



Webinar Series: Guidance on State and Local Paid Sick Leave and Paid Time Off Laws

Part 14: 2024 Paid Sick Leave Law Updates Reach from Coast to Coast

June 26, 2024

Seyfarth Shaw LLP

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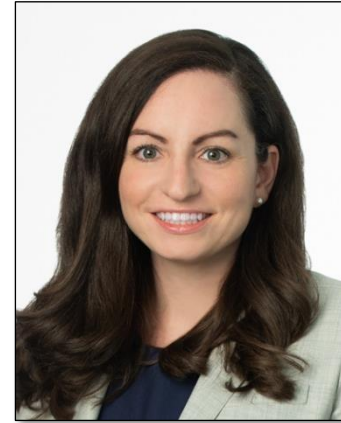


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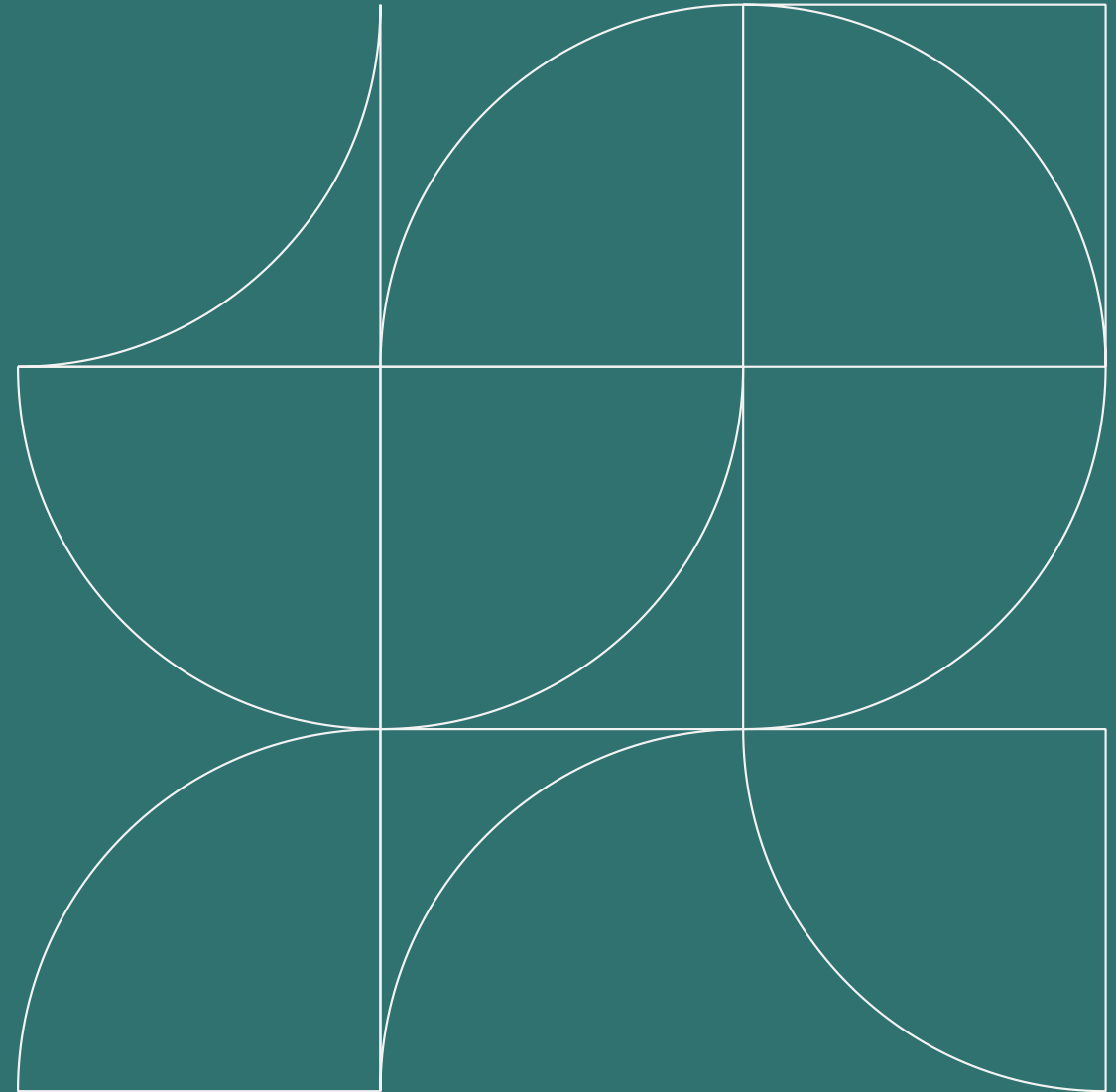
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02	Connecticut and Massachusetts Paid Sick Leave Updates
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Nationwide PSL and PTO Law Overview



Mandatory Paid Sick Leave (PSL) and PTO Laws

Total Mandates

As of June 15, 2024:
57 TOTAL PSL & PTO Mandates in the U.S.

- **Why?** Several jurisdictions have enacted multiple mandates.

Ex: General PSL Law + COVID-19 Temporary PSL Law

But number constantly changing due to COVID PSL laws + sunset of standard laws.

As of Dec. 2020:
Approx. 69 TOTAL Mandates in U.S.

Federal

- **Executive Order 13706**
PSL for many EEs of certain federal contractors
- **Families First Coronavirus Response Act**
Emergency PSL for EEs of certain sized ERs (sunset as of 12/31/2020; reimbursement for voluntary leave option for select ERs ended 9/30/2021)

19 States + DC

PSL:

- Arizona
- **California**
- **Colorado**
- **Connecticut**
- DC
- Maryland
- **Massachusetts**
- Michigan
- Minnesota
- New Jersey
- New Mexico
- **New York**
- **Oregon**
- Rhode Island
- Vermont
- Virginia
- **Washington**

PTO:

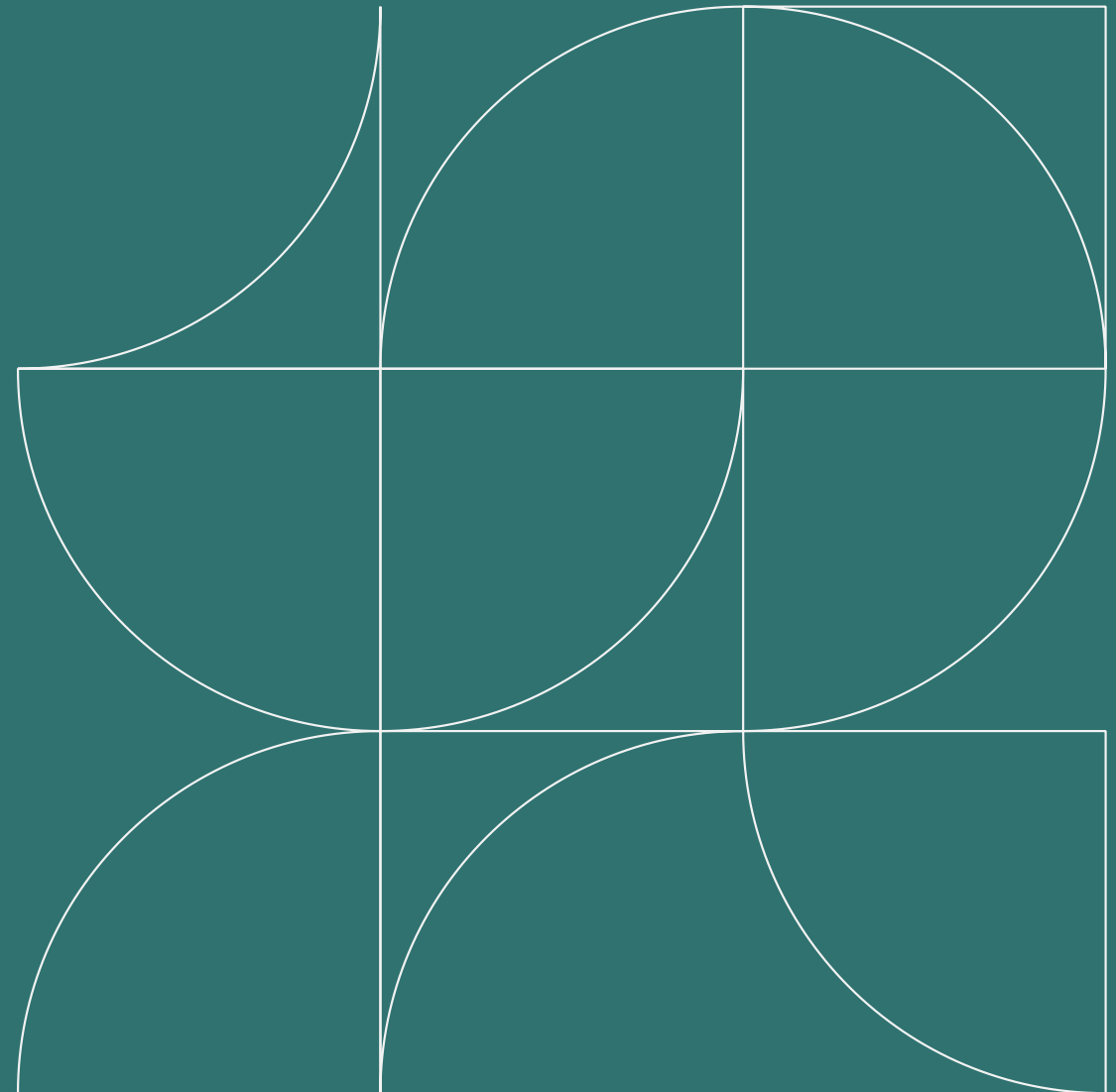
- Illinois
- Maine
- Nevada

25 Municipalities

(1) San Francisco, CA; (2) Seattle, WA; (3) Long Beach, CA; (4) SeaTac, WA; (5) **New York City, NY**; (6) Los Angeles City, CA; (7) Oakland, CA; (8) **Philadelphia, PA**; (9) Tacoma, WA; (10) Emeryville, CA; (11) Montgomery County, MD; (12) **Pittsburgh, PA**; (13) Santa Monica, CA; (14) Minneapolis, MN; (15) San Diego, CA; (16) Chicago, IL (PTO/PSL); (17) Berkeley, CA; (18) Saint Paul, MN; (19) Cook County, IL (PTO); (20) Westchester County, NY; (21) Bernalillo County, NM (PTO); (22) Allegheny County, PA; (23) West Hollywood, CA (PTO); (24) Bloomington, MN; (25) Orland Park, IL (PTO)

Connecticut Paid Sick Leave Amendments

Effective January 1, 2025



Key Changes

- **CT PSL Amendments**

- May 2024 enactment; January 2025 effective date

- **Key Changes**

- Reduces employee threshold for eligibility

- Covers broader group of employees

- Not just service workers

- Includes exempt employees now

- Additional requirements for using PTO to comply with the law

- Removes ability to request documentation from employees

- New provisions that align with other PSL laws re: replacement employees, employee transfers, successor employees

- **Regulations Pending**

Employer Eligibility

Effective Date	EE Threshold in the State (#)
Current standard	50
January 1, 2025	25
January 1, 2026	11
January 1, 2027	1

- The headcount will be determined by the employer's payroll for the week containing January first, annually.
- Removed exemptions for certain manufacturers and non-profits.
- "Employer" does **not** include (a) an employer that (i) participates in a multiemployer health plan in which more than one employer is required to contribute to such plan, **and** (ii) the plan is maintained pursuant to a collective bargaining agreement between a construction-related tradesperson employee organization(s) and employers, or (b) a self-employed individual.

Employee Eligibility

- **Current Law:** The law only covered service workers as defined by the Bureau of Labor Statistics website and covered service workers who were hourly or non-exempt under Fair Labor Standards Act.
- **Amendments:**
 - "Employee" means an individual engaged in service to an employer in the business of the employer.
 - Applies to both exempt and non-exempt employees.
 - Not limited by service worker definition.
 - "Employee" does not include (A) an individual who is a member of a construction-related tradesperson employee organization that is a party to a multiemployer health plan in which more than one employer is required to contribute to such plan, and such plan is maintained pursuant to one or more collective bargaining agreements between a construction-related tradesperson employee organization or organizations and employers, or (B) a **seasonal employee** (employee who works 120 days or less per year).

Reasons for Use (Current Law)

- Illness, injury or health condition of a covered employee or covered employee's child or spouse;
- The medical diagnosis, care or treatment for mental or physical illness, injury or health condition of a covered employee or a covered employee's child or spouse;
- Preventative medical care of a covered employee or a covered employee's child or spouse;
- A mental health wellness day for a covered employee (added October 2023); and
- Where a covered employee is a victim of family violence of sexual assault or where a covered employee is a parent or guardian of a child who is a victim of family violence as long as the covered employee is not a perpetrator or alleged perpetrator, leave may be taken for **(a)** medical care or psychological or other counseling for physical or psychological injury or disability, **(b)** obtaining services from a victim services organization, **(c)** relocating due to such family violence or sexual assault, or **(d)** participating in any civil or criminal proceedings related to or resulting from such family violence or sexual assault.

Reasons for Use (Amendments)

- **Two new reasons for use:**

- Closure by public official's order, due to a public health emergency, of either **(a)** an employer's place of business, **or (b)** a family member's school or place of care; and
- A determination by a health authority with jurisdiction over an employer of the employee, an employer of a family member or a health care provider, that such employee or family member poses a risk to the health of others due to their exposure to a communicable illness, whether or not the employee or family member contracted the communicable illness.

Expanded Family Members

- **Current Law:** child or spouse (defined as “husband or wife”)
- **Amendments:** "Family member" = BROAD expansion; now includes the following:
 - Spouse;
 - Sibling;
 - Child (no age limit);
 - Grandparent;
 - Grandchild;
 - Parent of an employee; or
 - An individual related to the employee by blood or affinity whose close association with the employee shows to be equivalent to those family relationships.

Employee Notice and Documentation

- **Current Law:**

- *Notice:* Employers could require covered workers to provide a maximum of 7 days' notice for foreseeable absences.
- *Documentation:* An employer could request reasonable documentation for PSL of three or more consecutive days. For example: A signed letter from a health care provider indicating the need for a number of days of PSL.

- **Amendments:**

- **Both of these provisions were removed.**
- *Notice:* Employers can no longer require 7 days' notice for foreseeable absences.
- *Documentation:* Employer **cannot** require any documentation for covered PSL.
- These changes are not typical for PSL in most jurisdictions and likely will require a carve out or addendum for any multi-state policies.
- Guidance coming in regulations???

New Hire Waiting Period

- **Current Law:** Covered workers must **(1)** complete 680 hours of employment from their date of hire; and **(2)** the covered worker must work an average of 10 or more hours per week in the most recent calendar quarter to be able to use paid sick leave.
- **Amendments:** An employee may use available paid sick leave beginning on their **120th calendar day of employment.**
 - The Amendments remove the current requirement to complete 680 hours of work and work a certain number of hours per quarter.

Accrual of PSL and Usage Cap

- **Current Law:** Covered workers earned PSL at the rate of one hour for every 40 hours worked, up to 40 hours per year.
- **Amendments:** Employees now earn PSL at a **faster rate of one hour for every 30 hours** worked, up to 40 hours per year.
- **Action Items:** Program your paid sick leave tracking software and systems to calculate leave at a faster rate starting on January 1, 2025.



Carry Over and Frontloading

- **Current Law:**

- **Carry Over:** Up to 40 hours of unused PSL each year.
- **Frontloading:** The law is silent on frontloading.

- **Amendments:**

- **Carry Over:** No change
- **Frontloading:** Employers can avoid carry-over of unused paid sick leave from the current year to the following year by providing an employee with an amount of paid sick leave that meets or exceeds the requirements of law (40 hours) and is available for the employee's immediate use at the beginning of the following year.

- **No Change – Annual Usage Cap:** Employees are still limited to using 40 hours of paid sick leave per year regardless of the amount of unused PSL that they may have carried over from another year.

Use of Other Paid Time Off for PSL Compliance

- **Current Law:** Employers could use PTO (e.g., vacation, personal days, paid time off, including unlimited paid time off) for compliance with the PSL Law and do not need to provide additional sick leave if:
 - The PTO can be used for the same purposes as required by the PSL Law; and
 - The amount of other paid time off accrues as fast as and is equal to or more generous than the law’s requirements.
- **Amendments:**
 - Same reasons as above plus ...
 - Complies with the documentation for paid sick leave requirements;
 - Treatment of unused paid sick leave at termination; and
 - Disciplining employees who use available paid sick leave for non-covered reasons.

Payment of PSL

- **Current law:** Covered workers must be paid either (1) their normal hourly wage; or (2) the minimum fair wage rate in effect for the pay period during which the employee used paid sick leave.
- **Amendments:** Add language requiring that payment be “whichever is greater” from the above requirements.
- **No change:** The “normal hourly wage” means the average hourly wage of the employee in the pay period prior to the one in which the employee uses paid sick leave.

Exempt Employees

- Exempt employees are now covered under the CT PSL Law.
- The Amendments presume that exempt employees work 40 hours per week, unless the employee's normal work week is less than 40 hours.
- Review policies to ensure compliance for these employees by January 1, 2025.



Additional Compliance Requirements and Provisions

- **Notice and Posting**

- **Current Law:** Display a poster in English and Spanish in a conspicuous and accessible place.
- **Amendments:** Display a poster **AND** provide written notice ***at the time of hire*** or January 1, 2025, whichever is later.

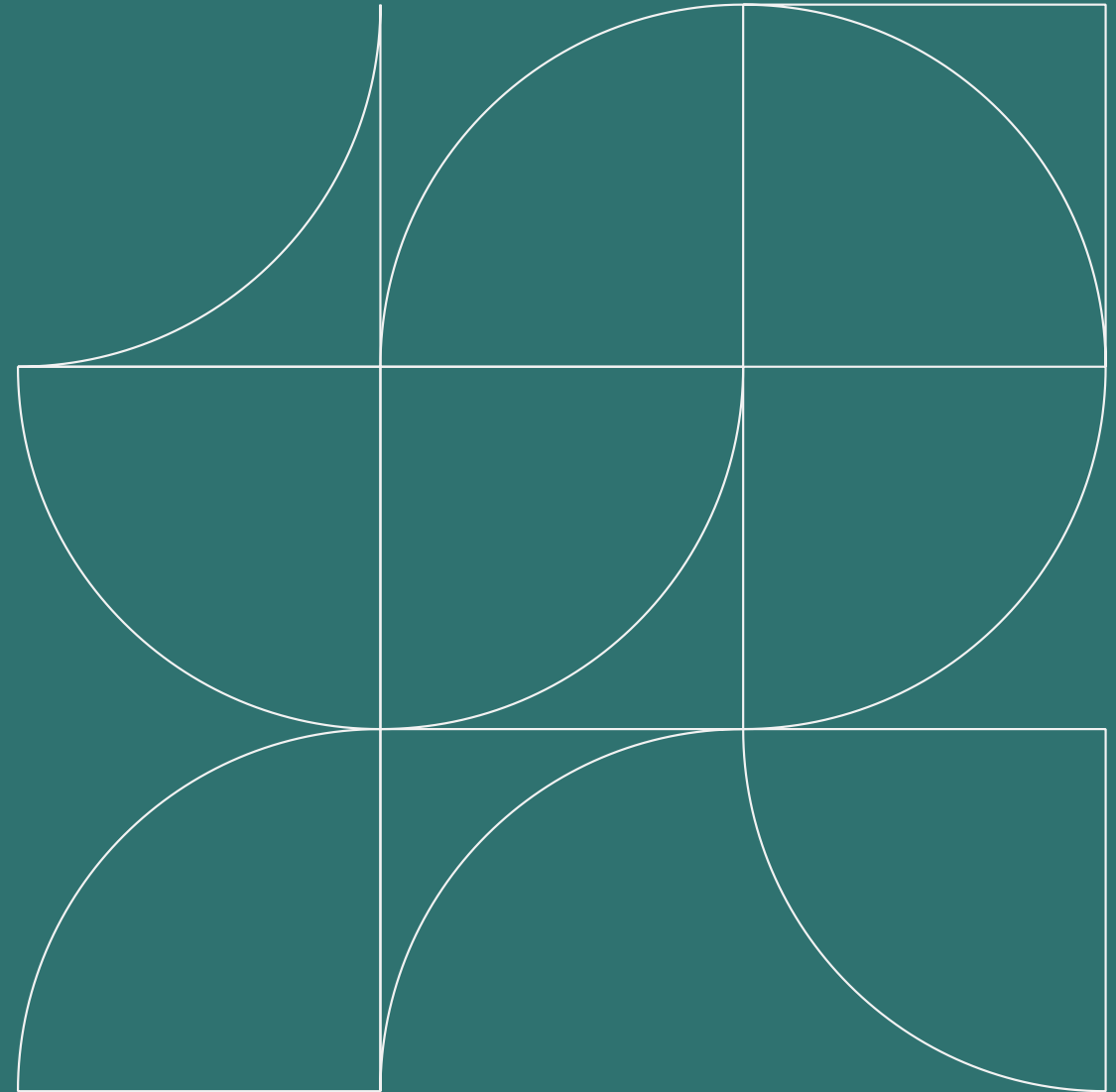
- **Recordkeeping/Balance Notification Requirements**

- Must have hours accrued and used on paystubs
- Retain records for 3 years
- The Connecticut Department of Labor may assess civil penalties of not more than \$100 for each violation of this provision.

- **New provisions**

- Replacement employees
- Employee transfers
- Successor employees

Massachusetts PSL Enforcement Actions

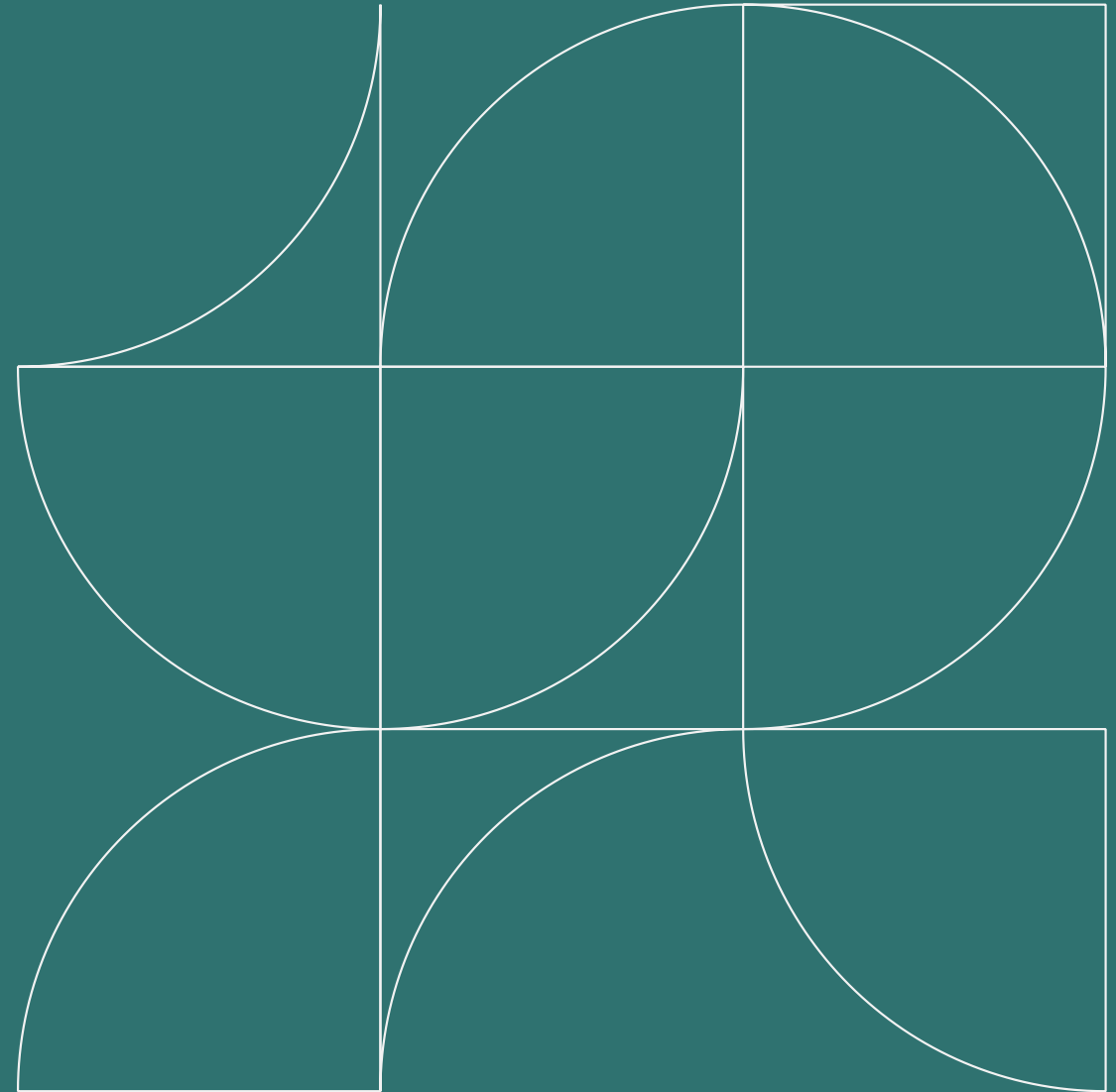


Reminder!

- Massachusetts actively enforces the Earned Sick Time Law.
- Employees may now choose to use Earned Sick Time to top off Massachusetts Paid Family and Medical Leave benefits.
- Ensure employees whose primary location is Massachusetts are receiving Earned Sick Time. Evaluate fully remote employees in accordance with the Rules:
 - If an employee telecommutes through an arrangement with his or her employer to a Massachusetts worksite, Massachusetts is the primary place of work **even though the employee does not physically spend those telecommuting hours in Massachusetts.**
- Evaluate systems, notice/posters, and management training to ensure compliance.



New York State and City Paid Leave Updates



Paid Sick Leave Updates in New York State

COVID-19 Emergency Leave

- **What is COVID-19 Emergency Leave:** The Law provides employees with paid COVID-19 leave when they are subject to a mandatory or precautionary order of quarantine or isolation because of a COVID-19 illness.
- **Amount of Leave:** As a result of recent CDC guidance, employees' paid time off entitlement has changed:
 - Employees can return to work 24 hours after their symptoms have improved and, if they have a fever, 24 hours after their fever is gone without the use of medicine.
- **Sunset Date:** **July 31, 2025**
- **Impact of the Sunset Date:** Employees may continue to use qualifying paid leave, such as New York State Paid Sick Leave, for COVID-19-related reasons.

Paid Sick Leave Updates in New York State

Paid Prenatal Personal Leave (“PPPL”)

- **Effective Date:** **January 1, 2025.**
- **Definition of Employee (likely):** All private-sector employees, including part-time employees.
- **Definition of Employer (likely):** Any person, corporation LLC, or association employing one or more individuals.
- **Amount of Leave:** 20 hours of leave during any 52-week calendar period.
 - PPPL will be in addition to sick/safe leave under the NYS Paid Sick Leave Law.
 - Employees eligible for PPPL will be entitled to use up to 60 or 76 hours of leave per year, depending on employer size.
- **Reasons for Use:** To receive health care services during pregnancy or related to such pregnancy, such as:
 - physical examinations;
 - medical procedures;
 - monitoring and testing; and
 - discussions with a health care provider.

Paid Sick Leave Updates in New York State

Paid Prenatal Personal Leave (“PPPL”)

- **Increments of Use:** Hourly increments.
- **Rate of Pay:** PPPL must be paid at the employee’s regular rate of pay, or the applicable minimum wage, under NYS law, whichever is greater.
 - PPL benefits must be paid in hourly installments.
- **Other Key Provisions:**
 - No payout upon separation of employment;
 - Disclosure of confidential information or records is prohibited;
 - Retaliation or discrimination is prohibited; and
 - Employees must be resorted to the position they held prior to taking PPPL.

Paid Sick Leave Updates in New York State

Paid Prenatal Personal Leave (“PPPL”)

- **A number of substantive topics are unclear at this time, which non-exclusively include:**
 - Treatment of new hires;
 - Documentation;
 - Employee notice to the employer;
 - Balance notification;
 - Written policy requirements; and
 - Treatment of unused PPPL at year-end.
- We anticipate that additional guidance will be released in the coming months to answer these questions.

Paid Sick Leave Updates in New York City, NY

NYC Earned Safe and Sick Time Act (“ESSTA”)

- **Right to Private Action (3/20/2024):** An employee alleging a violation under ESSTA may now commence a civil action in court and seek:
 - compensatory damages;
 - injunctive and declaratory relief;
 - attorneys’ fees and costs; and
 - any other relief the court deems appropriate.
- **Statute of Limitations:** Two years from the date the employee knew or should have known of the alleged violation.
- **Filing with the DCWP:** Filing a complaint with the DCWP is neither a prerequisite nor a bar to bringing a civil action.

Paid Sick Leave Updates in New York City, NY

Department of Consumer and Worker Protection (“DCWP”) 2023 Metrics

- **Paid Safe and Sick Leave Complaints:**

- 2022: 221
- 2023: 298

- **Investigations Opened:**

- 2022: 180
- 2023: 255

- **Days to Resolution:**

- 2022: 172
- 2023: 160

- **Restitution:**

- 2022: \$5,986,738
- 2023: \$3,145,796

- **Penalties:**

- 2022: \$398,195
- 2023: \$434,968



Paid Sick Leave Updates in New York City, NY

Department of Consumer and Worker Protection ("DCWP") 2023 Metrics

- **Common Complaints:**

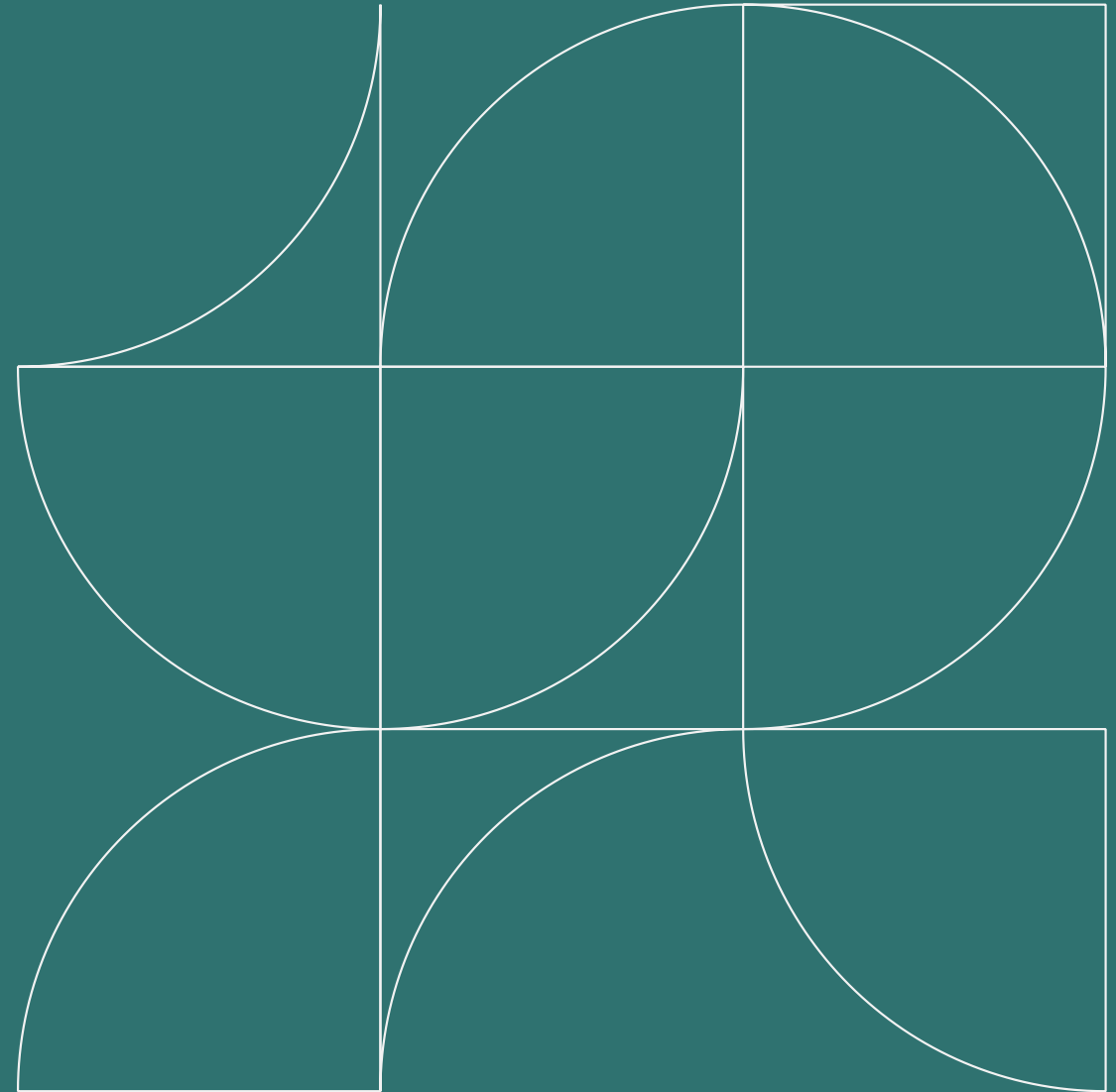
- **2022:**

- Failed to maintain adequate policy (108)
- Did not pay for use (104)
- Retaliated (85)
- Did not allow use (49)
- Interfered with use (47)
- Required use (26)

- **2023:**

- Did not pay for use (135)
- Failed to maintain adequate policy (111)
- Retaliation (101)
- Did not allow use (55)
- Required use (31)

Pennsylvania Local Paid Sick Leave Updates



Paid Sick Leave Updates in Philadelphia, PA

Philadelphia's COVID-19 Sick Leave Law

- **Sunset Date:** December 31, 2023
- **Impact of Sunset Date:** Philadelphia employees may now use paid or unpaid leave under the Philadelphia Promoting Healthy Facilities and Workplaces law for a COVID-19-related illness.

Paid Sick Leave Updates in Pittsburgh, PA

Pittsburgh Paid Sick Days Act – 2023 Guidelines

- **Accrual Cap**: Employers with less than 15 employees must allow employees to accrue at least 24 hours of unpaid leave per calendar year.
- **Conflict**: The 2023 Guidelines (which are the city's binding PSL regulations) conflict with the Ordinance.
 - **Ordinance**: Employers with less than 15 employees must allow accrual of paid leave.

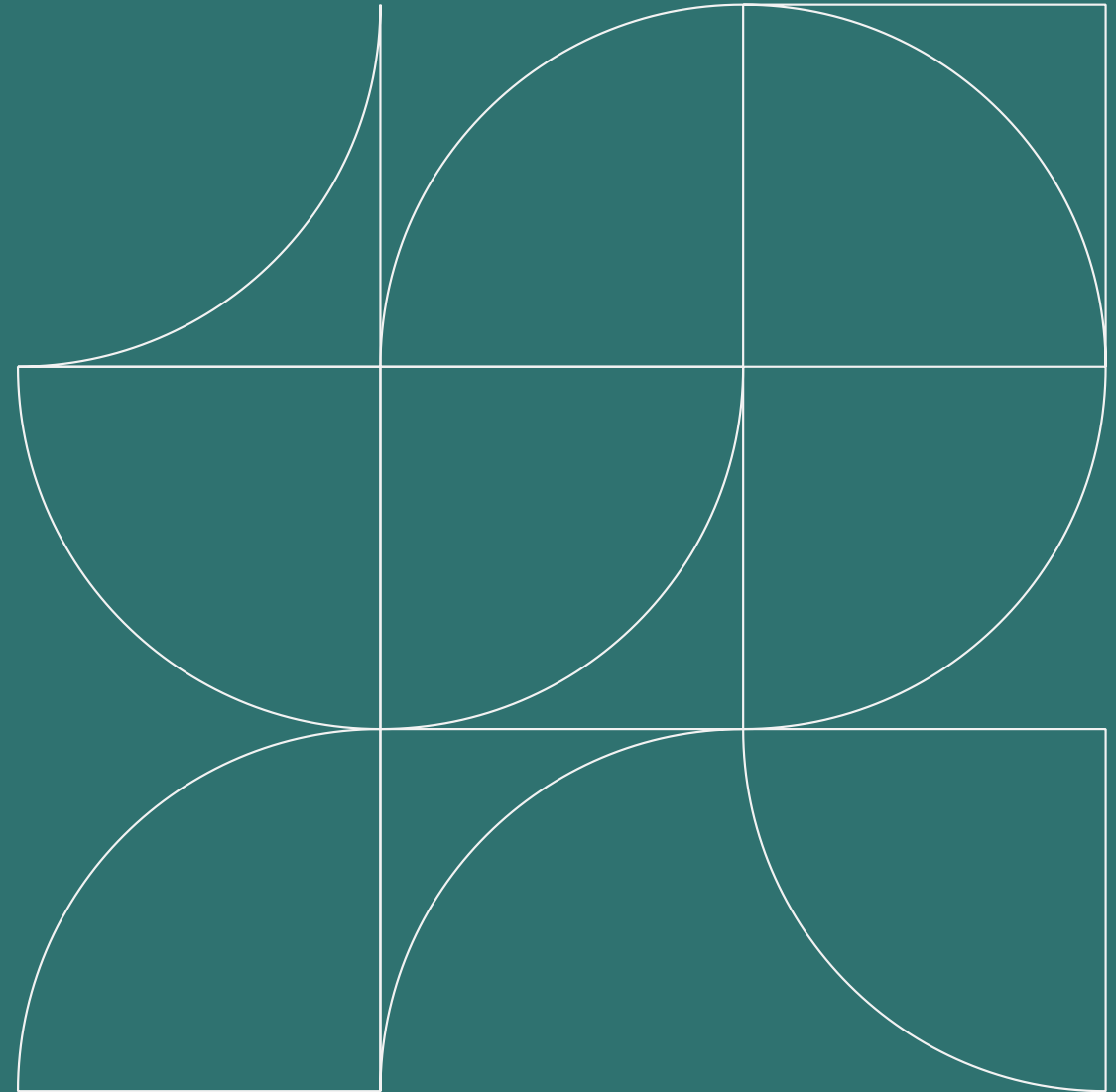
Paid Sick Leave Updates in Pittsburgh, PA

Pittsburgh Paid Sick Days Act Enforcement

- **Enforcement Agency:** Office of Equal Protection (“OEP”)
- **Educational Campaign:** OEP launched an educational campaign in September 2023.
- **Compliance Investigations:** OEP vowed to conduct compliance investigations into food service businesses in the following zip codes in early 2024:
 - 15201; and
 - 15203.

INVESTIGATIONS ARE ACTIVE AND ONGOING

Colorado Paid Sick Leave Updates



Amendments to Colorado Health Family and Workplaces Act (HFWA)

The Only Constant in Colorado is Change

- **Effective August 7, 2023**, the HWFA was amended to provide employees with additional paid sick leave reasons for use, including:
 - Bereavement;
 - School or place of care closure; and
 - Evacuation order due to unexpected occurrence.
- **Effective April 1, 2024**, Colorado amended the HWFA in 3 key ways:
 - Gave employers more flexibility with the rate of pay for paid sick leave.
 - Changed the calculation for the number of hours of paid sick leave an employee is entitled to.
 - Created a Wage Theft Enforcement Fund and provided for the Division of Labor Standards and Statistics to invite parties to meet for resolution.

New Rate of Pay Standard

- Prior Standard: Rate of pay calculated based on employee's pay over the 30 calendar days prior to taking leave.
- New Standard: Employer's can use the old standard OR calculate employee's rate of pay using any full pay period, or consecutive full pay periods/workweeks totaling **28 to 31 days**.
 - If an employee has not yet worked a full 30-day duration (or other duration from 28 to 31 days), the max number of available days within that duration shall be used to calculate the rate of pay.

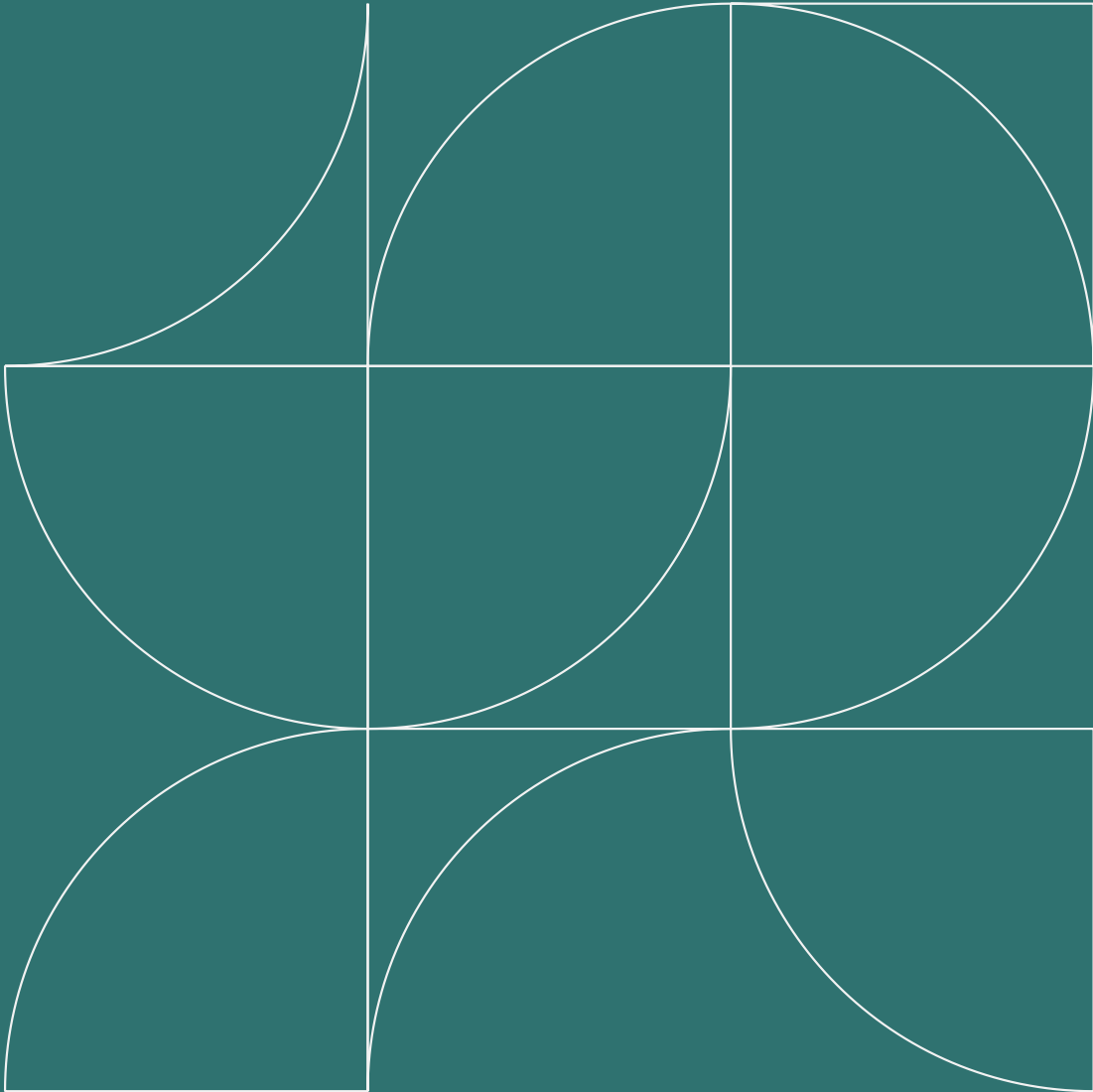
New PSL Hours Calculation

- Prior Standard: Employees are entitled to paid sick leave equal to the number of hours the employer reasonably anticipated they would have worked during the period of the leave based on:
 1. their regular schedule of hours actually worked;
 2. if leave is during a period the employee was anticipated to depart from a regular schedule, the hours anticipated for that period; or
 3. if the employee's hours worked cannot be reasonably anticipated, then the average hours worked **during the most recent 30 calendar days of work**.
- New Standard: Employers can now calculate hours of leave under option 3 based on their most recent 30 calendar days of work **OR** the most recent of any full pay period, or consecutive full pay periods/workweeks, totaling **28 to 31 days**.

New Enforcement Provisions

- The April 2024 amendments establish a **Wage Theft Enforcement Fund**.
 - The state can reimburse employees for unpaid wages following a determination of a violation if the employer does not make the payment.
- Colorado's Department of Labor and Employment's Division of Labor Standards and Statistics can invite or order parties to wage complaints to attempt resolution of a wage complaint.

California Paid Sick Leave Updates



Healthy Workplaces Healthy Families Act of 2014 Amendments – A Refresh

- Effective January 1, 2024
- **Increased Amount of PSL:** Annual amount of CA PSL increasing from **(a) 3 days or 24 hours** to **(b) 5 days or 40 hours**.
 - Impacts annual usage **and** frontloading.
- **Increased “Rolling” Accrual Cap:** Rolling (i.e., point-in-time) accrual cap increasing from **(a) 6 days or 48 hours** to **(b) 10 days or 80 hours**.
 - Impacts all accrual-based policies in local jurisdictions as well, with accrual caps below 80 hours (San Francisco, Oakland, Emeryville, Santa Monica, Berkeley, Los Angeles).

A Note About CBAs

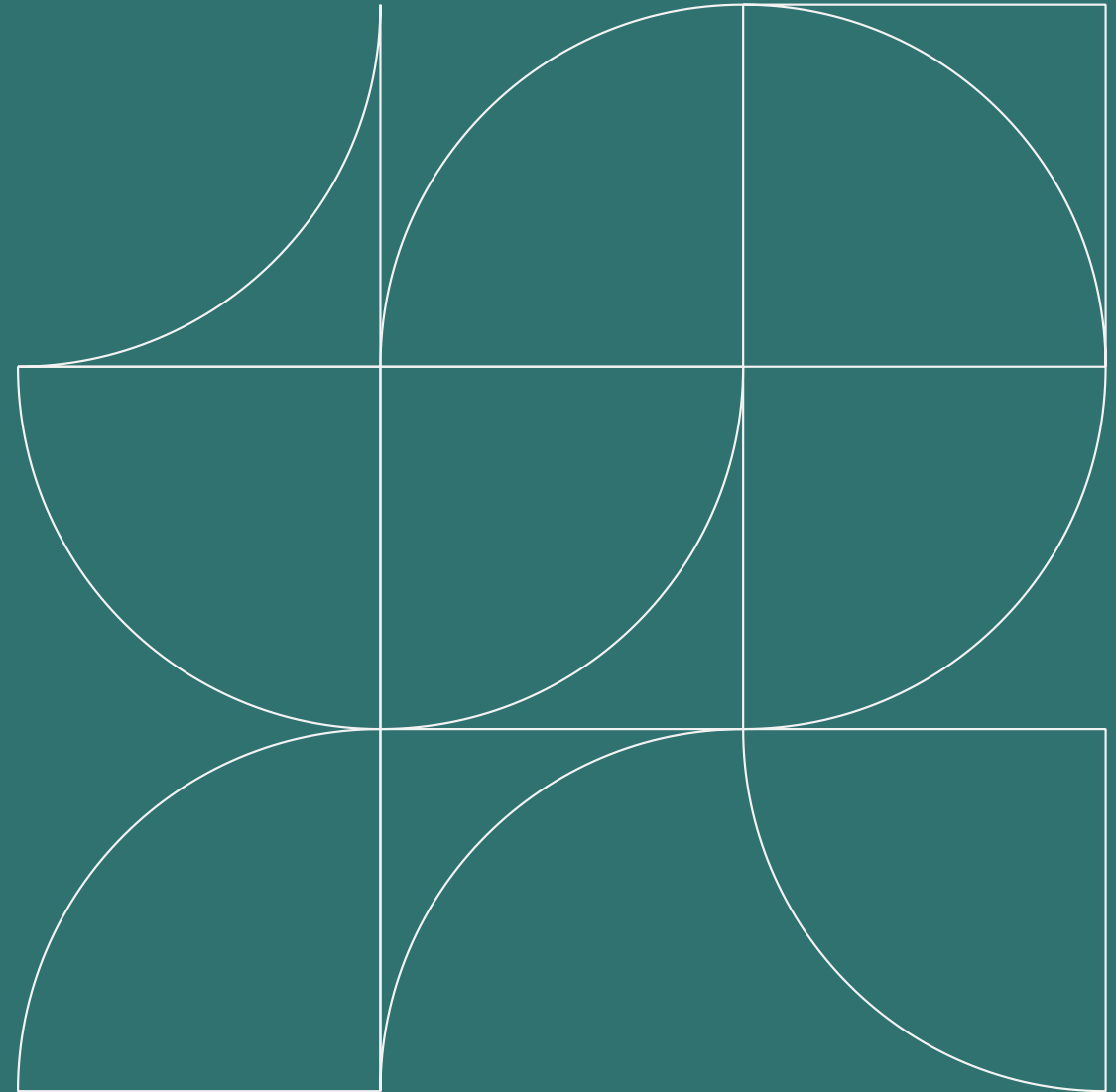
- **Prior Exemption:** Employees covered by a CBA could be entirely exempt from California's PSL requirements if the CBA **expressly provided for:**
 - employee wages,
 - hours of work,
 - working conditions,
 - paid sick days/paid leave/paid time off,
 - required final and binding arbitration of disputes concerning paid leave,
 - premium wage rates for all OT hours worked, and
 - a regular hourly rate of not less than 30% more than the State minimum wage.
- **Amended Exemption:** Even if the above criteria is met, some protections extended regardless of the exemption.
 - reasons for use
 - anti-retaliation
 - no requirements for replacements

Local Paid Sick Leave Laws

- **Partial Preemption:** The amended HWHFA includes a partial preemption of local California PSL ordinances that have different substantive standards on:
 - Advances on PSL before it accrues;
 - Reinstatement of earned, unused PSL upon rehire;
 - Balance notification each pay period;
 - Rate of pay for sick leave and the timing of such pay; and
 - Employee notice to employers for planned/unplanned sick leave use.
- No local jurisdiction has revised its PSL/PTO ordinances in response to the amended State PSL law. California localities have PSL/PTO laws in the following jurisdictions:

Emeryville	Los Angeles (city)	Berkely
San Diego	San Francisco	Oakland
Santa Monica	West Hollywood	

Oregon and Washington Paid Sick Leave Updates



Oregon PSL

- **Overview:** 1 hour of PSL for every 30 hours worked by an employee; 40-hour caps on annual accrual, annual usage, and year-end carryover; Frontloading gets rid of carryover and accrual tracking.
- **PSL Localities:** None.
- **Recent OR State PSL Developments:**
 - March 2024 amendments to PSL Rules went into effect on 3/2/2024
 - Impacted Topics: **(a)** covered reasons for use; **(b)** “family member” definition; and **(c)** documentation standards.

- **Reasons for Use – Post March 2024 Amendments: *Different ingredients but same covered absences as pre-amendments.***
 - EE or family member illness, injury, health condition, preventive medical care
 - Reasons covered under Oregon Family Leave Act (OFLA)
 - **BUT OFLA amendments as of 7/1/2024 greatly reduced OFLA covered reasons – (a)** care for child suffering from illness, injury or condition requiring home care, or who needs home care due to public health emergency related closure of school or childcare provider; **and (b)** bereavement leave
 - Safe time absences related to EE or EE’s minor child or dependent being victim of domestic violence, harassment, sexual assault or stalking
 - Donate accrued PSL to coworker if ER allows such donations
 - Certain public health emergency related absences
 - **Reasons covered under Paid Leave Oregon (PLO)**
 - Bonding with new child following birth, adoption or foster care placement
 - Family member serious health condition
 - **As of 1/1/2025** - To effectuate the legal process required for placement of a foster child or the adoption of a child
 - Employee’s own serious health condition

Oregon PSL

- **March 2024 Amendments**

- **Family Member:**

- **Overall:** Maintains broad definition, but with clarity that it includes “an individual who is related by affinity to the employee” **and** defines “affinity”
- **Affinity** = A relationship for which there is a significant personal bond that, when examined under the totality of the circumstances, is like a family relationship

- **Documentation**

- Establishes standards for documentation related to absences where employee uses PSL to care for family member related by affinity
- Employer can require a written attestation from the employee

Oregon PSL

Washington State PSL

- **Overview:** 1 hour of PSL for every 40 hours worked by an employee; No cap on accrual or usage; 40-hour carryover cap; Frontloading does not get rid of carryover or accrual tracking
- **PSL Localities:** Seattle; Tacoma; SeaTac (limited to certain ERs)
- **Recent WA State PSL Developments:**
 - Law amended in March 2024 (through SB 5793)
 - Amendments go into effect on **January 1, 2025**
 - **Note:** Amendments impact **both** (a) General WA PSL Law; **and** (b) Transportation Network Company PSL Law

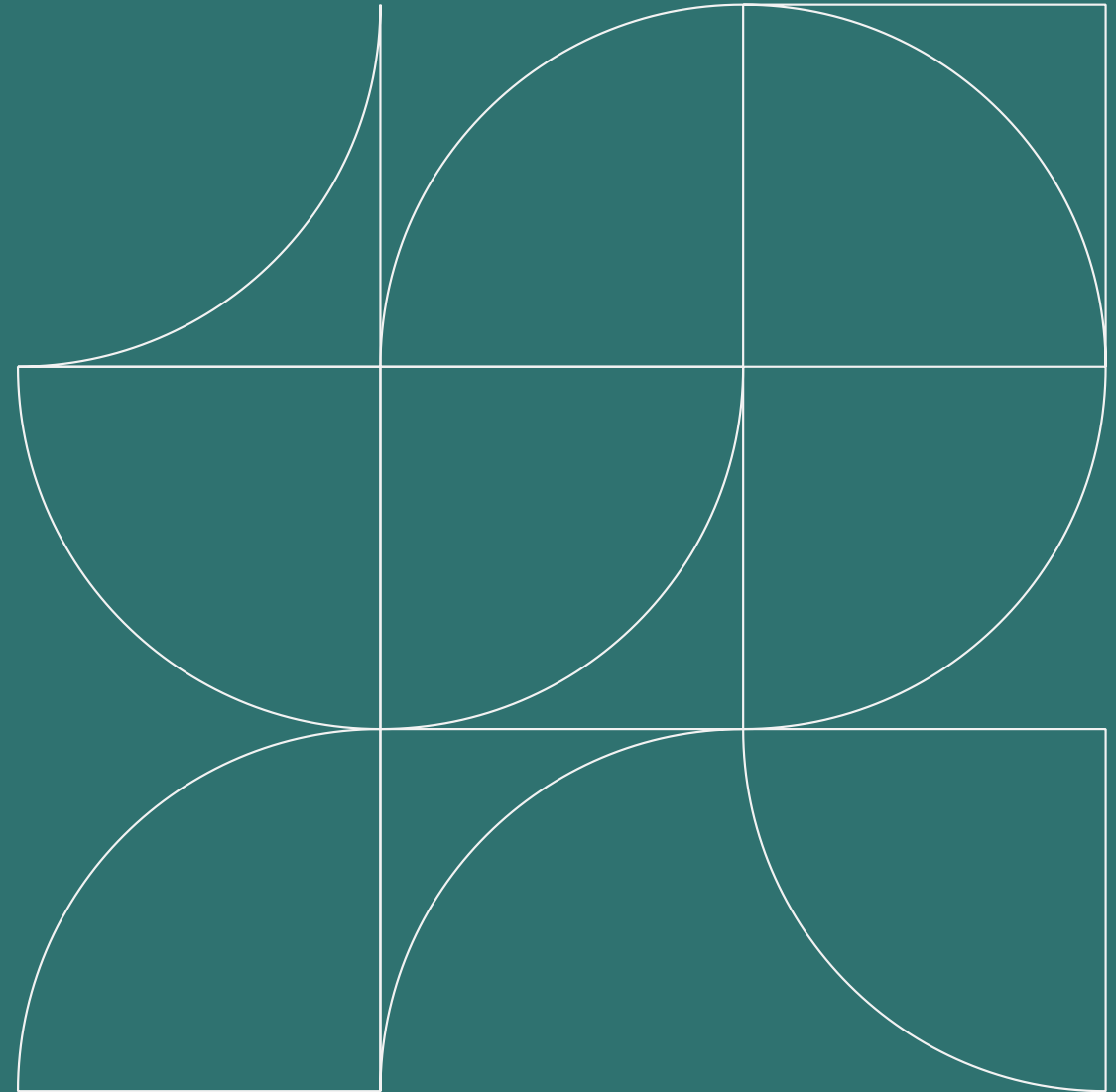
Washington State PSL

- **Topics Impacted by March 2024 Amendments (effective January 1, 2025):**
 - **Reasons for Use:** Expanded scope of covered absences related to closures of EE workplace or child's school or place of care
 - **Family Member:** Expanded scope. Now includes:
 - Child's spouse
 - Any individual who regularly resides in the employee's home
 - **Note:** Does **not** include an individual who simply resides in the same home with no expectation that the employee care for the individual.
 - Any individual where the relationship creates an expectation that the employee care for the person, and that individual depends on the employee for care.

Washington State PSL

- **Construction Industry Employers**
 - **Payout Upon Termination – Employed Under 90 Days:** Since January 1, 2024, construction workers employed by construction industry employers for less than 90 days before separation from employment, **must** be paid the balance of their accrued, unused PSL following separation.
 - **Amendments went into effect March 13, 2024:** Through SB 5979, along with WA Dep't of Labor and Industries FAQs, the State clarified aspects of the above requirement.
 - **"Construction worker" means** a worker who performed service, maintenance, or construction work on a jobsite, in the field or in a fabrication shop using the tools of the worker's trade or craft.
 - **"Construction industry employer" means** an employer in the industry described in North American industry classification system industry code 23, except for residential building construction code 2361.
 - Payout obligation applies to **both** voluntary and involuntary separations.
 - Rehires and workers placed on stand-by for unemployment

Paid Sick Leave and PTO Law Outlook





Paid Sick Leave and PTO Outlook – 2024 and On

Laws scheduled to go into effect or that recently became effective:

- Connecticut (PSL Amendments – 1/1/2025)
- New York (Paid Prenatal Leave – 1/1/2025)
- Chicago, IL (PTO / PSL Law – 12/31/2023, but really 7/1/2024)
- Minnesota (General PSL Amendments – 5/25/2024)

Next locations likely to adopt:

- **Federal:** Potential for nationwide PSL mandate. Key 2023 legislation – The Healthy Families Act (S.1664).
- **State:** **(1)** Delaware; **(2)** Nebraska; **(3)** Missouri; **(4)** Virginia (for all private ERs); **(5)** Hawaii; and **(6)** Pennsylvania.
- **Municipal:** **(1)** New York City, NY (PTO law?); **(2)** CA localities with prior COVID-19 PSL laws that may seek to adopt general non-COVID PSL laws.



SCAN ME

CLE: NEW PROCESS

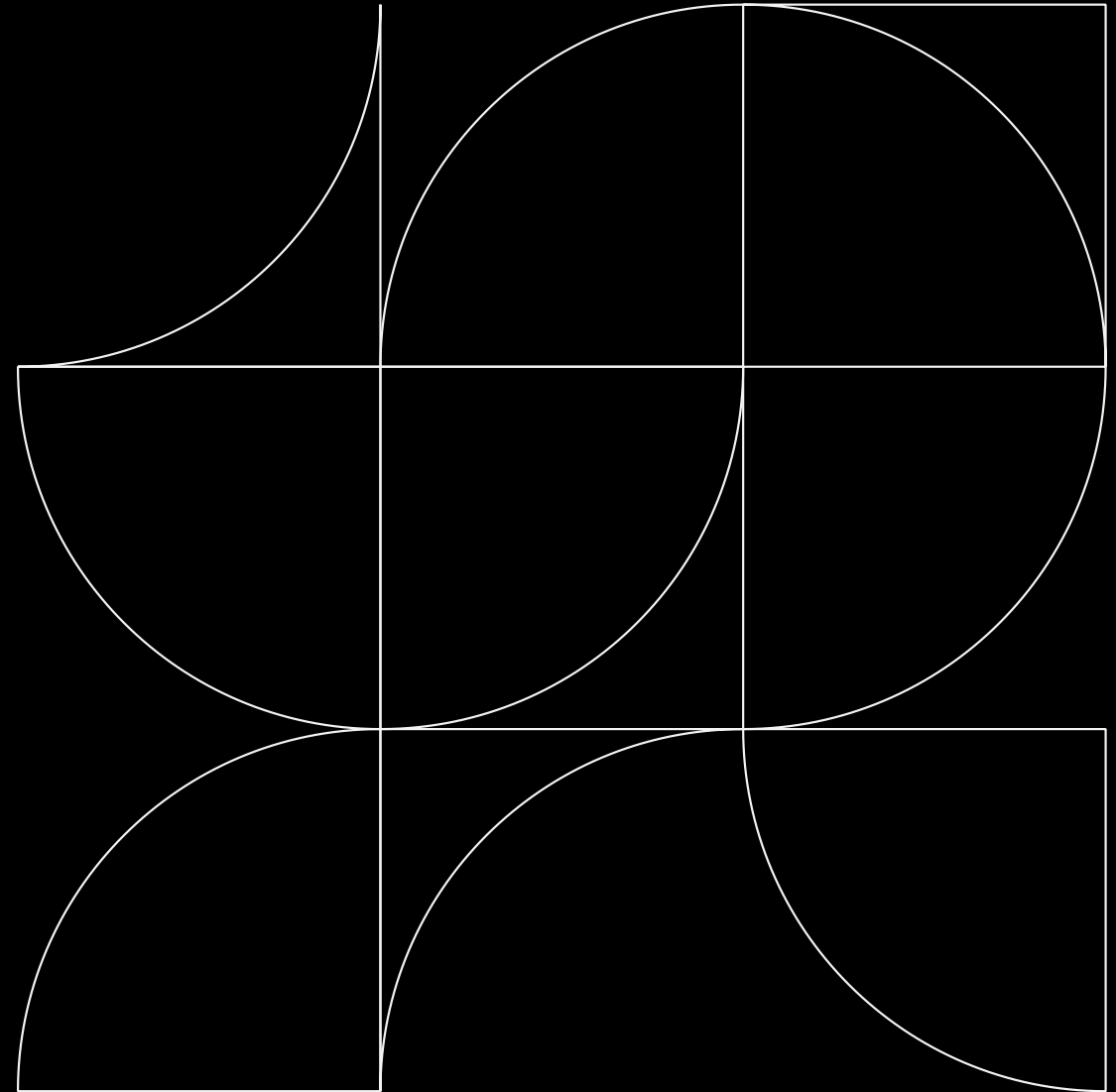
Please scan the QR code and complete the digital attendance verification form to receive CLE credit for this program.

You will need:

1. **Title:** Guidance on State and Local Paid Sick Leave and Paid Time Off Laws – Part 14: 2024 Paid Sick Leave Law Updates Reach from Coast to Coast
2. **Date Viewed:** 6/26/2024
3. **Attendance Verification Code:** SS_____

State-specific CLE credit information can be found in the form.

Seyfarth Paid Leave Resources



Seyfarth Paid Leave Resources



If you have questions about or would like assistance with the country's **Paid Sick Leave “Patchwork”** here are some ways Seyfarth can help:

(A) Premium PSL Survey: Seyfarth maintains a *comprehensive PSL survey* breaking down the specific requirements of *each* existing state and local PSL law.

For more information contact: paidleave@seyfarth.com

(B) Paid Leave Mailing List: Seyfarth regularly publishes Legal Updates and Blog Posts on PSL and other paid leave law developments.

You can sign up here:

<https://connect.seyfarth.com/9/7/landing-pages/subscription.asp>

Seyfarth Paid Leave Resources



(C) Webinar Series - Guidance on PSL: This webinar series is a great tool for you!

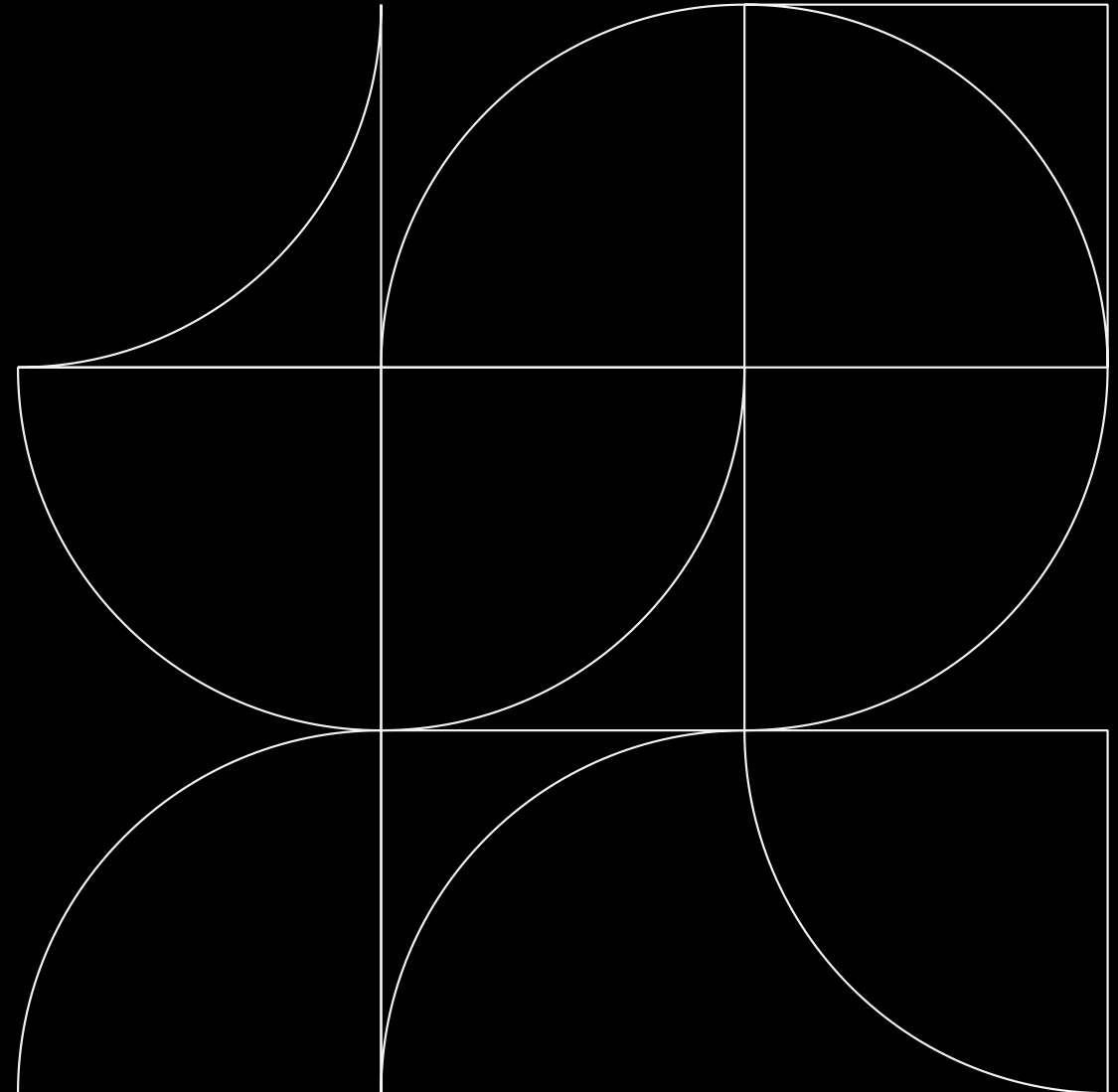
- Part 1 – NY State and Local PSL at the end of 2020
- Part 2 – CO, ME and NY PSL updates
- Part 3 – COVID-19 Supplemental PSL mandates
- Part 4 – Prospects for Federal Paid Leave
- Part 5 – Practical tips on navigating the PSL “patchwork”
- Part 6 – NY COVID and General PSL in 2022
- Part 7 – Two Years of COVID-19 Paid Leave Laws, Plus Recent Developments
- Part 8 – NM and West Hollywood, CA
- Part 9 – PSL Law Impact on CBAs Under RLA and NLRA
- Part 10 – What’s New with Paid Sick Leave in 2023
- Part 11 – 10 Year of PSL
- Part 12 – CA, IL, Chicago, and MN 2023 Year-End Activity
- Part 13 – IL and MN Updates
- Part 14 – Today!

Note: We have a separate Webinar Series on Paid Family Leave guidance.

(D) “Take It or Leave It” Podcast: In late 2021, Seyfarth launched a podcast focused exclusively on workplace leaves, absence management, and accommodations. Episodes streaming on Spotify, SoundCloud, and Apple Podcasts, and available on Seyfarth’s website.

More info at: <https://www.seyfarth.com/trends/take-it-or-leave-it-podcast.html>

Questions?



**thank
you**

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