State-wide sick leave law (no local law)

Local sick leave laws only

Local and state-wide sick leave laws

States that prohibit local sick leave laws

States with state-wide sick leave laws and laws that preempt/prohibit local sick leave laws

States with local and state-wide sick leave laws and laws that preempt/prohibit future local sick leave laws

State-wide paid leave laws, including but not limited to sick leave

*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

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