



2025 **PAID SICK LEAVE LAWS**



What is **paid** sick leave?

Paid sick leave provides employees with paid time off when they are sick. This allows them the time they need to recover without the worry of a loss in income.

Why do **paid** sick leave laws matter?

Paid sick leave laws matter deeply because they protect the health, dignity, and economic stability of both workers and the public.

Under the Family and Medical Leave Act of 1993 (FMLA), the federal government offers job protection and provisions for employees to take unpaid leave for qualified medical and family reasons. Currently, there is no federal **paid** leave law for private employees, however, **certain states** have adopted mandatory paid sick leave laws. This is important because paid sick leave laws:

Protect Workers' Health and Income

- Without paid sick leave, many workers, especially low-wage earners, are forced to choose between their health and their paycheck.
- These laws ensure workers can take time off to recover or care for sick family members **without losing income or risking job loss.**

Reduce the Spread of Illness

- When workers come to work sick (often called "presenteeism"), it increases the spread of illness in workplaces, schools, and public spaces.
- Paid sick leave encourages people to stay home when they're contagious, in turn protecting coworkers, customers, and communities.

Promote Workplace Equity

- Women, caregivers, and marginalized workers are disproportionately affected by the lack of paid sick leave.
- These laws level the playing field, ensuring basic protections regardless of industry, job type, or socioeconomic status.

Support Public Health Goals

- During health crises like COVID-19 or flu outbreaks, paid sick leave is a frontline defense in stopping the spread.
- It allows for time off to get tested, vaccinated, or quarantined if needed.

Boost Workforce Stability and Productivity

- Employees with access to paid sick leave are more loyal, more productive, and less likely to burn out.
- Employers benefit from **reduced turnover, fewer errors, and better morale.**

Close Racial and Economic Gaps

- Black, Latinx, and low-wage workers are less likely to have employer-provided sick leave.
- Paid sick leave laws help correct systemic disparities by offering guaranteed time off.

It's a Smart Economic Policy

- The short-term cost to employers is outweighed by long-term savings in productivity, reduced public health burdens, and fewer emergency care costs.

Who is eligible?

The eligibility for paid sick leave benefits varies by state, and some states' laws cover public employees while others do not.

For example, the state of Michigan's Earned Sick Time (ESTA) Act applies to all private and public employers except for those employed by the Federal Government. This includes State of Michigan employees. Additionally, employers in Michigan are not obligated to abide by Michigan's Earned Sick Time Act if there is a collective bargaining agreement in effect on the day the Act took effect, unless the CBA is completely silent about sick leave, in which case, the employer is not required to abide by the ESTA until the CBA expires.

The new law in Arizona applies to all employers except the State of Arizona and the Federal Government.

Alaska’s upcoming law on paid leave applies only to private employers, but it also excludes certain classifications of employment, for example, it doesn’t apply to seasonal summer camp workers, etc.

The employer’s obligations vary by state and are dependent on the provisions as outlined in their paid sick leave laws so **ALWAYS** check the leave laws for your state.

PAID SICK LEAVE
THERE IS NO FEDERAL PAID SICK LEAVE LAW FOR PRIVATE EMPLOYERS

BUT DID YOU KNOW...
MULTIPLE STATES HAVE MANDATORY PAID SICK LEAVE LAWS

ARIZONA, CALIFORNIA, COLORADO, CONNECTICUT, MARYLAND, MASSACHUSETTS, MICHIGAN, MINNESOTA, NEW JERSEY, NEW MEXICO, NEW YORK, OREGON, RHODE ISLAND, VERMONT, WASHINGTON, AND WASHINGTON, D.C.

3 STATES HAVE MANDATORY PAID LEAVE FOR ANY REASON LAWS: ILLINOIS, MAINE, AND NEVADA

CLICK TH ELINK FOR MORE INFORMATION **2025 PAID SICK LEAVE LAWS**

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States with Mandatory Paid Sick Leave Laws	
Alaska (coming soon)	Alaska’s paid sick leave law was established in November 2024 by voters and will start on July 1, 2025. You can learn more about the upcoming paid sick leave law here .
Arizona	The Arizona sick leave law is under the Fair Wages and Healthy Families Act, which was established in 2017. Check out Arizona’s state website for more information on mandatory paid sick leave law.
California	California’s Paid Sick Leave law went into effect in 2015. You can learn more about the paid sick leave law by visiting California’s state website .
Colorado	The Colorado sick leave law, The Healthy Families and Workplaces Act, went into effect on January 1, 2021. Check out Colorado’s website for more information.
Connecticut	Connecticut’s mandatory sick leave law was the first in the nation, beginning in 2012. Head on over to Connecticut’s website for more information on paid sick leave laws.

<p>Illinois (paid leave for any reason)</p>	<p>Illinois' sick leave law, The Paid Leave for All Workers Act, began January 1, 2024. This new law provides paid time off for any reason. Illinois is the first state in the Midwest to mandate paid leave.</p> <p><i>*Chicago also has a paid mandate leave. Check your local government for any paid leave laws.</i></p>
<p>Maine (paid leave for any reason)</p>	<p>Maine's law, "An Act Authorizing Earned Employee Leave," requires employers to let employees take paid time off for any reason, not just sick leave. You can view more information about this law on Maine's website.</p>
<p>Maryland</p>	<p>Maryland's paid sick and safe leave law is known as the Maryland Healthy Working Families Act. The law was established in 2018. Go to Maryland's stage page to learn more about their paid leave laws.</p>
<p>Massachusetts</p>	<p>Massachusetts' Earned Sick Time Law began in 2015. For more information on Massachusetts' Earned Sick Time Law? Check out the state's website to learn more.</p>
<p>Michigan</p>	<p>In March 2019, Michigan's Paid Medical Leave Act took effect. On February 21, 2025, Michigan's Earned Sick Time Act took effect, replacing Michigan's Paid Medical Leave Act. Go to Michigan's state page to learn more about their paid medical leave law.</p>
<p>Minnesota</p>	<p>Minnesota's Earned Sick and Safe Time began on January 1, 2024. <i>*Earned sick and safe time local ordinances already exist in Bloomington, Minneapolis, and St. Paul. Check your local government for paid leave laws. You can learn more by going to the Minnesota Department of Labor and Industry website or FAQ page.</i></p>
<p>Nebraska (coming soon)</p>	<p>Nebraska's paid sick leave law was established in November 2024 by voters and will start on October 1, 2025. You can learn more about the upcoming law on Nebraska's website.</p>
<p>Nevada (paid leave for any reason)</p>	<p>Like Maine and Illinois, Nevada's paid leave law lets qualifying employees take paid time off for any reason. You can find more information about Nevada's paid leave law on the state's website.</p>
<p>New Jersey</p>	<p>New Jersey's earned sick leave law started in October 2018. You can view New Jersey's state website for more information on earned sick leave.</p>
<p>New Mexico</p>	<p>The New Mexico sick leave law, Healthy Workplaces Act, became law in April 2021. Check out New Mexico's website for more information on the Healthy Workplaces Act.</p>

New York	New York's paid sick leave law was signed into law in April 2020. Check out New York's website for more information about paid leave and related benefits.
Oregon	Oregon's paid sick leave law went into effect in January 2016. Check out Oregon's state website for more information on paid sick leave.
Rhode Island	Rhode Island established the Health and Safe Families and Workplaces Act in July 2018. Go to Rhode Island's state website for more information on paid sick leave laws.
Vermont	Vermont's paid sick leave law went into effect in 2017. Looking for more information? Go to Vermont's state website for more on paid sick leave.
Washington	Washington's paid sick leave law took effect in January 2018. Check out Washington's state website for more information on paid sick leave.
Washington D.C.	Washington, D.C.'s paid sick leave law is known as the Accrued Sick and Safe Leave Act of 2008. For more information on Washington, D.C.'s paid sick leave, check out their website .

The Alaska and Nebraska laws are at risk of being repealed or significantly weakened. It is best practice to double check whether the laws in your states or localities remain valid.

Check your locality

Check your locality because some localities have mandatory sick leave laws in addition to or instead of state-paid sick leave laws. Some of the cities listed below are located in states with paid sick leave laws. City and state laws may have different rules, like maximum accrual limits and which employers the law applies to, so be sure to check the rules for your locality.

California	Illinois	Maryland	Minnesota
Berkeley Emeryville Los Angeles Oakland San Diego San Francisco Santa Monica	Chicago Cook County	Montgomery County	Minneapolis St. Paul
New York	Pennsylvania	Washington	
New York City Westchester County	Philadelphia Pittsburgh	Seattle Tacoma	

Relevant Resources

Paid Sick Leave Laws by State: Complete Guide

The Rippling Team. [Rippling/blog](#). Rippling.com.

[Paid Sick Leave Laws by State: Complete Guide \(2025\) | Rippling](#)

Paid Sick Leave Laws by State: Employment Law News

GovDocs. [GovDocs/blog](#). GovDocs.com.

[Paid Sick Leave Laws by State \(2025\) | GovDocs](#)

Paid Sick Leave Laws by State: The Chart, Map, & Accrual Info You Need

Rachel Blakely-Gray | [PatriotSoftware/blog](#). PatriotSoftware.com.

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