*Note that the Illinois Employee Sick Leave Act requires that Illinois employers with paid sick leave policies permit a limited amount of employee use for a family member’s illness.

**Maine law effective January 1, 2021

***New York law effective September 30, 2020, but employers are not required to allow use until January 1, 2021

This map is intended as a visual aid and should not be relied upon or construed as a substitute for legal advice.

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