  
  o **Part-time employees** (those who are not full-time employees): may receive SPSL equal to the number of hours worked on average over a 2-week period. To determine the amount, employers must use the number of hours the part-time employee worked each week during the 6 months immediately preceding the Ordinance effective date, multiplied by 2.
  
  o **Maximum pay:** pay for SPSL is capped at $511 per day and $5,110 in the aggregate and generally is paid at the employee’s regular rate of pay. However, employees using SPSL to care for a family member may be paid at 2/3 of the employee’s regular rate, up to $200 per day and $2,000 in the aggregate.
  
  o Employers are not required to pay out unused SPSL at any time. Unused SPSL expires when the Ordinance sunsets (December 31, 2020).

• **Employer Offset/Other Leave.** SPSL is in addition to any other paid sick leave, paid time off, or vacation that an employer provides to employees by statute, policy, or collective bargaining agreement (CBA). If an employer has granted additional paid sick leave — beyond that provided by statute, policy, or CBA—since March 19, 2020, specifically for use for COVID-19-related reasons as listed above, then that leave may be offset against the employer’s 80-hour requirement. Similarly, if an employee is a food sector worker entitled to leave under CA Executive Order N-51-20 (see above summary), the employer may use those hours to offset the number of SPSL hours required by the Ordinance.

• **Exemptions.** An employer of an employee who is a healthcare provider or emergency responder may exclude those employees from the SPSL requirements.

(Sacramento City Code Ch. 5.160; Sacramento SPSL Ordinance available [here](#).)

**CA: SAN DIEGO: Sick Leave Non-Verification Rule.** Please note: The March 27, 2020 Order of the Health Officer and Emergency Regulations containing this non-verification rule (disallowing employers from requiring doctor verification for sick leave) has been superseded by a July 21 (and previous version(s) including one dated June 4) Order which does not contain the rule; as such, it appears this rule is no longer in effect.

**CA: SAN FRANCISCO: Paid Sick Leave Guidance.** On March 24, 2020, the San Francisco Office of Labor Standards Enforcement (OLSE) issued updated guidance (initially issued on March 16, 2020) regarding the use of paid sick leave for situations related to COVID-19 under the San Francisco Paid Sick Leave Ordinance (PSLO). Generally, the PSLO requires employers to provide paid sick leave to all employees working in San Francisco for absences due to their own illness/health condition or a family member’s illness/health condition. The new “OLSE Guidance – PSLO & Coronavirus” requires covered employers to allow employees to use accrued sick leave for additional reasons related to COVID-19. See Footnote 16 below for additional information. Additionally, the guidance prohibits employers from requiring a doctor’s note or other documentation for the use of paid sick leave taken under the PSLO during the duration of the local health emergency regarding the coronavirus. Workers who have been laid off by their employer are no longer eligible for paid sick leave under the PSLO. The guidance is temporary and will remain in effect only for the duration of the local health emergency. (The OLSE Guidance can be accessed [here](#) or on the OLSE’s website [here](#).)
CA: SAN FRANCISCO: Public Health Emergency Leave. On April 17, 2020, San Francisco Mayor London Breed signed the Public Health Emergency Leave Ordinance ("PHELO") (an initially passed version was amended on April 14, 2020), requiring large employers—i.e., those with 500 or more employees worldwide—to provide eligible employees with up to 80 hours of public health emergency leave (“PHEL”) for COVID-19-related reasons. The PHELO is effective April 17, 2020 and will expire after 60 days or when the public health emergency ends.

- **Eligibility and Reasons for Leave.** Except as provided below for health care providers/emergency responders, employees providing labor or services for remuneration within the City and County of San Francisco—regardless of how long the employee has been employed by the employer, and including part-time and temporary employees—are eligible for PHEL, upon written or oral request, if unable to work or telework because the employee:
  - Is subject to an individual or general federal, state, or local **quarantine or isolation order** related to COVID-19, including employees unable to work (a) due to applicable executive or shelter-in-place orders, and (b) because they are members of a “vulnerable population” (i.e., people 60 years and older, or who have certain health conditions such as heart disease, lung disease, diabetes, kidney disease and weakened immune systems, and people who are pregnant or were pregnant in the last 2 weeks), and are following recommendations and requirements from the Governor or local orders;
  - Has been advised by a health care provider to **self-quarantine**;
  - Is experiencing **symptoms associated with COVID-19** and seeking a medical diagnosis;
  - Is **caring for a family member** who is subject to a quarantine or isolation order, has been advised by a health care provider, or is experiencing symptoms as described in the above bullet points;
  - Is caring for a family member whose school or place of care has been closed or whose care provider is unavailable due to the public health emergency; or
  - Is experiencing any other substantially similar condition specified by the local health officer or under the federal FFCRA (see above).

Employers of employees who are **health care providers** or **emergency responders** may restrict those employees’ use of PHEL; however, such an employee may use PHEL when the employee:
  - has been advised by a health care provider to **self-quarantine**, or
  - is experiencing **COVID-19 symptoms**, seeking a medical diagnosis, and does not meet the CDC guidance for healthcare personnel with confirmed or suspected COVID-19 to return to work.

- **No Verification.** Employers may not require health information or any other documentation for the use of PHEL; however, employers may require an employee to identify the basis for requesting PHEL.

- **Increments of Leave.** Employers may not require, as a condition of an employee’s taking PHEL, that the employee use the leave in increments of more than one hour.

- **Leave Benefits and Duration.** Eligible employees are entitled to PHEL as follows:
  - **Full-time employees as of February 25, 2020:** may receive 80 hours of PHEL.
  - **Part-time employees as of February 25, 2020:** may receive PHEL in an amount equal to the employee’s average number of hours over a 2-week period that the employee was scheduled over the previous 6 months ending on February 25, 2020, including hours for which the employee took any type of leave.
  - **Pay:** For all employees, PHEL is paid at the employee’s regular rate of pay or otherwise the same way pay is calculated under the San Francisco Paid Sick Leave Ordinance (PSLO).
• **Employer Offset/Other Leave.** PHEL is in addition to any paid time off the employer offered or provided to employees on or before April 17, 2020; however, if an employee received paid leave on or after February 25, 2020 (excluding previously accrued hours) for the above qualifying reasons related to COVID-19, that leave may be offset against the employer’s 80-hour requirement. Employers may not change any paid time off policies on or after April 17, 2020, other than to provide additional paid leave. Employees may use PHEL before using other accrued paid time off. Employees may, but are not required to, use other accrued paid time off before using PHEL. When an employee separates from employment, the employer is not required to provide or pay out unused PHEL.

• **Employer Notice.** The Office of Labor Standards Enforcement (OLSE) has published the “Public Health Emergency Leave Poster”—available here. Employers must provide this notice to all employees by posting it at the job site, sending electronically, and/or by posting on a web- or app-based platform. Additionally, to the extent feasible, employers required to provide sick leave balances on pay stubs under state law must also set forth on an employee’s pay stubs the amount of PHEL available (or “unlimited” for employers providing unlimited time off).

(The Ordinance can be accessed here or on the OLSE’s website—along with FAQs, the poster, and additional information — here.)

**CA: SAN JOSE: Emergency Paid Sick Leave.** On April 7, 2020, the San Jose City Council adopted the new **COVID-19 Paid Sick Leave Ordinance**, effective immediately upon adoption (and until December 31, 2020), which requires covered employers to provide emergency paid sick leave (“EPSL”) to employees providing essential services within the City. Employers are covered if they are not already covered by the federal FFCRA (see summary above) and are subject to the San Jose Business License Tax or maintain a facility within the City.

• **Eligibility and Reasons for Leave.** Employees are eligible for EPSL if they have worked at least 2 hours within the City and leave their residence to perform Essential Work (as defined by the March 16, 2020 Santa Clara County Health Officer Order—available here). Employees who can perform work from home are not eligible. Employers may use EPSL for the following reasons:
  - The employee is subject to quarantine or isolation by federal, state or local order or is caring for someone who is quarantined or isolated;
  - A healthcare provider advised the employee to self-quarantine or the employee is caring for someone who has been advised to quarantine;
  - The employee is experiencing symptoms of COVID-19 and is seeking a medical diagnosis; or
  - The employee is caring for a child under the age of 18 because a school or daycare is closed due to COVID-19.

• **Leave Benefits and Duration.** Eligible employees are entitled to EPSL as follows:
  - Full-time employees: may receive 80 hours of EPSL.
  - Part-time employees: may receive EPSL equal to the number of hours worked on average over a 2-week period. To determine the amount, employers must calculate the average number of daily hours the part-time employee worked during the 6 months immediately preceding the Ordinance, or the average number of hours the employee was expected to work at the time of hire (if the employee has worked less than 6 months).
  - Maximum pay: pay for EPSL is capped at $511 per day and $5,110 in the aggregate and generally is paid at the employee’s regular rate of pay. However, employees using EPSL to care for another person may be paid at 2/3 of the employee’s regular rate, up to $200 per day and $2,000 in the aggregate.

• **Employer Offset/Other Leave.** See below (“Exemptions”).

• **Exemptions.** The Ordinance does not apply to employers that provide employees with a combination of paid leave at least equivalent to the amount of EPSL required. Employers that provide paid leave in a lesser amount must make up the difference to provide the amount required by the Ordinance. The Ordinance also does not apply to an employer that operates a hospital, if the employer provides its employees, within 2 weeks of the effective date,
some combination of paid personal leave at least equivalent to the amount of EPSL required (and, if the employer provides paid leave less than the EPSL required, the employer must make up the difference).

(A copy of the Ordinance is available here or on the San Jose Labor Compliance department website here.)

CA: SAN MATEO COUNTY: Supplemental Paid Sick Leave. On July 7, 2020, the San Mateo County Board of Supervisors adopted Ordinance No. 20-506, requiring covered employers — those with 500 or more employees nationwide — to provide supplemental paid sick leave (“SPSL”) to eligible employees in the unincorporated areas of the County. The Ordinance is effective upon adoption (with SPSL obligations beginning July 8, 2020), and until December 31, 2020.

- **Eligibility and Reasons for Leave.** Employees are eligible for SPSL if (a) they have performed any work within the geographic boundaries of unincorporated San Mateo County since January 1, 2020; and (b) they are employed by a covered employer on the effective date of the Ordinance (except that food sector workers as defined under CA Executive Order N-51-20 (see summary above) are excluded). Employers must provide SPSL beginning on July 8, 2020, upon written (including email or text) request to employees who are unable to work or telework for the following reasons:
  - A healthcare provider advised the employee to self-quarantine or isolate to prevent the spread of COVID-19; or
  - The employee is experiencing symptoms of COVID-19 and is seeking a medical diagnosis; or
  - The employee is caring for someone who: (a) has been advised by healthcare provider to self-quarantine, or (b) is subject to a federal, state, or local quarantine or isolation order related to COVID-19, or (c) is experiencing COVID-19 symptoms and is seeking a medical diagnosis; or
  - The employee is caring for an individual whose senior care provider, school, or childcare provider is closed or unavailable in response to a public health or other public official’s recommendation.

- **Leave Benefits and Duration.** Eligible employees are entitled to SPSL as follows:
  - **Full-time employees** (i.e., those normally scheduled to work 40 or more hours per week): may receive 80 hours of SPSL.
  - **Part-time employees** (i.e., those normally scheduled to work fewer than 40 hours per week): may receive SPSL in an amount no greater than the number of hours the employee worked on average over a 2-week period, calculated over the period of January 1, 2020 through July 7, 2020.
  - **Maximum pay:** pay for SPSL is capped at $511 per day and $5,110 in the aggregate and is paid at the employee’s regular rate of pay. This maximum applies to all reasons for leave (i.e., there is no $200 maximum for some reasons for leave; the $511 maximum applies to all leaves under the Ordinance regardless of the reason).

- **Verification.** Employers may require documentation for the use of SPSL consistent with the federal FFCRA and related rules (see here), regulations or guidance issued by the U.S. DOL.

- **Employer Offset/Other Leave.** SPSL is in addition to any paid sick leave an employer provides under California’s statewide paid sick leave law, any preexisting time off provided prior to March 16, 2020, and any other form of leave (vacation, personal, sick, etc.) an employee may be entitled to under an employer’s policies. However, if an employee received any paid leave specifically for COVID-19-related reasons above and beyond an employee’s regular leaves between March 17 and June 30, 2020 (“Voluntary COVID-19 Leave”), that leave may be offset against the employer’s 80-hour requirement. Moreover, “[i]f an Employer provided Voluntary COVID-19 Leave to an Employee at a rate of pay or hourly accrual rate less than that provided in Section 4 [of the Ordinance], then such amounts or hours shall be offset against such rates and hours as the Employee would have received as set forth in Section 4.”
• **Exemptions.** Employers may provide more restricted SPSL if they are an employer of an employee who is a health care provider or an emergency responder (as defined in the FFCRA), or (in certain circumstances) an aviation security worker. Such employers may elect to limit these employees’ use of SPSL to when an employee cannot work or telework because (a) the employee has been advised by a healthcare provider to isolate or self-quarantine, or (b) the employee is experiencing COVID-19 symptoms and is seeking a medical diagnosis, and does not meet the CDC’s guidance for return to work criteria for healthcare personnel with confirmed or suspected COVID-19.

(The San Mateo Supplemental Paid Sick Leave Ordinance can be found [here.](https://sanmateo.ca.gov/)

**CA: SANTA ROSA: Temporary Paid Sick Leave.** On July 7, 2020, the Santa Rosa City Council adopted an Urgency Ordinance requiring covered employers to provide temporary paid sick leave (“PSL”) benefits to eligible employees who perform allowed or essential work (see below) within the City. The Ordinance applies to employers with 500 or more employees nationwide (i.e., that are not covered by the emergency paid sick leave provisions of the FFCRA—see above) and to FFCRA-covered employers to the extent the Ordinance provides additional benefits. (See “Exemptions” section below.) It is effective immediately and will sunset on December 31, 2020.

• **Eligibility and Reasons for Leave.** Employees are eligible for PSL if (a) they have worked at least 2 hours within the City of Santa Rosa for a covered employer, and (b) they perform “allowed or essential Work” (work activities and services as permitted in the Sonoma County Public Health Officer orders: see [https://srcity.org/3250/Health-Orders](https://srcity.org/3250/Health-Orders)). Eligible employees may use PSL for the following reasons:
  o The employee is subject to quarantine or isolation by federal, state or local order, or is caring for someone who is quarantined or isolated, or otherwise unable to receive care due to COVID-19;
  o A healthcare provider advised the employee to self-quarantine, or the employee is caring for someone who has been advised to self-quarantine;
  o The employee is experiencing symptoms of COVID-19 and is seeking a medical diagnosis; or
  o The employee is caring for a minor child because a school or daycare is closed or the child care provider is not available due to COVID-19.

• **Leave Benefits and Duration.** Eligible employees are entitled to PSL as follows:
  o Full-time employees: may receive 80 hours of PSL.
  o Part-time employees: may receive PSL hours equal to the number of hours the employee works on average over a 2-week period. Similarly, an employee who works part of their hours within Santa Rosa city limits is entitled to PSL hours equal to the number of hours worked on average over a 2-week period in Santa Rosa.
  o Maximum pay: pay for PSL is capped at $511 per day and $5,110 in the aggregate and is paid at the employee’s regular rate of pay.
  o Employees cannot carry over unused PSL between years. Unused PSL is not available after the Ordinance sunsets on December 31, 2020, and employers need not pay out unused PSL when employment ends.

• **No Verification.** Employees are not required to provide a written note from a healthcare provider to verify the need for PSL.

• **Employer Offset/Other Leave.** The Ordinance is intended to provide additional COVID-19-related PSL beyond what an employer normally provides. See below (“Exemptions”).

• **Exemptions.** The Ordinance does not apply to employers with fewer than 50 employees that would qualify for exemption under the FFCRA emergency paid sick leave provisions (see above summary); however, **this exemption applies only to employees who are caring for a child under the Ordinance.** Additionally, the Ordinance does not apply to an employer that has already provided employees, as of July 7, 2020, with some combination of paid
personal leave at least equal to the PSL required by the Ordinance. An employer that provides a combination of PSL less than what is required by the Ordinance must comply with the Ordinance to the extent required to make up for such deficiency.

(The Santa Rosa Temporary Paid Sick Leave Ordinance may be found [here](#).)

**COLORADO: Health Emergency Leave with Pay (“HELP”) Rules.** *PLEASE NOTE: The HELP rules were terminated as of July 14, 2020, when the CO Healthy Workplaces and Families Act (“HWFA”)—see summary below—was signed. However, the HELP Rules still apply to employment situations that occurred during the four-month period when they were in effect.*


- **Leave Benefits and Reasons for Leave.** The Rules require employers in certain industries (listed below) to provide up to **2 weeks (80 hours)** of leave, to an employee (a) with flu-like or respiratory illness symptoms, and (b) who is (i) being tested for COVID-19 or (ii) under instructions from a health care provider or authorized government official to quarantine or isolate due to a risk of having COVID-19.
  - Leave must be paid at **2/3 of the employee’s regular rate of pay**, as defined by the COMPS Order Rule 1.8 (and no less than the minimum wage for tipped employees) and for the employee's regularly worked hours.
  - If the employee receives a negative COVID-19 test result before the end of the 2 weeks, the **paid leave ends** once the employee has been fever-free for 72 hours, with other symptoms resolving as well—but not before the employee has been off from work for 7 calendar days (10 calendar days for health care workers covered by the Rules), and in no event more than 14 paid sick days.

(Prior versions of these Rules required employers to provide 4 calendar days of paid leave, at the employee's full regular rate of pay, to an employee with flu-like symptoms who is being tested for COVID-19 or who is under instruction to quarantine or isolate.)

- **Coverage.** **All employees and employers in the following jobs/industries are covered:** leisure and hospitality; food service; child care; education (including transportation, food service, and related work at educational establishments); home health, if working with elderly, disabled, ill, or otherwise high-risk individuals; nursing homes; community living facilities; retail stores that sell groceries (as of March 26, 2020); food and beverage manufacturing (as of April 3, 2020); and, as of April 27, 2020: all other retail establishments; real estate sales and leasing; offices and office work; elective health services (including medical, dental, or other health services); and personal care services (defined as hair, beauty, spas, massage, tattoos, pet care, or substantially similar services).

- **Correlation with Other Leave.** If an employer already provides the paid leave necessary to meet these requirements, 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 requirements. Eligible employees are entitled to this leave regardless of whether they have already exhausted any paid leave provided by the employer.

- **Verification.** The Rules allow employers to request certain documentation from a health care provider or the COVID-19 test provider, consistent with what the federal FMLA allows; however, an employee may not be required to provide the documentation before returning from leave, and an employee may provide his/her own written statement, rather than documentation directly from a provider.
• **Employee Notice.** Unless an employee is too ill to communicate, employees must (a) give notice of their absence as soon as possible; (b) give notice of getting a COVID-19 test, or receiving instruction to quarantine or isolate, within 24 hours of being prescribed the test or instruction; and (c) provide any required documentation (consistent with above) by the sooner of (1) the end of their illness, or (2) their return to work.

(7 CCR 1103-10, Colorado Health Emergency Leave with Pay ("HELP") Rules, as amended, may be accessed [here](#) or on the Colorado DOL's website, along with FAQs, [here](#).

**COLORADO: Emergency Paid Sick Leave.** *UPDATED TO REFLECT SIGNED ACT AND NEW CO GUIDANCE* Under a portion of the new Colorado Healthy Families and Workplaces Act ("HWFA")—which is separate from the HELP Rules described above—and creates both temporary (discussed here) and permanent (starting 1/1/21) leave obligations for employers—the emergency paid sick leave ("EPSL") provisions of the federal FFCRA (see above summary) are extended to all Colorado employers, regardless of size. The COVID-19-specific EPSL provisions of the HWFA (passed by the Colorado legislature on June 16 and signed by the Governor on July 14, 2020) are in effect from **July 15, 2020 through December 31, 2020**.

As explained above, the federal FFCRA requires covered employers (those with 499 or fewer employees) to provide up to **80 hours of paid sick leave** to eligible employees who are unable to work or telework for reasons related to COVID-19. (For more information, please see the U.S. DOL's FFCRA: Employee Paid Leave Rights website [here](#)). The HWFA now requires all Colorado employers to provide EPSL in the same amount and for the same purposes as required under the FFCRA.

• **Eligibility and Reasons for Leave.** Employers must provide EPSL to an employee who:
  - **Is having COVID-19 symptoms and seeking a medical diagnosis;**
  - **Is being ordered by a federal, state, or local government agent, or advised by a health care provider, to quarantine or isolate due to a risk of COVID-19;** or
  - **Is taking care of someone else due to COVID-19 precautions—specifically, someone ordered to quarantine or isolate, or a child whose school, place of care, or childcare is closed or unavailable.**

• **Leave Benefits and Duration.** Eligible employees are entitled to EPSL as follows:
  - **Full-time employees:** may receive **80 hours of EPSL**.
  - **Part-time employees:** may receive EPSL hours equal to the number of hours the employee normally on in a **2-week period**. If the employee's hours vary, the employer must use the employee's average hours over the six months preceding the leave. If the employee has been employed less than six months, the employer must use (a) the number of hours the employee agreed to work when hired, or (b) if no such agreement, the daily hours the employee was scheduled to work over their entire employment.
  - **Pay:** Leave for the reasons listed in the first two bullet points above must be paid at the employee's regular rate of pay. Leave for the reason listed in the third bullet point above (i.e., leave to care for someone else) may be paid at 2/3 of the employee's regular rate of pay.

• **Verification.** Employers may require employees to provide reasonable documentation that the leave is for a HWFA-qualifying purpose (but may not require such documentation in order to actually take the paid sick leave). For additional information about the types of documentation allowed for EPSL, please see the Colorado Division of Labor Standards & Statistics (DLS) Interpretive Notice & Formal Opinion ("INFO") #6A [here](#).

• **Employer Offset/Other Leave.** If an employee has already used paid leave in 2020 for any of the above COVID-19-related reasons, then the employer may offset that amount against its 80-hour requirement for 2020. However, if the prior paid leave was at less than the pay rate required by the HWFA/FFCRA, then the leave counts toward the HWFA requirement with a discount for the amount by which the pay was
reduced. If an employer already provided paid leave for non-HWFA reasons, such as non-COVID-related sick leave or vacation), then that time does not count toward the required 80 hours.

- **Employer Notice.** Employers must (a) notify employees in writing of their rights to leave under the HWFA, and (b) display a poster in a conspicuous and accessible place in each establishment where employees work. Requirement (a) can be satisfied by providing employees the latest version of the DLS INFO #6A or the DLS Paid Leave Poster, either on paper or electronically. Requirement (b) can be satisfied by posting the DLS Poster. The notices and posters must be provided in any language that is the first language spoken by at least 5% of the workforce (Spanish versions are currently available). For the latest INFO notices and posters, please see the DLS website here and here.

- **Exemptions.** Employers that already provide, under a collective bargaining agreement, “equivalent or more” paid leave are exempt from other HWFA requirements, as long as employees’ rights to equivalent paid leave are not diminished.

The HWFA also creates additional, permanent paid sick leave obligations for employers, which will become effective on January 1, 2021. (The signed HWFA can be found here; the DLS Guidance for the 2020 portion of the HWFA (“INFO #6A”) can be found here.)

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**DISTRICT OF COLUMBIA: Public Health Emergency Leave.** On May 27 and July 7, 2020, D.C. Mayor Muriel Bowser signed into law the Coronavirus Support Emergency Amendment Act of 2020 and the Coronavirus Support Clarification Emergency Amendment Act of 2020 (collectively “CSEA”), which temporarily expands the D.C. Accrued Sick and Safe Leave Act (“ASSLA”) and the D.C. Family and Medical Leave Act (“DCFMLA”) to provide additional COVID-19-related leave benefits. The CSEA’s amendments to ASSLA require employers with between 50 and 499 employees (that are not health care providers) to provide public health emergency (“PHE”) leave. These amendments replace prior versions of D.C.’s COVID-19-related leave laws.

- **Eligibility and Reasons for Leave.** As of April 10, 2020 (i.e., the date the original ASSLA amendments were signed), employers must provide PHE leave for any reason employees may use paid leave under the federal FFCRA—including leave due to quarantine orders, self-quarantine, care for at-risk family members, and school/place of care closures (see summary above, p. 2)—during the COVID-19 public emergency, which has now been extended to October 9, 2020 (by the Mayor’s Order 2020-079). Employees are eligible for PHE leave after they have worked for the employer at least 15 days prior to the leave request.

- **Leave Benefits and Duration.** Eligible employees are entitled to PHE leave equal to that offered under the FFCRA:
  - Full-time employees: may receive leave for 2 full weeks of work up to 80 hours.
  - Part-time employees: may receive an amount equal to the usual number of hours worked in a 2-week period.
  - Pay: PHE leave must be paid at the employee’s regular rate of pay (or a rate determined by dividing total gross earnings in the most recent 2-week period by the number of hours worked during that period), but in no case may the pay rate fall below the applicable minimum wage.

- **Verification.** Employers may require an employee to provide certification of the need for PHE leave only after the employee uses 3 or more consecutive working days of paid leave. If such certification is required, the employer may not require the employee to provide it until one week after the employee’s return to work. However, employers that do not contribute toward the employee’s health insurance plan may not require certification for PHE leave.

- **Employee Notice.** Employers may not require employees to provide more than 48 hours’ notice of the need to use PHE leave. In the event of an emergency, employees need only provide “reasonable notice” of the need to use PHE leave.
Employer Offset/Other Leave. PHE leave may only be used concurrently with or after exhausting other paid leave benefits for covered reasons under the FFCRA or other applicable laws or the employer’s leave policies. If an employee chooses to use PHE leave concurrently with other paid leave, the employer may reduce the compensation for PHE leave by the amount the employee will receive for paid leave taken under other law or policy. Similarly if an employee chooses to use PHE leave after exhausting other paid leave, the employer may reduce the number of hours of PHE leave by the number of hours taken under other law or policy. If an employee still needs leave after using all available PHE leave, the employer must inform the employee of any paid or unpaid leave to which the employee may be entitled under any other law or policy. Other ASSLA provisions apply.

(D.C. Code § 32.531.02a, as added and amended by the Coronavirus Support Emergency Amendment Act of 2020, D.C. Act 23-326 §105, available here.)

**MICHIGAN: Paid Medical Leave Act Expansion.** On April 3, 2020, Michigan’s Governor signed Executive Order (EO) 2020-36, which expands the protections of the state’s Paid Medical Leave Act (“PMLA”) until the end of the declared state of emergency and prohibits retaliation against workers who are particularly at risk of infecting others in the workplace. The EO prohibits employers from discharging, disciplining, or otherwise retaliating against an employee “for staying home when he or she is at particular risk of infecting others with COVID-19”—i.e., if the employee (a) tests positive for COVID-19; (b) displays one or more of the three principal symptoms of COVID-19 (fever, atypical cough, atypical shortness of breath); (c) had close contact with an individual who tests positive for COVID-19; or (d) had close contact with an individual who displays one or more COVID-19 symptom(s).

Employers must treat such an employee as if the employee were taking medical leave under the PMLA. If the employee has no paid leave available, the leave may be unpaid and may extend beyond the time limits established by the PMLA (until the time periods described in the EO have lapsed—up to 14 days, depending on situation). Employers may debit the time off from the employee’s accrued leave bank. The EO contains exceptions (e.g., an employer may discharge or discipline an employee who is allowed to return to work but declines to do so) and exemptions (e.g., healthcare professionals, first responders). (The Executive Order is available here; the state also released a chart along with the EO, which helps explain when an employee may return to work.)

**NEW JERSEY: Earned Sick Leave Expansion.** On March 25, 2020, New Jersey Governor Phil Murphy signed Senate Bill 2304 (S2304) that, among other measures, expands the state’s Earned Sick Leave (“ESL”) law to allow the use of leave under the statute for additional COVID-19-related reasons. Generally, eligible employees may use accrued ESL for their own or a family member’s illness or health condition; closure of the employee’s workplace or a child’s school or place of care by order of a public official due to an epidemic or other public health emergency; or due to a public health authority’s determination that the employee’s or family member’s presence in the community could jeopardize the health of others (in addition to existing “safe leave” reasons and “school conference” leave). S2304 expands the reasons for use under the ESL law to also include time during which the employee is unable to work because of:

- Closure of the employee’s workplace or the employee’s child’s school or place of care because of a state of emergency declared by the Governor;
• The declaration of a state of emergency by the Governor, or the issuance by a health care provider or the Commissioner of Health or other public health authority of a determination that the employee’s or family member’s presence in the community would jeopardize the health of others; or
• During a state of emergency declared by the Governor, or upon the recommendation, direction, or order of a health care provider or the Commission of Health or other public official, the employee is isolated or quarantined, or cares for a family member in quarantine, as a result of suspected exposure to a communicable disease and a finding by the provider or official that the employee or family member’s presence in the community would jeopardize the health of others.

(A copy of S2304 can be found here; Information and FAQs about COVID-19 can be found on the Department of Labor & Industries website here, including a chart outlining leave benefits for various COVID-19-related scenarios.)

NEW YORK: Statewide Emergency Paid Quarantine Leave. On March 18, 2020, New York Governor Andrew Cuomo signed a new “Emergency COVID-19 Paid Sick Leave” law requiring employers to provide paid (with narrow exceptions) and job-protected sick leave to employees who are subject to mandatory or precautionary orders of quarantine or isolation due to COVID-19. A qualifying quarantine under the law must be a mandatory or precautionary quarantine order issued by a government agency or board of health. Employees who are quarantined but able to work from home are not eligible for these benefits.

Please note: An April 19, 2020 Order issued by the City allows qualifying individuals who either live or work in New York City to self-certify their qualification for leave under this statewide quarantine leave law (as opposed to providing a qualifying quarantine or isolation order). Such employees must complete and sign one of three appendices (available at the end of the Order here), depending upon the type of employee. The Order applies to those employees who (a) have tested positive for COVID-19; (b) have symptoms of COVID-19 and were in contact with someone who tested positive; or (c) meet another qualification or mandatory isolation by the NYC health department, the NY State health department, or the CDC. It does not apply to employees who must quarantine or isolate for other reasons. (Such employees may still qualify for quarantine leave but should request an individual quarantine order to obtain leave, per the Order.)

The quarantine leave available to an employee will depend on the size and income of the employer, as follows:

• Employers with 100 or more employees (as of January 1, 2020) and public employers: must provide employees at least 14 days of paid quarantine leave (which, the Governor’s Office has stated, “should cover the period of mandatory or precautionary quarantine or order of isolation”).

• Employers with (i) 10 or fewer employees (as of January 1, 2020) and net income of greater than $1 million in the previous tax year, or (ii) between 11 and 99 employees (as of January 1, 2020): must provide eligible employees (a) at least 5 days of paid quarantine leave; and (b) unpaid leave for the remainder of the period of quarantine, with guaranteed access to New York State Paid Family Leave and short-disability benefits, including wage replacement for their salaries up to $150,000.

• Employers with 10 or fewer employees and a net income of less than $1 million: must provide employees unpaid leave for the period of quarantine, with guaranteed access to New York State Paid Family Leave and short-term disability benefits, including wage replacement for their salaries up to $150,000.
Quarantine leave is protected insofar as the law requires employees returning from such leave to be restored to the same position, pay, and terms and conditions of employment as prior to such leave. Employers may not require employees to use existing accrued paid sick leave or other accrued leave, such as PTO, for a COVID-19 quarantine order. This new law is effective immediately, but the leave is available retroactively for employees already under a qualifying mandatory or precautionary order of isolation.

(Information and FAQs about the New York Emergency COVID-19 Paid Sick Leave law can be accessed here; COVID-19 Paid Leave Employer Guidance is available here and includes a COVID-19 Paid Leave Fact Sheet for employers.)

OREGON: Emergency School Closure Leave. Oregon has issued a new temporary administrative order, effective March 18, 2020 through September 13, 2020, that allows employees to use protected leave under the Oregon Family Leave Act (OFLA) to care for their child whose school or place of care has been closed in conjunction with a statewide public health emergency declared by a public health official (including out of concerns related to COVID-19). A child’s school/place of care closure previously was not a qualifying reason for leave under the OFLA (as it is under Oregon’s sick leave law, as indicated in the below table). The new order expanding OFLA employee rights means a longer absence for school/place of care closure is protected: under the OFLA, employees generally are eligible for 12 weeks of unpaid, job-protected leave for a qualifying reason if they work for an employer with 25 or more employees, and if they have worked 180 days prior to the leave and at least 25 hours per week. OFLA leave is unpaid, but employees may elect to use any paid leave that they have available—including accrued paid sick leave. The OFLA’s job restoration requirements apply to employees returning from leave. (See OARD 839-009-0230, available here; Oregon Sick Time FAQs, available here.)

PA: PHILADELPHIA: Sick Leave Expansion. On March 16, 2020, Philadelphia’s “Promoting Healthy Families and Workplaces Act” was expanded by emergency regulation “so that covered workers can use their paid sick leave for COVID-19 preventative care without fear of retaliation.” Specifically, during the COVID-19 health risk, covered employees can use their accrued paid sick time not only for illness and treatment of an illness of the employee or a family member, but also for (a) mandated business closures; (b) to care for a family member during school or place of care closures; and (c) official quarantine or self-quarantine of the employee or a family member. Additionally, during the COVID-19 health risk, employers may not require employees to provide verification from a healthcare professional in order to use consecutive paid sick leave. (The Emergency Regulations can be accessed http://regulations.phila-records.com/pdfs/03162020142718-0001.pdf; Philadelphia’s COVID-19 sick leave updates are described on the City’s website here.)

WA: SEATTLE: Amended Paid Sick & Safe Time. The Seattle City Council has adopted an ordinance in response to the COVID-19 emergency, amending portions of its Paid Sick & Safe Time (“PSST”) law to expand the reasons for use of PSST. Effective March 18, 2020, an eligible employee may use PSST if their family member’s school or place of care has been closed. (Under the prior version, employees could use PSST when a child’s school or place of care was closed by a public health official for a health-related reason.) Qualifying family members include not only a child, but also a parent, spouse, registered domestic partner, grandparent, grandchild, or sibling. The law no longer requires that the closure be for a health-related reason or that a public health official order the closure. Additionally, eligible employees of businesses with 250 or more full-time employees worldwide may use PSST when the employee’s place of business has reduced operations or closed for any health-related reason. (Seattle Mun. Code § 14.16.030, as amended by Ordinance No. 126056; see Seattle Office of Labor Standards (OLS) PSST website here.)
WA: SEATTLE: Emergency No-Verification Rule. On April 8, 2020, the Seattle OLS adopted a temporary Emergency Rule to clarify that employers **may not require a doctor’s note or healthcare provider verification** for use of paid sick time during the COVID-19 civil emergency. Employers must identify and provide alternative ways for the employee to meet the employer’s verification requirement, which may include the employee’s own statement or documentation from other individuals. This rule is effective immediately and will remain in effect through June 7, 2020. (The “Paid Sick and Safe Time Emergency Rule” may be accessed on the OLS PSST website here.)

### Table: Paid Sick Leave Laws—Reasons for Use Potentially Relevant to COVID-19

<table>
<thead>
<tr>
<th>Federal / State</th>
<th>Jurisdiction</th>
<th>Employee’s own illness/health condition</th>
<th>Family member’s illness/health condition</th>
<th>Closure of workplace or child’s school/place of care by order of public official due to public health emergency</th>
<th>Other reason (relevant to COVID-19)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arizona³</td>
<td>Statewide</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️</td>
<td>☑️ Care for an employee or family member if public health authority determines that the employee’s or family member’s presence in the community may jeopardize the health of others because of exposure to a communicable disease. May include an asymptomatic employee who has had close contact with a COVID-19-positive individual, and is excluded from the workplace for a 14-day quarantine period (based on CDC guidance).</td>
</tr>
</tbody>
</table>

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1 Part of the federal Families First Coronavirus Response Act. See introductory section under “Federal Emergency Paid Sick Leave Act” (Reason for Leave no. 5).


3 The Industrial Commission of Arizona has issued FAQs about “COVID-19 and Earned Paid Sick Time,” revised April 7, 2020, which can be found here.
<table>
<thead>
<tr>
<th>Federal / State</th>
<th>Jurisdiction</th>
<th>REASONS FOR LEAVE UNDER PAID SICK LEAVE LAWS</th>
</tr>
</thead>
<tbody>
<tr>
<td>California</td>
<td>Statewide</td>
<td>Employee’s own illness/health condition</td>
</tr>
</tbody>
</table>
|                 | Berkeley, CA     | ✓ | ✓ | ✓ | Executive Order N-51-20: Supplemental Paid Sick Leave for Food Sector Workers (COVID-19-specific)
|                 | Emeryville, CA   | ✓ | ✓ | ✓ | PLSO Guidance (COVID-19-specific)
|                 | Long Beach, CA   | ✓ | ✓ | ✓ | COVID-19 Supplemental Paid Sick Leave

4 California Executive Order N-51-20, signed April 16, 2020, requires covered “hiring entities” with 500 or more employees to provide eligible Food Sector Workers with up to 80 hours of supplemental paid sick leave for COVID-19-related reasons, including mandatory or recommended quarantine or isolation orders. Please see introductory section for additional information.

5 Under the City of Emeryville’s COVID-19-related PLSO guidance, covered employers must allow eligible employees to use accrued sick leave when an employee takes time off work because: (a) the employee’s business or work location temporarily ceases operations in response to a public health or other public official’s recommendation; (b) the employee needs to provide care for a family member whose school, child care provider, senior care provider, or place of care temporarily ceases operations in response to a public health or other public official’s recommendation; (c) public health officials or healthcare providers require or recommend an employee isolate or quarantine to prevent the spread of disease; (d) the employee falls within the definition of a “vulnerable population” under State Guidance (i.e., a person 60 years old or older, or a person with a health condition such as heart disease, lung disease, diabetes, kidney disease, or weakened immune system); or (e) the employee needs to care for a family member who is not sick but who public health officials or healthcare providers have required or recommended isolate or quarantine.

6 See above footnote.

7 Only certain hotel employees are eligible for leave under the pre-COVID-era Long Beach paid sick leave law.

8 Effective May 19, 2020, the City of Long Beach COVID-19 Supplemental Paid Sick Leave Ordinance requires employers with 500 or more employers nationally to provide employees working within the City of Long Beach up to 80 hours of supplemental paid sick leave for COVID-19-related reasons, including school or place of care closures and employee or family member isolation or quarantine orders. Please see introductory section for additional information.

9 See above footnote.
<table>
<thead>
<tr>
<th>Federal / State</th>
<th>Jurisdiction</th>
<th>Employee’s own illness/health condition</th>
<th>Family member’s illness/health condition</th>
<th>Closure of workplace or child’s school/place of care by order of public official due to public health emergency</th>
<th>Other reason (relevant to COVID-19)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Los Angeles, CA (City)</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>COVID-19 Supplemental Paid Sick Leave Public Order&lt;sup&gt;10&lt;/sup&gt;</td>
<td>COVID-19 Supplemental Paid Sick Leave Public Order&lt;sup&gt;11&lt;/sup&gt;</td>
</tr>
<tr>
<td>Los Angeles, CA (County)</td>
<td></td>
<td></td>
<td>✓</td>
<td>COVID-19 Supplemental Paid Sick Leave&lt;sup&gt;12&lt;/sup&gt;</td>
<td>COVID-19 Supplemental Paid Sick Leave&lt;sup&gt;13&lt;/sup&gt;</td>
</tr>
<tr>
<td>Sacramento, CA&lt;sup&gt;15&lt;/sup&gt;</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td>Supplemental Paid Sick Leave (COVID-19-specific)</td>
</tr>
</tbody>
</table>

<sup>10</sup> Under the new City of Los Angeles COVID-19 Supplemental Paid Sick Leave Public Order, large employers—i.e., those with either: (a) 500 or more employees within the City of Los Angeles; or (b) 2,000 or more employees nationally— are required to provide employees working in the City of Los Angeles up to 80 hours of supplemental paid sick leave for COVID-19-related reasons, including school, place of care, and senior care closures and isolation or quarantine reasons (not previously qualifying reasons under the City’s existing sick leave ordinance). Please see introductory section for additional information.

<sup>11</sup> See above footnote.

<sup>12</sup> Effective April 28, 2020, Los Angeles County’s Supplemental Paid Sick Leave Ordinance requires employers with 500 or more employees nationally to provide employees working within the County of Los Angeles up to 80 hours of supplemental paid sick leave for COVID-19-related reasons, including school, place of care, and senior care closures and employee or family member isolation or quarantine orders. Please see introductory section for additional information.

<sup>13</sup> See above footnote.

<sup>14</sup> Effective May 12, 2020, Oakland’s Emergency Paid Sick Leave Ordinance requires all employers, unless exempted, to provide up to 80 hours of emergency paid sick leave to eligible employees for qualifying COVID-19-related reasons. Please see introductory section for additional information.

<sup>15</sup> Beginning on July 15, 2020, the Sacramento Worker Protection, Heal, and Safety Act (Ordinance No. 2020-0026) requires employers with 500 or more employees nationwide to provide up to 80 hours of supplemental paid sick leave to eligible employees for COVID-19-related reasons. Please see introductory section for additional information.
<table>
<thead>
<tr>
<th>Jurisdiction</th>
<th>REASONS FOR LEAVE UNDER PAID SICK LEAVE LAWS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Employee’s own illness/health condition</td>
</tr>
<tr>
<td>San Diego, CA</td>
<td>✓</td>
</tr>
<tr>
<td>San Jose, CA</td>
<td>✓</td>
</tr>
</tbody>
</table>

16 Under the new temporary COVID-19-related PSLO guidance, covered employers must allow eligible employees to use accrued sick leave when an employee takes time off work because (a) the employee’s business or work location temporarily ceases operations in response to a public health or other public official’s recommendation; (b) the employee needs to provide care for a family member whose school, child care provider, senior care provider, or work temporarily ceases operations in response to a public health or other public official’s recommendation; (c) public health officials or healthcare providers require or recommend an employee isolate or quarantine to prevent the spread of disease; (d) the employee falls within the definition of a “vulnerable population” (i.e., a person 60 years old or older, or a person with a health condition such as heart disease, lung disease, diabetes, kidney disease, or weakened immune system); or (e) the employee needs to care for a family member who is not sick but who public health officials or healthcare providers have required or recommended isolate or quarantine.

17 Effective April 17, 2020, the San Francisco Public Health Emergency Leave Ordinance requires employers with 500 or more employees worldwide to provide up to 80 hours of public health emergency leave to all employees working in San Francisco for qualifying COVID-19-related reasons. Please see introductory section for additional information.

18 The San Jose COVID-19 Paid Sick Leave Ordinance, adopted April 7, 2020, requires employers not subject to the federal FFCRA to provide up to 80 hours of paid sick leave to employees providing essential services in the City for qualifying COVID-19-related reasons. Please see introductory section for additional information.
<table>
<thead>
<tr>
<th>Federal / State</th>
<th>Jurisdiction</th>
<th>REASONS FOR LEAVE UNDER PAID SICK LEAVE LAWS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Employee’s own illness/health condition</td>
</tr>
<tr>
<td>Santa Monica, CA</td>
<td>✓</td>
<td>✓</td>
</tr>
</tbody>
</table>

\(^\text{19}\) The San Mateo County Supplemental Paid Sick Leave Ordinance, effective July 8, 2020, requires covered employers with 500 or more employees nationwide to provide up to 80 hours of supplemental paid sick leave to eligible employees in the unincorporated areas of the County for qualifying COVID-19-related reasons. Please see introductory section for additional information.

\(^\text{20}\) On July 7, 2020, the Santa Rosa City Council adopted an Urgency Ordinance requiring covered employers to provide up to 80 hours of temporary paid sick leave to eligible employees who perform allowed or essential work within the City for COVID-19-related reasons. Please see introductory section for additional information.
<table>
<thead>
<tr>
<th>Federal / State</th>
<th>Jurisdiction</th>
<th>REASONS FOR LEAVE UNDER PAID SICK LEAVE LAWS</th>
<th>Other reason (relevant to COVID-19)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Colorado</td>
<td>Statewide</td>
<td>Employee’s own illness/health condition ✓</td>
<td>✓</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Family member’s illness/health condition ✓</td>
<td>HWFA Emergency Paid Sick Leave (COVID-19-specific) ✓</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Closure of workplace or child’s school/place of care by order of public official due to public health emergency ✓</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Other reason (relevant to COVID-19) ✓</td>
<td>HWFA Emergency Paid Sick Leave (COVID-19-specific) ✓</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Colorado “HELP” Temporary Rules (COVID-19-specific) ✓</td>
</tr>
<tr>
<td>Connecticut</td>
<td>Statewide</td>
<td>✓</td>
<td></td>
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</table>

21 The permanent general paid sick leave and paid public health emergency leave provisions of the HWFA will go into effect on January 1, 2021. The emergency paid sick leave provisions of the HWFA (detailed above in the introductory section; see footnote 23 below) are in effect from July 15 through December 31, 2020.

22 Under the Colorado Health Emergency Leave with Pay (“Colorado HELP”) rules—*in effect from March 11 to July 14, 2020*—employers in several industries must provide up to **2 weeks (80 hours) of paid leave** to an employee (a) with **flu-like or respiratory illness symptoms**, and (b) who is (i) being **tested for COVID-19** or (ii) under instructions from a health care provider or authorized government official to **quarantine or isolate** due to a risk of having COVID-19. *Please see introductory section for additional information.*

23 Under a portion of the newly passed (July 14, 2020) **Colorado Healthy Families and Workplaces Act (“HWFA”)**—separate from and **in place of** the HELP Rules described above—the emergency paid sick leave (“EPSL”) provisions of the federal FFCRA are extended to **all Colorado employers, regardless of size**. *Please see introductory section for additional information.*

24 Only “service workers” (as statutorily identified) are eligible. Certain employers, including those with fewer than 50 employees in Connecticut, are exempt.
<table>
<thead>
<tr>
<th>Federal / State</th>
<th>Jurisdiction</th>
<th>REASONS FOR LEAVE UNDER PAID SICK LEAVE LAWS</th>
<th>Other reason (relevant to COVID-19)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Illinois</td>
<td>Chicago²⁷ / Cook County, IL</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Maine²⁸</td>
<td>Statewide</td>
<td>✓</td>
<td>✓</td>
</tr>
</tbody>
</table>

²⁵ From April 10 until October 9, 2020, the D.C. Coronavirus Support Emergency Amendment Act temporarily expands D.C.’s Accrued Sick and Safe Leave Act to require employers with between 50 and 499 employees (that are not health care providers) to provide public health emergency leave for any reason employees may use paid leave under the federal FFCRA during the COVID-19 emergency—including leave due to school/place of care closures, quarantine orders, self-quarantine, care for an at-risk family member, and other COVID-19-related reasons. Please see introductory section for additional information.

²⁶ See above footnote.

²⁷ Chicago’s Department of Business Affairs and Consumer Protection (BACP) has issued a Notice of Rights and Frequently Asked Questions about worker protections, including paid sick leave under Chicago’s Paid Sick Leave Ordinance, during the COVID-19 outbreak (available at: [https://www.chicago.gov/content/dam/city/depts/bacp/general/COVID-19/20200408_COVID19WorkerProtectionFAQs.pdf](https://www.chicago.gov/content/dam/city/depts/bacp/general/COVID-19/20200408_COVID19WorkerProtectionFAQs.pdf)). The FAQs repeatedly “encourage[e] all employers to be flexible with their sick leave policies during the COVID-19 outbreak” (see p. 4, 5). They also clarify that under Chicago’s March 18 Public Health Order, residents with COVID-19 symptoms are required to stay home (even if they work at an essential business) and employers that require sick employees to work or discipline them for taking sick leave under the Public Order could be in violation of Chicago’s Paid Sick Leave law (see p. 3).

²⁸ Maine’s paid time off law will be effective January 1, 2021. The Maine statute is not technically a paid sick leave statute; it will provide paid leave for any purpose (including sick leave, vacation, or any other reason).

²⁹ Under Maine’s existing public emergency leave law (not part of a paid sick leave law)—which preceded the COVID-19 emergency—employers must provide employees unpaid leave for certain reasons related to an extreme public health emergency, for the duration of the extreme public health emergency and for a reasonable and necessary time period after the emergency ends for diseases or conditions that are contracted, or for exposures that occurred during the emergency. “Extreme public health emergency” means the occurrence or imminent threat of widespread exposure to a highly infectious or toxic agent that poses an imminent threat of substantial harm to the population of the state. Benefits must be retained. Employer may request and receive documentation from a public health official or physician upon employee’s return to work. Exceptions exist if employee does not give reasonable notice of need for leave or if granting leave would cause an undue hardship on employer. Me. Rev. Stat. tit. 26, § 875; tit. 22, § 801.
### REASONS FOR LEAVE UNDER PAID SICK LEAVE LAWS

<table>
<thead>
<tr>
<th>Federal / State</th>
<th>Jurisdiction</th>
<th>Employee’s own illness/health condition</th>
<th>Family member’s illness/health condition</th>
<th>Closure of workplace or child’s school/place of care by order of public official due to public health emergency</th>
<th>Other reason (relevant to COVID-19)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>(a) is under individual public health investigation, supervision or treatment related to an extreme public health emergency;</td>
<td>(a) is under individual public health investigation, supervision or treatment related to an extreme public health emergency;</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>(b) is acting in accordance with an extreme public health emergency order;</td>
<td>(b) is acting in accordance with an extreme public health emergency order;</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>(c) is in quarantine or isolation or other control measure due to public health emergency information or directions issued to the public or individuals;</td>
<td>(c) is in quarantine or isolation or other control measure due to public health emergency information or directions issued to the public or individuals;</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>(d) is unable to work because employer has given direction in response to concern that employee may expose others in the workplace to extreme public health emergency threat; or</td>
<td>(d) is unable to work because employer has given direction in response to concern that employee may expose others in the workplace to extreme public health emergency threat; or</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>(e) needs to provide care for a qualifying family member for reasons related to an extreme public health emergency.</td>
<td>(e) needs to provide care for a qualifying family member for reasons related to an extreme public health emergency.</td>
</tr>
<tr>
<td>Maryland</td>
<td>Statewide</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td>See Footnote 29 for additional information.</td>
</tr>
<tr>
<td>Montgomery</td>
<td>County, MD</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Massachusetts</td>
<td>Statewide</td>
<td>✓</td>
<td>✓</td>
<td></td>
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</tr>
</tbody>
</table>

#### Footnotes
30 The Attorney General’s Fair Labor Division has issued “Frequently Asked Questions about COVID-19: Employee Rights and Employer Obligations” (available [here](#)), which clarify that employees may use earned sick time (“EST”) under the Massachusetts EST statute when public health officials or healthcare providers require or recommend that an employee or a family member quarantine due to COVID-19 (though not specified in the statute as written). The FAQs further
<table>
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<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>Michigan³¹</td>
<td>Statewide</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>Care for an employee or family member if public health authority determines that the employee’s or family member’s presence in the community may jeopardize the health of others because of exposure to a communicable disease. May include an asymptomatic employee who has had close contact with a COVID-19-positive individual, and is excluded from the workplace for a 14-day quarantine period (based on CDC guidance).</td>
</tr>
<tr>
<td>Michigan³¹</td>
<td>Duluth, MN</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td>Earned Sick and Safe Time and COVID-19 FAQs³²</td>
</tr>
<tr>
<td>Michigan³¹</td>
<td>Minneapolis, MN</td>
<td>✓</td>
<td>✓</td>
<td>✓³³</td>
<td>Minneapolis Department of Civil Rights COVID-19 and Sick and Safe Time FAQs³⁴</td>
</tr>
</tbody>
</table>

“encourage” employers to allow use of EST, accrued vacation, or PTO when an employee misses work because their child’s school is closed due to an order from a state or local authority related to COVID-19.

³¹ Under Michigan’s Executive Order 2020-36, signed on April 3, 2020, employers must treat certain employees who are particularly at risk of infecting others in the workplace with COVID-19 as if they were taking medical leave under the Paid Medical Leave Act. If the employee has no paid leave available, the leave may be unpaid and may extend beyond the time limits established by the PMLA (until the time periods described in the EO have lapsed—up to 14 days, depending on situation). Employers may debit the time off from the employee’s accrued leave bank. Please see introductory section for additional information.

³² The City of Duluth has issued “Earned Sick and Safe Time and COVID-19 Frequently Asked Questions” (available here), which notes that the following are protected activities (i.e., qualifying reasons for leave) under the Duluth Earned Sick and Safe Time (ESST) ordinance: (a) Coronavirus screening; (b) providing or receiving care due to Coronavirus symptoms or infection; and (c) testing or quarantine following close personal contact with a Coronavirus infected person.

³³ Includes closure of employee’s place of business or family member’s school or place of care by order of a public official “to limit exposure to an infectious agent, biological toxin or hazardous material or other public health emergency,” or when a family member’s school or place of care is closed unexpectedly.

³⁴ The Department of Civil Rights has issued “COVID-19 and the Sick and Safe Time Ordinance Frequently Asked Questions” (available here), which clarifies that the City’s Sick and Safe Time (“SST”) ordinance protection includes, but is not limited to, the following: (a) Coronavirus screening; (b) care or quarantine due to Coronavirus symptoms or infection; (c) testing or quarantine following close personal contact with a Coronavirus infected or symptomatic person; (d) a covered family member’s school or place of care closure due to Coronavirus; and (e) workplace closure by order of a public official due to Coronavirus.
<table>
<thead>
<tr>
<th>Federal / State</th>
<th>Jurisdiction</th>
<th>REASONS FOR LEAVE UNDER PAID SICK LEAVE LAWS</th>
<th>Other reason (relevant to COVID-19)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Employee’s own illness/health condition</td>
<td>Family member’s illness/health condition</td>
</tr>
<tr>
<td>St. Paul, MN</td>
<td>✔</td>
<td>✔</td>
<td>✔ 35</td>
</tr>
<tr>
<td>Nevada 36</td>
<td>Statewide</td>
<td>✔</td>
<td>✔</td>
</tr>
<tr>
<td>New Jersey 37</td>
<td>Statewide</td>
<td>✔</td>
<td>✔</td>
</tr>
</tbody>
</table>

*Includes closure of employee’s place of business or family member’s school or place of care by order of a public official “to limit exposure to an infectious agent, biological toxin or hazardous material or other public health emergency,” or when a family member’s school or place of care is closed unexpectedly.

The Nevada statute is not technically a paid sick leave statute; it provides paid leave for any purpose (including sick leave, vacation, or any other reason).

Effective March 20, 2020, a New Jersey COVID-19 emergency non-retaliation rule (AB 3848, available here) prohibits employers from terminating, penalizing, or refusing to reinstate an employee for requesting or taking time off work based on a medical professional’s recommendation that the employee take the time off because the employee has, or is likely to have, an infectious disease that may infect others at the workplace. The Act will remain in place during the COVID-19 pandemic and declared state of emergency.

Under the newly expanded Earned Sick Leave law (S2304, signed March 25, 2020), this category now includes closure of the employee’s workplace or the employee’s child’s school or place of care because of a state of emergency declared by the Governor (in addition to closures by order of a public official due to an epidemic or other public health emergency). Please see introductory section for additional information.

Under the newly expanded Earned Sick Leave law (S2304, signed March 25, 2020), the following additional reasons for use are also permitted: (a) the declaration of a state of emergency by the Governor, or the issuance by a health care provider or the Commissioner of Health or other public health authority of a determination that the employee’s or family member’s presence in the community would jeopardize the health of others; and (b) during a state of emergency declared by the Governor, or upon the recommendation, direction, or order of a health care provider or the Commissioner of Health or other public official, the employee is isolated or quarantined, or cares for a family member in quarantine, as a result of suspected exposure to a communicable disease and a finding by the provider or official that the employee or family member’s presence in the community would jeopardize the health of others. Please see introductory section for additional information.
<table>
<thead>
<tr>
<th>Federal / State</th>
<th>Jurisdiction</th>
<th>Employee’s own illness/health condition</th>
<th>Family member’s illness/health condition</th>
<th>Closure of workplace or child’s school/place of care by order of public official due to public health emergency</th>
<th>Other reason (relevant to COVID-19)</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Mexico</td>
<td>Bernalillo County, NM*</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>New York</td>
<td>Statewide*</td>
<td></td>
<td></td>
<td></td>
<td>✓</td>
</tr>
<tr>
<td></td>
<td>New York, NY</td>
<td>✓</td>
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<td>✓</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Westchester County, NY</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
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</tr>
</tbody>
</table>

- Employee’s own illness/health condition
- Family member’s illness/health condition
- Closure of workplace or child’s school/place of care by order of public official due to public health emergency
- Other reason (relevant to COVID-19)

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*Effective July 1, 2020. The Bernalillo County, NM ordinance is not technically a paid sick leave law; it provides paid leave for any purpose (including sick leave, vacation, or any other reason).

*Separate from the recent NY emergency paid quarantine leave law, which is currently in place (see footnote below): On April 3, 2020, New York Governor Andrew Cuomo signed a new statewide Paid Sick Leave Law (“PSLL”), which will allow employees to begin accruing sick leave on or about September 30, 2020 and to start using sick leave as of January 1, 2021.

*As of March 18, 2020, the New York State Emergency COVID-19 Paid Sick Leave law requires employers to provide paid (with narrow exceptions) and job-protected sick leave to employees who are subject to mandatory or precautionary orders of quarantine or isolation due to COVID-19. A qualifying quarantine under the law must be a mandatory or precautionary quarantine order issued by a government agency or board of health. Please see introductory section for additional information.
<table>
<thead>
<tr>
<th>Federal / State</th>
<th>Jurisdiction</th>
<th>Reasons for Leave under Paid Sick Leave Laws</th>
<th>Other Reason (relevant to COVID-19)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Employee’s own illness/health condition</td>
<td>(a) Care for an employee or family member if public health authority or care provider determines that the employee’s or family member’s presence in the community may jeopardize the health of others; (b) Exclusion of the employee from the workplace under applicable law or rule due to health reasons. May include an asymptomatic employee who has had close contact with a COVID-19-positive individual, and is excluded from the workplace for a 14-day quarantine period (based on CDC guidance).</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Family member’s illness/health condition</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Closure of workplace or child’s school/place of care by order of public official due to public health emergency</td>
<td></td>
</tr>
<tr>
<td>Oregon</td>
<td>Statewide</td>
<td>✓</td>
<td>✓ 43</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pennsylvania</td>
<td>Philadelphia, PA</td>
<td>✓</td>
<td>✓ 44</td>
</tr>
<tr>
<td></td>
<td>Pittsburgh, PA 46</td>
<td>✓</td>
<td>✓ 46</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Care of an employee’s family member when determined by health authorities or care provider that the family member’s presence in the community would jeopardize the health of others due to exposure to a communicable disease.</td>
</tr>
</tbody>
</table>

43 Separate from the sick leave provided under Oregon’s statute (up to 40 hours per year, which must be paid for most employers), Oregon has issued a new temporary administrative order, effective March 18, 2020 through September 13, 2020, that allows employees to extend the duration of protected leave due to a child’s school/place of care closure. Eligible employees may now use leave under the Oregon Family Leave Act (OFLA)—which provides up to 12 weeks of unpaid, job-protected leave for qualifying reasons—to care for their child whose school or place of care has been closed in conjunction with a statewide public health emergency declared by a public health official. Employees may elect to use their accrued paid sick leave or other available paid leave during leave under the OFLA. Please see introductory section for additional information.

44 Philadelphia’s sick leave ordinance has been expanded by emergency regulation “so that covered workers can use their paid sick leave for COVID-19 preventative care without fear of retaliation.” Specifically, during the COVID-19 risk, covered employees can use their accrued paid sick time not only for illness/treatment of an illness of the employee or a family member, but also for (a) mandated business closures; (b) to care for a family member during school / place of care closures; and (c) official quarantine or self-quarantine of the employee or a family member. See introductory section for additional information.

45 See above footnote.

<table>
<thead>
<tr>
<th>Federal / State</th>
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<th>Employee’s own illness/health condition</th>
<th>Family member’s illness/health condition</th>
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<tr>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rhode Island</td>
<td>Statewide</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>May include an asymptomatic employee who has had close contact with a COVID-19-positive individual, and is excluded from the workplace for a 14-day quarantine period (based on CDC guidance).</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Care for an employee or family member if public health authority or care provider determines that the employee’s or family member’s presence in the community may jeopardize the health of others due to exposure to a communicable disease. May include an asymptomatic employee who has had close contact with a COVID-19-positive individual, and is excluded from the workplace for a 14-day quarantine period (based on CDC guidance).</td>
<td></td>
</tr>
<tr>
<td>Texas</td>
<td>(Austin, TX)(^{47})</td>
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<td>✓</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(Dallas, TX)(^{48})</td>
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<td>✓</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(San Antonio, TX)(^{49})</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vermont</td>
<td>Statewide</td>
<td>✓</td>
<td>✓</td>
<td>✓(^{50})</td>
<td></td>
</tr>
<tr>
<td>Washington</td>
<td>Statewide</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td></td>
</tr>
</tbody>
</table>

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\(^{47}\) Not currently effective (blocked on November 16, 2018 by a state appellate court).

\(^{48}\) Not currently effective (blocked on March 30, 2020 by a federal district court).

\(^{49}\) Not currently effective (blocked on November 22, 2019 by a district court).

\(^{50}\) Only covers closure of family member’s place of business, school, or care facility for public health or safety reasons and employee’s need to care for such family member during the employee’s workday.
### REASONS FOR LEAVE UNDER PAID SICK LEAVE LAWS

<table>
<thead>
<tr>
<th>Federal / State</th>
<th>Jurisdiction</th>
<th>Employee’s own illness/health condition</th>
<th>Family member’s illness/health condition</th>
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<th>Other reason (relevant to COVID-19)</th>
</tr>
</thead>
<tbody>
<tr>
<td>SeaTac, WA 51</td>
<td>✓</td>
<td>✓</td>
<td>✗</td>
<td>✗ ✳️</td>
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<tr>
<td>Seattle, WA</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✷ ✳️</td>
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<tr>
<td>Tacoma, WA</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td>✷</td>
<td></td>
</tr>
</tbody>
</table>

51 Applies only to certain “hospitality employers” and “transportation employers,” as statutorily defined.

52 Includes closure of employee’s place of business or child’s school or place of care by order of a public official “to limit exposure to an infectious agent, biological toxin or hazardous material.”

53 Effective March 18, 2020, under Seattle’s amended Paid Sick & Safe Time ("PSST") ordinance, eligible employees may use PSST if their family member’s school or place of care has been closed. The provision is no longer limited to an employee’s child’s school or place of care, and no longer requires that the closure be for a health-related reason by order of a public health official. Additionally, eligible employees of businesses with 250 or more full-time employees worldwide now may use PSST when the employee’s place of business has reduced operations or closed for any health-related reason. As in the prior version of the ordinance, employees still may use PSST when the employee’s workplace has been closed by a public official, for any health-related reason, to limit exposure to an infectious agent, biological toxin, or hazardous material. Please see introductory section for additional information.

54 Please note that, although not expressly specified in the Seattle PSST ordinance (including the amended version—see introductory section), Seattle’s “PSST COVID-19 Q&A” indicates that employees may use PSST “[w]hen employees are recommended by public health officials to self-quarantine.” (Please see PSST COVID-19 Q&A, available here: https://www.seattle.gov/laborstandards/ordinances/paid-sick-and-safe-time.)