

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

NOTE: This information is collected as of May 11, 2023. 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) ended December 31, 2022 See <a href="#">guidance</a> .	26 or more nationwide	<b>Expired on Dec. 31, 2022</b>
California	Cal/OSHA Exclusion Pay and Benefits <a href="#">COVID-19 Prevention Non-Emergency Regulations took effect February 3, 2023</a>	All (subject to exclusions)	<b>Expired February 3, 2023</b> , when Non-Emergency Regulations took effect
California (Los Angeles)	<a href="#">Supplemental Paid Sick Leave Due to COVID-19 Order</a> (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	<b>Expired on February 1, 2023</b>
California (Los Angeles County)	<a href="#">Supplemental Paid Sick Leave Ordinance</a> (Up to 80 hours for full-time employees)	All employers in the unincorporated areas	<b>Expired March 31, 2023</b>
California (Los Angeles County)	<a href="#">COVID-19 Vaccine Paid Sick Leave</a> (Up to four hours per dose)	All employers in the unincorporated areas	<b>Expired March 31, 2023</b>
California (Oakland)	<a href="#">Protecting Workers and Communities Pandemic-COVID-19 Emergency Paid Sick Leave Ordinance</a>	All (some exemptions if less than 50)	Upon the expiration of Oakland's Declaration of COVID-19 Emergency – no indication this has expired.
Colorado	COVID-19 leave provisions of the Healthy Families and Workplaces Act	All	Colorado's disaster declaration ended May 4, 2023. The federal PHE expired May 11, 2023, which triggered the 4-week countdown for supplemental PHE leave. <b>Employees may use supplemental PHE until June 8, 2023.</b>
District of Columbia	<a href="#">COVID Vaccination Leave Emergency Temporary Amendment Act of 2021</a> (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	<b>Expired October 1, 2022</b>

State/Locality	Temporary COVID Related Law	Employer Size	Expiration Date
District of Columbia	<a href="#">New COVID-19 Leave</a> An employee may use no more than 16 weeks of COVID-19 leave in the two-year period beginning on November 18, 2021	20 or more employees in the District	November 18, 2023
Illinois (Chicago)	<a href="#">Vaccine Anti-Retaliation Ordinance</a> (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 – still in effect.
Illinois (Cook County)	<a href="#">Cook County Earned Sick Leave Ordinance and COVID-19</a> (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 – still in effect.
Massachusetts	<a href="#">COVID-19 Temporary Emergency Paid Sick Leave Program</a> (40 hours for full-time employees; \$850/week cap; includes paid time off for vaccine and to recover from side effects)	All	<b>Expired on March 15, 2022</b> (Employers could request reimbursement through April 29, 2022)
Nevada	<a href="#">COVID-19 Vaccine Paid Leave</a> (Two hours per dose)	50 or more in the state	December 31, 2023
New York	<a href="#">COVID-19 Paid Sick Leave</a> (Up to three rounds)	All	Not specified – still in effect
New York	<a href="#">Paid Leave for COVID-19 Vaccinations</a> (Four hours per dose; regular rate of pay)	All	December 31, 2023
Pennsylvania (Philadelphia)	<a href="#">COVID-19 Leave</a> (Up to 40 hours of additional PSL for COVID-19 related reasons; <a href="#">Bill No. 220051-A</a> )	25 or more employees	December 31, 2023
Washington (Seattle)	<a href="#">Paid Sick and Paid Safe Time for Gig Workers Working in Seattle</a>	Employers with 250 or more gig workers worldwide	<b>Expired April 30, 2023.</b> Effective May 1, 2023, the <a href="#">App-Based Workers Paid Sick and Safe Time Ordinance</a> makes permanent the rights and obligations in the temporary ordinance and updates the provisions for the permanent context.



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