

Overview of State and Local COVID-19 Related Paid Leave Laws

NOTE: This information is collected as of Sept. 30, 2022. Due to the evolving nature of COVID-19 and related laws and regulations, these provisions are subject to change. Note that existing state or local paid sick leave laws may cover illness or absence due to COVID-19.

State/Locality	Temporary COVID Related Law	Employer Size	Expiration Date
California	COVID-19 Supplemental Paid Sick Leave (2022) (Up to 80 hours for full-time employees) See guidance	26 or more nationwide	Dec. 31, 2022
California	Cal/OSHA Exclusion Pay and Benefits See FAQs	All (subject to exclusions)	Dec. 31, 2022
California (Los Angeles)	Supplemental Paid Sick Leave Due to COVID-19 Order (Up to 80 hours for full-time employees; \$511/week cap; can be used for vaccine)	500 or more in Los Angeles or 2,000 nationwide	Two calendar weeks after the COVID-19 local emergency period expires
California (Los Angeles County)	Supplemental Paid Sick Leave Ordinance (Up to 80 hours for full-time employees)	All employers in the unincorporated areas	Supplemental Paid Sick Leave: Two calendar weeks after the COVID-19 local emergency expires
California (Los Angeles County)	COVID-19 Vaccine Paid Sick Leave (Up to four hours per dose)	All employers in the unincorporated areas	COVID-19 Vaccine Paid Leave: 14 days after the COVID-19 local emergency expires
California (Oakland)	Protecting Workers and Communities Pandemic- COVID-19 Emergency Paid Sick Leave Ordinance	All (some exemptions if less than 50)	Upon the expiration of Oakland's Declaration of COVID-19 Emergency
Colorado	COVID-19 leave provisions of the Healthy Families and Workplaces Act	All	Expires four weeks following the expiration of the COVID-19 public health emergency, which is currently extended until Nov. 10, 2022
District of Columbia	COVID Vaccination Leave Emergency Temporary Amendment Act of 2021 (Paid leave for vaccination: two hours per dose and up to eight hours for side effects – includes time off for child to be vaccinated; 48 hours/year max)	All	Oct. 1, 2022

State/Locality	Temporary COVID Related Law	Employer Size	Expiration Date
District of Columbia	New COVID-19 Leave (Unpaid leave of up to 16 weeks)	20 or more employees in the District	Nov. 18, 2023
Illinois (Chicago)	Vaccine Anti-Retaliation Ordinance (Prohibits retaliation against employees for taking time off work for vaccine; no paid time requirement unless vaccine is mandated, then four hours pay per dose)	All	Upon the written determination by the Commissioner of Public Health that the threat posed by COVID-19 has diminished
Illinois (Cook County)	Cook County Earned Sick Leave Ordinance and COVID-19 (Paid time off for vaccine; four hours per dose if mandated; four hours per dose of PSL if voluntary)	All	Upon the written determination by the Director of the Cook County Public Health Department that the threat to public health posed by COVID-19 has diminished
Massachusetts	COVID-19 Temporary Emergency Paid Sick Leave Program (40 hours for full-time employees; \$850/week cap; includes paid time off for vaccine and to recover from side effects)	All	March 15, 2022 (Employers could request reimbursement through April 29, 2022)
Nevada	COVID-19 Vaccine Paid Leave (Two hours per dose)	50 or more in the state	Dec. 31, 2023
New York	COVID-19 Paid Sick Leave (Up to three rounds)	All	Not specified
New York	Paid Leave for COVID-19 Vaccinations (Four hours per dose; regular rate of pay)	All	Dec. 31, 2023
Pennsylvania (Philadelphia)	COVID-19 Leave (Up to 40 hours of additional PSL for COVID-19 related reasons; Bill No. 220051-A)	25 or more employees	Dec. 31, 2023
Washington (Seattle)	Paid Sick and Paid Safe Time for Gig Workers Working in Seattle	Employers with 250 or more gig workers worldwide	The latter of three years after the termination of a civil emergency proclamation or Dec. 31, 2023



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