

03/13/2020

Relevant Federal, State, and Local Legislation Related to COVID-19

Jurisdiction	Category	Citation (with link)	Relevant Details (note – only brief and relevant details and not all details covered by law)	Status
Federal	Coronavirus Response	H.R. 6201	<p>The unnumbered bill is referred to as the “Families First Coronavirus Response Act.” It has four potentially relevant sections for purposes of this chart: (1) an emergency paid sick leave benefit to be paid through Social Security, (2) an amendment to the Family and Medical Leave Act, (3) a provision requiring employers to provide paid sick days for public health emergencies and personal and family care, and (4) provisions for providing coronavirus testing without cost.</p> <p>(1) Emergency Paid Leave Benefits. This section provides an emergency paid sick leave benefit to be paid through Social Security for individuals impacted by Coronavirus. Specifically, it covers individuals who are quarantined, have a current diagnosis, are acting as a caregiver for someone with a diagnosis, or where there is a school or care facility closure as a result of Coronavirus. The benefit is not available or it is reduced (unclear) if the individual is otherwise being paid through an employer or a state plan. The benefit is available for any month in which an employee must take 14 days or more off and for a period of up to three months. The amount payable is 2/3 of the individual’s average monthly earnings with a cap of \$4,000. This is available retroactively for periods beginning January 19, 2020 and ends one year after enactment.</p> <p>(2) Amendment to the Family and Medical Leave Act. This section includes an amendment to the Family and Medical Leave Act with a two year duration beginning on the date of enactment. It provides for public health emergency leave for individuals employed for at least 30 days by an employer with one or more employee. Notably, the definitions section expands the eligible family members an employee may take leave to care for to include caring for domestic partners, a parent of a domestic partner, a sibling, grandparent, or next of kin. Leave is available when a public health emergency has been declared where the employee works, where they commute, or if their physical presence could jeopardize the health of others due to Coronavirus symptoms or where the employee may face exposure. Leave is also available to care for a “family member” with such exposure or symptoms. It also covers caring for a child where their care facility or school has been closed. This leave may not be taken intermittently or on a reduced work schedule. An employee may elect to substitute any accrued paid leave but cannot be required to do so. Certification must also be provided within three weeks of the date the employee takes leave. Reinstatement is generally required except for employers with fewer than 25 employees where the position no longer exists.</p>	Introduced March 11, 2020

			<p>(3) Paid Sick Days for Public Health Emergencies and Personal and Family Care. This section requires paid sick days to be provided by employers that can be used for an employee’s own illness, where the employee’s physical presence could jeopardize the health of others due to exposure to communicable diseases, to care for family members (child, spouse, parent or parent-in-law, domestic partner, parent of a domestic partner, or anyone related by blood or affinity) or to address domestic violence or stalking. It can also be used for school or certain mandated work site closures, or to attend certain school meetings. Covered employers are defined as having one or more employee. Employers must provide one hour of paid sick time for every 30 hours worked with a limit of 56 hours per accrued per year. Employees begin earning this time on commencement of employment and can use it beginning on the 60th calendar day after hire. However, in the event of a public health emergency employees may immediately use accrued sick time regardless of how long they have been employed. Paid sick time will carryover from year to year subject to the 56 hour cap. The amount payable is the greater of the employee’s regular rate of pay or the applicable state or federal minimum-wage. Paid sick leave must be reinstated for employees who separate but are hired within a 12 month period. There is also a provision for additional paid sick time for public health emergencies. This provision requires that on the date a public health emergency is declared employers will provide additional paid sick time in the amount of 14 days for a full-time employee or for a part-time employee the number of hours they would have been regularly scheduled to work over a 14 day period. Employers with fewer than 50 employees will be reimbursed for this additional 14 days of paid sick time by submitting an affidavit to the Secretary of Labor with reimbursement to come from the Treasury Department. Certification for use of non-emergency the sick time is required within 30 days after the first day of use. The employer shall not delay the commencement of the period of time on the basis that the employer has not yet received the certification. Any records related to the use of this paid sick time should be maintained in a separate folder and treated as confidential. Employers are also required to include notice of this new paid sick time in any employee handbook and a posting is also required.</p> <p>(4) Coronavirus Testing Without Cost. This section includes several provisions for Coronavirus testing without cost. The first section states that any group health plan or health insurance issue or offering individual health insurance, including grandfathered health plans, must provide coverage without cost sharing during any portion of this emergency for Coronavirus testing, any diagnostic products for the detection of the Coronavirus, and any healthcare provider office visits, urgent care visits, or emergency room visits that result an order for Coronavirus testing. Subsequent sections address testing without cost sharing for Medicare, Medicaid, CHIP, TRICARE, and a state option to provide coverage for uninsured individuals to be reimbursed through the National Disaster Medical Systems portion of the Public Health Services Act. American Indians and Alaskan Natives will not experience cost sharing for testing, including those referred for care away from an Indian Health Service or tribal health care facility.</p>	
Federal	Paid Sick Leave	S.3415	A bill to allow Americans to earn paid sick time so that they can address their own health needs and the health needs of their family. Limited details have been released on this bill, and the full text of the bill is not currently	Introduced 3/5/2020 and referred to Committee on Health, Education, Labor, and Pensions

			available. We will continue to monitor this bill and update as additional information is learned.	
Federal	Paid Sick Leave	<u>H.R. 1784</u>	<p>Health Families Act. The text of the bill is from 3/14/2019, so there are revisions to be made. However, the current bill requires employers with 15 or more employees to provide their employees with at least one hour of earned paid sick leave for every 30 hours worked, up to a maximum of 56 hours of paid sick leave in a year. An employer with fewer than 15 employees may also provide the same amount of paid sick leave, but may opt out of such requirement, in which case such employer must provide its employees at least 56 hours of unpaid leave in a year. An employee may use sick leave for absences (1) resulting from a physical or mental illness, injury or medical condition; (2) resulting from obtaining professional medical diagnosis or care, or preventive medical care; (3) to care for a child, parent, spouse, a domestic partner, or other blood or close relative; and (4) resulting from domestic violence, sexual assault, or stalking. Additionally, the bill makes it unlawful for any employer to interfere with, restrain, or deny the exercise of an employee's right to accrue sick leave as provided by this bill. An employee may take legal action to enforce the right to sick leave granted by this bill and the Department of Labor must investigate complaints of violations of the requirements of this bill.</p> <p>The discussions have included potential revisions to include closures due to public health emergencies, and other topics related to COVID-19. We will continue to monitor and will update as information is received.</p>	This bill was originally introduced in the House on 3/4/2019, and sat there without much movement until this week. On 3/11/2020, a hearing was held on this bill and it was referred to the Committee on Education and Labor, and in addition to the Committees on House Administration, and Oversight and Reform, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned.
Federal	Paid Sick Leave	<u>H.R. 6150</u>	<p>To allow Americans to earn paid sick time so that they can address their own health needs and the health needs of their families. Limited details have been released on this bill, and the full text of the bill is not currently available. However, the sponsor of the bill Rep. Rosa DeLauro, announced some of the details in a press releases. Below are some of the details from the <u>press release</u>:</p> <ul style="list-style-type: none"> • This emergency paid sick days legislation requires all employers to allow workers to accrue seven days of paid sick leave and to provide an additional 14 days available immediately in the event of any public health emergency, including the current coronavirus crisis. • Require all employers to allow workers to gradually earn seven days of paid sick leave. • Require all employers to provide an additional 14 days of paid sick leave, available immediately at the beginning of a public health emergency, including the current coronavirus crisis. • Ensure paid sick leave covers days when your child's school is closed due to a public health emergency, when your employer is closed due to public health emergency, or if you or a family member is quarantined or isolated due to a public health emergency. 	This bill was introduced in the House on 3/9/2020. Following introduction, it was referred to the Committee on Education and Labor, and in addition to the Committees on House Administration, Oversight and Reform, and the Judiciary, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned.
Federal	Family Medical Leave	<u>29 U.S.C. 2601, et seq.</u> <u>29 CFR Part 825</u>	<p>Subject to section 6383, an employee shall be entitled to a total of 12 administrative workweeks of leave during any 12-month period for one or more of the following:</p> <ul style="list-style-type: none"> • Because of the birth of a son or daughter of the employee and in order to care for such son or daughter. 	Effective

			<ul style="list-style-type: none"> • Because of the placement of a son or daughter with the employee for adoption or foster care. • In order to care for the spouse, or a son, daughter, or parent, of the employee, if such spouse, son, daughter, or parent has a serious health condition. • Because of a serious health condition that makes the employee unable to perform the functions of the employee's position. <p>§825.113 Serious health condition.</p> <p>(a) For purposes of FMLA, <i>serious health condition</i> entitling an employee to FMLA leave means an illness, injury, impairment or physical or mental condition that involves inpatient care as defined in §825.114 or continuing treatment by a health care provider as defined in §825.115.</p> <p>(b) The term <i>incapacity</i> means inability to work, attend school, or perform other regular daily activities due to the serious health condition, treatment therefore, or recovery therefrom.</p> <p>§825.114 Inpatient care.</p> <p>Inpatient care means an overnight stay in a hospital, hospice, or residential medical care facility, including any period of incapacity as defined in §825.113(b), or any subsequent treatment in connection with such inpatient care.</p> <p>§825.115 Continuing treatment.</p> <p>A serious health condition involving continuing treatment by a health care provider includes any one or more of the following:</p> <p>(a) <i>Incapacity and treatment.</i> A period of incapacity of more than three consecutive, full calendar days, and any subsequent treatment or period of incapacity relating to the same condition, that also involves:</p> <ol style="list-style-type: none"> (1) Treatment two or more times, within 30 days of the first day of incapacity, unless extenuating circumstances exist, by a health care provider, by a nurse under direct supervision of a health care provider, or by a provider of health care services (e.g., physical therapist) under orders of, or on referral by, a health care provider; or (2) Treatment by a health care provider on at least one occasion, which results in a regimen of continuing treatment under the supervision of the health care provider. (3) The requirement in paragraphs (a)(1) and (2) of this section for treatment by a health care provider means an in-person visit to a health care provider. The first (or only) in-person treatment visit must take place within seven days of the first day of incapacity. (4) Whether additional treatment visits or a regimen of continuing treatment is necessary within the 30-day period shall be determined by the health care provider. (5) The term <i>extenuating circumstances</i> in paragraph (a)(1) of this section means circumstances beyond the employee's control that prevent the follow-up visit from occurring as planned by the health care provider. Whether a given set of circumstances are extenuating 	
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Alabama	N/A	<u>N/A</u>	N/A	N/A
Alaska	N/A	N/A	N/A	N/A
Arizona	Paid Sick Leave	<u>ARS 23-373</u>	<p>Employers must allow employees to accrue 1 hour of paid sick and safe leave for every 30 hours worked.</p> <p>Employers may cap the yearly amount of leave depending on the employer's size: employers with 1-14 employees can cap leave at 24 hours per year; employers with 15 or more employees can cap leave at 40 hours per year.</p> <p>An eligible employee can use paid sick leave for: 1) closures of the employee's place of business due to a public health emergency; 2) an employee's need to care for a child whose school or place of care has been closed due to a public health emergency; or 3) to care for oneself or a family member when it has been determined that their presence in the community may jeopardize the health of others due to exposure to a communicable disease, regardless of whether they have actually contracted the communicable disease.</p>	Effective
Arkansas	N/A	N/A	N/A	N/A
California	Family Medical Leave	<u>Cal. Gov't Code Section 12945.1 to 12945.2</u>	<p>12945.2.</p> <p>(a) Except as provided in subdivision (b), it shall be an unlawful employment practice for any employer, as defined in paragraph (2) of subdivision (c), to refuse to grant a request by any employee with more than 12 months of service with the employer, and who has at least 1,250 hours of service with the employer during the previous 12-month period or who meets the requirements of subdivision (u), to take up to a total of 12 workweeks in any 12-month period for family care and medical leave. Family care and medical leave requested pursuant to this subdivision shall not be deemed to have been granted unless the employer provides the employee, upon granting the leave request, a guarantee of employment in the same or a comparable position upon the termination of the leave. The commission shall adopt a regulation specifying the elements of a reasonable request.</p> <p>(b) Notwithstanding subdivision (a), it shall not be an unlawful employment practice for an employer to refuse to grant a request for family care and medical leave by an employee if the employer employs less than 50 employees within 75 miles of the worksite where that employee is employed.</p> <p>(3) "Family care and medical leave" means any of the following:</p> <p>(A) Leave for reason of the birth of a child of the employee, the placement of a child with an employee in connection with the adoption or foster care of the child by the employee, or the serious health condition of a child of the employee.</p>	Effective

			<p>(B) Leave to care for a parent or a spouse who has a serious health condition.</p> <p>(C) Leave because of an employee's own serious health condition that makes the employee unable to perform the functions of the position of that employee, except for leave taken for disability on account of pregnancy, childbirth, or related medical conditions.</p>	
California	Paid Family Leave	<u>California Unemployment Insurance Code, Division 1, Part 2, Chapter 7, Sections 3300-3308</u>	<p>Currently, the Family Temporary Disability Insurance (FTDI) program provides up to 6 weeks of paid family leave insurance benefits every 12 months through California's SDI program. However, beginning July 1, 2020, that amount will increase to 8 weeks of paid family leave insurance benefits every 12 months.</p> <p>An eligible employee may currently file a claim for PFL benefits for the following reasons: 1) to care for a seriously ill child (including biological, adopted, foster, step children, a legal ward, child of domestic partner, or person to whom the employee stands in loco parentis), spouse, parent (biological, foster, adoptive, parent-in-law, step parent, legal guardian, or other person who stood in loco parentis to the employee when the employee was a child), grandparent, grandchild, sibling, or domestic partner; or 2) to bond with a minor child within 1 year of birth or placement of the child in connection with foster care or adoption.</p>	Effective
California	Paid Sick Leave	<u>California Labor Code Section 246</u>	<p>Employers must do one of the following:</p> <ol style="list-style-type: none"> 1) Provide a front-loaded annual amount of 24 hours or 3 days of paid leave at the beginning of each year or 12 month period. Note - if employee regularly works more than 8 hours in a day, they must receive 3 times their regular number of daily work hours. 2) Allow an employee to accrue 1 hour of paid leave for every 30 hours worked. 3) Use a different accrual method, so long as the employee has no less than 24 hours of accrued sick leave or PTO by the 120th calendar day of employment of each year or in each 12 month period. <p>Accrual may be capped at 48 hours or 6 days.</p> <p>Employees may begin using the leave beginning on the 90th day of employment, and after that as accrued. If using the accrual method, accrued and unused leave is carried over to the next year, subject to the accrual cap noted above. No carryover is required for a front-loaded annual amount. Employee may use leave for their own or for a family member's diagnosis, care, or treatment of an existing health condition or for preventative care.</p>	Effective
California – Berkeley	Paid Sick leave	<u>Berkeley Mun. Code Sec. 13.100.040</u>	<p>Employees accrue 1 hour of leave for every 30 hours worked after leave begins to accrue. Leave accrues in one-hour increments (not lesser increments)</p> <p>Leave accrual may be capped subject to the following limitations based on employer size:</p> <ul style="list-style-type: none"> -1-24 workers: accrual may be capped at 48 hours. -25+ workers: accrual may be capped at 72 hours. 	Effective

			<p>Paid sick leave may be used for the diagnosis, care, or treatment of illness or injury to an employee or employee's child (including biological, adopted, step child, child of domestic partner, and a child of a person standing in loco parentis), parent, sibling, grandparent, grandchild (including adopted, step and foster care relationships), legal guardian or ward, spouse, registered domestic partner, or designated person in lieu of spouse or domestic partner.</p>	
California – Emeryville	Paid Sick Leave	<u>Emeryville Municipal Code Sec. 5-37.03</u>	<p>Employees accrue 1 hour of leave for every 30 hours worked. Leave accrual may be capped subject to the following limitations based on employer size:</p> <ul style="list-style-type: none"> -1-55 employees: accrual may be capped at 48 hours annually. -56+ employees: accrual may be capped at 72 hours annually. <p>Accrued and unused paid sick leave carries over from year to year, but carryover is subject to accrual caps based on employer size.</p> <p>An employee may begin using paid sick leave 90 calendar days after the commencement of employment.</p> <p>Paid sick leave may be used for the medical care, treatment, or diagnosis of illness or injury or other medical condition (including pregnancy) of, or providing care or assistance to, an employee or employee's child (biological, adopted, step, and foster, child of domestic partner and in loco parentis relationship), parent, legal guardian or ward, sibling, grandparent, grandchild, spouse, registered domestic partner or a designated person in lieu of spouse or domestic partner. Additionally, an employee may use paid sick leave to aid or care for a guide dog, signal dog, or service dog of the employee, employee's family member, or person designated by the employee. Additionally, an employee may use leave to obtain domestic violence services, including medical and psychological treatment, social services, relocation, legal assistance, or other protections from ongoing domestic violence.</p>	Effective
California – Long Beach (hotel workers)	Paid Sick Leave	<u>Long Beach Municipal Code 5.40.020</u>	<p>Covered employers must pay covered employees for at least 5 paid sick days per year, at the employee's request. Employees accrue five-twelfths (5/12) of a day of compensated time for each full month in a calendar year that the hotel worker has been employed by the hotel employer.</p> <p>Rollover is not addressed, but covered employers must pay out employees for accrued and unused leave at the end of each calendar year.</p> <p>Covered employees are entitled to use any accrued days of compensated time as soon as they are accrued.</p> <p>The law does not specify the permitted uses for leave, and only states that it is for "sick leave."</p>	Effective
California – Los Angeles	Paid Sick Leave	<u>Los Angeles Mun. Code Section 184.04</u>	<p>Employers must do one of the following: 1) provide a front-loaded annual grant of 48 hours of paid leave at the beginning of each employment year, calendar year, or 12-month period; or 2) provide 1 hour of paid leave for every 30 hours worked.</p> <p>Employers may cap accrual at 72 hours per year.</p> <p>Accrued and unused leave is carried over to the next year, subject to the accrual cap.</p>	Effective

			<p>Employees can use leave on the later of July 1, 2016, or the 90th day of employment. Employers may cap leave usage at 48 hours in each employment year, calendar year, or 12-month period.</p> <p>Employees may use leave for diagnosis, care, or treatment of an existing health condition of, or preventative care for an employee of employee's family member. Family member is defined to include child (regardless of age or dependency, and including biological, adopted, foster, stepchild, legal ward, or in loco parentis), parent or parent of a spouse or domestic partner, spouse, registered domestic partner, grandparent, grandchild, or sibling, or any individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship. Additionally, the leave may be used for specified purposes if the employee is a victim of domestic violence, sexual assault, or stalking.</p>	
California – Los Angeles – Hotel Workers	Paid Sick Leave	<u>Los Angeles Mun. Code Section 186.02</u>	<p>Employers must provide at least 96 hours of paid leave for sickness, vacation, or personal necessity as follows: full time employees (40+ hours per week) accrue 96/52 hours of compensated time off for each week employed in a calendar year; and part time employees (less than 40 hours per week) accrue leave proportional to full time employees based on hours worked.</p> <p>Employers must also allow employees to take at least 80 hours of unpaid leave for the illness of the employee or immediate family member if paid time has been exhausted. Full time employees accrue 80/52 hours of unpaid time for each week employed. Part time employees accrue leave on a proportional basis.</p> <p>Accrued and unused leave is carried over to the next year, but carryover is capped at 192 hours for paid leave and 80 hours for unpaid leave.</p> <p>Employers must pay employees every 30 days for accrued leave time over the maximum, and may allow (but cannot force) employees to cash out any portion of accrued time.</p> <p>Employees can begin using paid or unpaid leave after the first 6 months of employment or consistent with company policy, whichever is sooner.</p> <p>Employees can use paid leave for sickness, vacation, or personal necessity. Employees can use supplemental unpaid leave for their own or an immediate family member's illness.</p>	Effective
California - Oakland	Paid Sick Leave	<u>Oakland Municipal Code Section 5.92.030</u>	<p>Employees accrue 1 hours of leave for every 30 hours worked beginning on their first day of work, subject to the following caps based on employer size: small businesses (1-9 employees) can cap accrual at 40 hours annually; and other employers (10+ employees) can cap accrual at 72 hours annually.</p> <p>Accrued and unused leave is carried over to the next year, but is subject to the accrual caps above based on employer size.</p> <p>Employees may use leave on the later of the effective date or after 90 days of employment.</p> <p>Employees may use leave for the medical care, treatment, or diagnosis of illness or injury of an employee or employee's child (including biological, adopted, step, foster, child of domestic partner, and those in loco parentis relationship), parent, legal guardian or ward, sibling, grandparent, grandchild, spouse, registered domestic partner under any state or local law, or designated person in lieu of spouse or domestic partner (with</p>	Effective

<p>California – San Diego</p>	<p>Paid Sick Leave</p>	<p><u>§ 39.0106 (6)</u></p>	<p>relationships including those from adoption, step, and foster care relationships).</p> <p>Employees accrue 1 hour of paid leave for every 30 hours worked in the city, but employers are not required to provide leave in less than 1 hour increments for a fraction of an hour worked.</p> <p>Employers may cap total accrual of leave at 80 hours. Employers can satisfy the accrual and carry-over provisions if no less than 40 hours of leave is provided at the beginning of each year, regardless of the employee's status as full-time, part-time, or temporary.</p> <p>Employees are entitled to being using leave on the 90th calendar day following commencement of employment or after July 11, 2016, whichever is later.</p> <p>Employers may set a reasonable minimum increment for the use of leave, not to exceed 2 hours.</p> <p>Leave may be used for the medical care, treatment, or diagnosis of an illness or injury or other medical condition (including pregnancy), or providing care or assistance to, an employee or an employee's child (including biological, adopted, step, foster, child of domestic partner, and in loco parentis relationships), parent (based on the same relationship), spouse (legally married or domestic partner), grandparent, grandchild, sibling, or the child or parent of a spouse. Additionally, leave may be used for specified closures due to a public health emergency or for specified reasons due to domestic violence, sexual assault, or stalking committed against the employee or employee's family member.</p>	<p>Effective</p>
<p>California – San Francisco</p>	<p>Paid Sick Leave</p>	<p><u>S.F. Admin. Code, Chapter 12W.4</u></p>	<p>Employees accrue 1 hours of leave for every 30 hours worked. Leave only accrues in hour-unit increments, and does not accrue as a fraction of an hour.</p> <p>Leave accrual may be capped based on the size of the employer: small businesses (1-9 employees) may cap accrual at 40 hours; other employers (10+ employees) can cap accrual at 72 hours.</p> <p>An employer may choose to make available a lump sum of paid sick leave at the beginning of each year of employment, calendar year, or other 12 month period. This upfront allocation works as an advance on paid sick leave accrued, and accrual halts and the employee does not accrue paid sick leave until after the employee has worked the number of hours necessary to have accrued the upfront allocation amount.</p> <p>Accrued and unused leave carries over from year to year, but is limited to the accrual caps mentioned above.</p> <p>An employee may use leave beginning on the 90th day of employment. An employer may not require that an employee use paid sick leave in increments of more than 1 hour.</p> <p>Leave may be used for the diagnosis, care, treatment, or for preventative care of an employee of employee's child (including biological, adopted, step, and foster, child of domestic partner, and in loco parentis relationship), parent, legal guardian or ward, sibling, grandparent, grandchild, spouse, registered domestic partner under any state or local law, or designated person in lieu of spouse or domestic partner. Additionally leave may be used for specified purposed if the employee is a</p>	<p>Effective</p>

			victim of domestic violence, sexual assault, or stalking, or for the employee's or a family member's bone marrow or organ donation.	
California – Santa Monica	Paid Sick Leave	<u>Santa Monica Mun. Code Section 4.62.025</u>	<p>Employees accrue 1 hour of leave for every 30 hours worked. The leave can only accrue in hourly increments, and no accrual of a fraction of an hour is permissible.</p> <p>Leave begins to accrue at the commencement of employment. Employers can cap accrual based on the size of the employer: employers with 1-25 employees can cap accrual at 40 hours per year; and employers with 26 or more employees can cap accrual at 72 hours per year.</p> <p>Alternatively, an employer can frontload annual leave entitled at the beginning of the year. If they do frontload, no accrual or carryover is required.</p> <p>Accrued and unused leave must be carried over to the next year, unless the employer frontloads the leave each year. Carryover is subject to the accrual caps above.</p> <p>An employee may begin using accrued paid sick leave after the first 90 days of employment or consistent with the employer's policies, whichever is sooner.</p> <p>Leave may be used consistent with California state law, which allows for leave for diagnosis, care, or treatment of an existing health condition of, or preventative care for, an employee or an employee's family member, defined as child (regardless of age or dependency, and including biological, adopted, foster, stepchild, legal ward, or in loco parentis), parent or parent of a spouse or domestic partner, spouse, registered domestic partner, grandparent, grandchild, or sibling. Additionally, leave may be used for specified purposes if the employee is a victim of domestic violence, sexual assault, or stalking.</p>	Effective
California	State Disability Insurance	<u>State Disability Insurance website</u>	<p>Partial wage replacement for qualified illness or injury that prevents the employee from working - 60% of the average weekly earnings shown in the highest quarter of the employee's base period (70% for low-income employees). The maximum weekly benefit amount for 2020 is \$1,300.</p> <p>May run concurrently with FMLA or CFRA.</p>	Effective
Colorado	Emergency Paid and Unpaid Sick Leave	<u>7 CCR 1103-10</u>	<p>Any employer engaged in the field of leisure and hospitality, food services, child care, education at all levels (including related services, including but not limited to cafeterias and transportation to, from, and on campuses), home health care (working with elderly, disabled, ill, or otherwise high-risk individuals), operating a nursing home, or operating a community living facility shall provide up to four days of paid sick leave for an employee (A) with flu-like symptoms and (B) who is being tested for COVID-19. The paid sick leave ends if an employee receives a negative COVID-19 test result.</p> <p>These rules do not require an employer to offer additional days of paid sick leave if it already offers all employees an amount of paid leave sufficient to comply with Rules 3.1. However, an employee who already exhausted his or her paid leave allotted by the employer, but then has flu-like symptoms and is being tested for COVID-19, is entitled to the additional paid sick days provided by Rule 3.1.</p> <p>During paid sick leave covered by these rules, pay shall be provided (A) at the employee's regular rate of pay (the COMPS Order Rule 1.8 definition of "regular rate of pay" is incorporated into this rule), including all forms of wages and compensation (but increased to the applicable minimum wage</p>	Effective 3/11/2020

			<p>for an employee paid below the minimum wage due to a tip credit), and (B) for the employer's regularly worked hours. To the extent that the employee's rate of pay or hours worked had varied before the absence for illness, pay shall be in the amount of the employee's average daily pay for the preceding month.</p> <p>To the extent feasible, employees and employers should comply with the procedures of the federal Family Medical Leave Act ("FMLA") to pursue and provide paid sick leave under these rules, except that (A) no employer may terminate an employee for inability to provide documentation during an illness covered by these rules, and (B) FMLA provisions do not narrow the rights and responsibilities provided by these rules.</p>	
Colorado	Family Medical Leave	<u>Colorado Revised Statutes 8-13.3-203</u>	<p>Same employee eligibility requirements as FMLA; leave runs concurrent to FMLA</p> <p>In addition to leave an employee is entitled to under the FMLA, an employee in Colorado is entitled to FMLA leave to care for a person who has a serious health condition if the person: a) is the employee's partner in a civil union; or is the employee's domestic partner and is registered with the person's municipality where he or she resides or with the state, or is recognized by the employer.</p>	Effective
Connecticut	Family Medical Leave	<u>Sec. 31-51kk, et. seq</u>	<p>An employee is eligible for leave if they have been employed for at least 12 months by the employer and have worked at least 1,000 hours with the employer during the 12 month period preceding the first day of leave. Effective 1/1/2022, this is amended to cover an employee who has been employed for at least 3 months immediately preceding his or her request for leave, and the hours requirement will be removed.</p> <p>With the exception of military caregiver leave, an eligible employee may currently take a total of 16 weeks of leave during any 24 month period. Effective 1/1/2022, this is revised to 12 workweeks of leave during any 12 month period.</p> <p>An eligible employee may take leave under the CFMLA for one or more of the following reasons: 1) the birth of a son or daughter of the employee; 2) the placement of a son or daughter with the employee for adoption or foster care; 3) to care for the spouse, son, daughter, or parent of the employee if they have a serious health condition; 4) for the employee's own serious health condition; 5) to serve as an organ or bone marrow donor; 6) to care for a spouse, son, daughter, parent, or next of kin who is a member of the armed forces and is undergoing medical treatment, recuperation or therapy, is otherwise in an outpatient status, or is on the temporary disability retired list for a serious injury or illness incurred in the line of duty; and because of any qualifying exigency due to the fact that the employee's spouse, son, daughter, or parent is on active duty, or has been notified of an impending call or order to active duty in the armed forces.</p> <p>Effective 1/1/2022, the law is revised to cover the serious health condition of a covered family member.</p>	Effective
Connecticut	Paid Sick Leave	<u>Sec. 31-57r, et seq</u>	<p>Workers accrue 1 hour of paid leave for every 40 hours worked, capped at a maximum of 40 hours per year. Workers may use leave after their 680th hour of employment, but only if the individual worked an average of at least 10 hours per week in the most recent quarter.</p> <p>Workers can carry over up to 40 accrued hours of paid sick leave to the next benefit year, subject to the 40 hour usage cap.</p>	Effective

			Workers may use the paid sick leave for diagnosis, care, or treatment of the mental or physical illness, injury, or health condition or, or preventative medical care for, an employee or employee's spouse or child (including biological, adopted, foster, stepchild, legal ward, or in loco parentis); or for certain purposes if the service worker is a victim of family violence or sexual assault, including, medical care or psychological or other counseling, to obtain service from a victim services organization, to relocate due to family violence or sexual assault, or to participate in related civil or criminal proceedings.	
Delaware	Quarantine Protection	<u>Delaware Code Ann. Title 20 Section 3136(6)(d)</u>	No person shall be permanently terminated from employment by a Delaware employer as a result of being isolated or quarantined pursuant to this section. However, this paragraph shall not apply to a person who has been quarantined as a result of refusing to comply with an examination, treatment or vaccination program, nor shall it apply to a person whose conduct caused the state of emergency that necessitated the isolation or quarantine.	Effective
District of Columbia	Family Medical Leave	<u>D.C. Code Sec. 32-502</u>	<p>An employee is eligible for leave if: 1) they have been employed by the same employer for 1 year; 2) have worked at least 1,000 hours during the 12-month period immediately preceding the request for family or medical leave; and 3) they work within the District of Columbia, which means spending more than 50% of their time working for the employer in the District.</p> <p>In any 24 month period, an eligible employee may take 16 weeks of leave for medical leave purposes and 16 weeks of leave for family leave purposes. If the employer employs 2 family members, it may limit the period of family leave to 16 workweeks during a 24 month period, in the aggregate, to which the family members are entitled, and may limit to 4 workweeks the aggregate number of workweeks during which the two family members are allowed to take leave simultaneously to 4 workweeks during a 24 month period.</p> <p>An eligible employee may take family leave for: 1) the birth of a child of the employee; 2) the placement of a child with the employee for adoption or foster care; 3) the placement of a child with the employee for whom the employee permanently assumes and discharges parental responsibility; or 4) the care of a family member of the employee who has a serious health condition. When leave is taken for the birth or placement of a child it must be taken within 12 months of the birth or placement. All eligible employee may also take medical leave for their own serious health condition if they are unable to perform the functions of the job due to the serious health condition.</p>	Effective
District of Columbia	Paid Family Medical Leave	<u>Universal Paid Leave Amendment Act</u>	<p>An employee is eligible for benefits if they: 1) spend more than 50% of their time working for the employer in D.C.; or 2) if their employment is based in D.C. and they regularly spend a substantial amount of time working in D.C. and no more than 50% of work time in another jurisdiction.</p> <p>An eligible employee is entitled to benefits based on the qualifying leave type (defined further under benefit usage section): Up to 6 workweeks in a 52 workweek period for a qualifying family leave event; up to 2 workweeks in a 52 workweek period for qualifying medical leave; or 8 workweeks in a 52 workweek period for a qualifying parental leave event.</p> <p>An employee may use PFML benefits for a qualifying family leave event, a qualifying medical leave event, or a qualifying parental leave event. A qualifying family leave event is defined as the diagnosis or occurrence of a serious health condition of a family member. A qualifying medical leave</p>	Benefits available 7/1/2020

			event is defined as the diagnosis or occurrence of a service health condition of an eligible employee. A qualifying parental leave event is defined as the events, including bonding, associated with the birth of a child, the placement of a child through adoption or foster care, or the placement where the employment assumes parental responsibility.	
District of Columbia	Paid Sick Leave	<u>D.C. Code Sec. 32-531.02</u>	<p>Employees accrue leave according to the amount of employees: 1-24 employees: 1 hour for every 87 hours worked (capped at 3 days per year); 25-99 employees: 1 hour for every 43 hours worked (capped at 5 days per year); 100+ employees: 1 hour for every 37 hours worked (capped at 7 days per year); and tipped employees: tipped restaurant and bar employees accrue 1 hour for every 43 hours worked (capped at 5 days per year).</p> <p>Employees may use the paid leave for care for a physical or mental illness, injury or medical condition, or professional or medical diagnosis, care, or preventative care of same, of an employee or employee's family member, defined as spouse (including domestic partner), spouse's parent, child (including foster and grandchildren, or child who lives with employee and employee has permanent parental responsibility), child's spouse, parents, sibling, sibling's spouse, or person residing with employee in a committed relationship. Employees may also use the paid leave to seek medical attention for employee or family member to recover from physical or psychological injury or disability caused by domestic violence or sexual abuse, seek services from a victim services organization, obtain related counseling, temporarily or permanently relocate, take related legal action, or take other action related to domestic or sexual abuse.</p>	Effective
Florida	N/A	N/A	N/A	N/A
Florida – Miami/Dade County	Family Medical Leave	<u>Ordinance Section 11A-31</u>	<p>An employee is eligible if they have been employed in Miami-Dade County by the employer with whom leave is requested for at least 12 months and for at least 1,250 hours of service during the previous 12 month period.</p> <p>Eligible employees are entitled to take leave on the same terms and conditions as provided in the FMLA; however, the Miami-Dade County law also allows leave to be taken for a grandparent with a serious health condition on the same terms and conditions as leave is permitted under the FMLA to care for a parent with a serious health condition.</p>	Effective
Georgia	Kin Care	<u>O.C.G.A. 34-1-10</u>	<p>Employers who provide sick leave must allow employees to use that leave to care for an immediate family member (child, spouse, grandchild, grandparent, parent, or any dependents shown on employee's tax return). The law does not require employer to offer sick leave and does not require employer to allow more than 5 days of earned sick leave per calendar year for the care of a family member. (Note: Scheduled for repeal on 7/1/2020 unless extended).</p>	Effective
Hawaii	Family Leave	<u>Section 398-3</u>	<p>An employee is eligible if they have performed services for hire for not fewer than 6 consecutive months for the employer.</p> <p>An eligible employee may take up to a total of four weeks of family leave each calendar year.</p> <p>If both spouses are employed by the same employer, each is entitled to 4 weeks of family leave.</p> <p>An eligible employee may take family leave for the birth or adoption of a child; or to care for the employee's covered family member with a serious health condition.</p>	Effective

Hawaii	Temporary Disability Insurance	<u>Section 392, et seq</u>	<p>Available to employees with at least 14 weeks of employment during each of which the employee was paid for 20 hours or more and earned at least \$400 in the 52 weeks preceding the first day of disability.</p> <p>Employee must have an injury or illness not related to or caused by the job; must be prevented from performing regular duties; must be properly certified; and must be a current employee.</p> <p>Partial wage replacement.</p>	
Idaho	N/A	N/A	N/A	N/A
Illinois	Kin Care	<u>820 ILCS 191</u>	<p>Employees who work for an employer that provides sick leave can use leave to care for an immediate family member. Nothing in the law requires employers to offer sick leave, the law just defines what the leave may be used for if an employer does offer such leave. Employees can use personal sick leave benefits already provided for absences due to the illness, injury, or medical appointment of the employees' child, stepchild, spouse, domestic partner, sibling, parent, mother or father in law, grandchild, grandparent, or stepparent on the same terms as employees can use personal sick leave under the employer's policies.</p>	Effective
Illinois - Chicago	Paid Sick Leave	<u>Chicago Municipal Code 1-24-045 (c)</u>	<p>Employees accrue 1 hour of leave for every 40 hours worked in Chicago, with accrual capped at 40 hours per 12 month period calculated from when leave first accrues. Exempt employees are assumed to work 40 hours per week, unless normal work week is less than 40 hours.</p> <p>Leave may be used for the medical care, treatment, or diagnosis of illness or injury for an employee or an employee's child (including biological, adopted, step child, godchild and foster child, and in loco parentis relationship), parent, legal guardian or ward, spouse under the laws of any state, domestic partner, or domestic partner's parent, sibling, grandparent, grandchild and spouse, or any other individual related by blood or whose association is the equivalent of a family member.</p> <p>An employee may also use paid sick leave when: (D) his or her place of business is closed by order of a public official due to a public health emergency, or he or she needs to care for a child whose school or place of care has been closed by order of a public official due to a public health emergency.</p>	Effective
Illinois – Cook County	Paid Sick Leave	<u>Cook County Municipal Code Section 42-3(c)</u>	<p>Employees accrue 1 hour of leave for every 40 hours worked, with accrual capped at 40 hours per 12-month period calculated from when leave first accrues. Earned sick leave only accrues in hourly increments.</p> <p>Leave may be used for the medical care, treatment or diagnosis of illness or injury of an employee or employee's child (including biological, adopted, step, and foster child and in loco parentis relationships), parent, legal guardian or ward, spouse under the laws of any state, domestic partner or domestic partner's parent, sibling, grandparent, grandchild and spouse, or any other individual related by blood or whose association is the equivalent of a family member.</p> <p>An employee may also use earned sick leave when: His or her place of business is closed by order of a public official due to a public health emergency, or he or she needs to care for a child whose school or place of care has been closed by order of a public official due to a public health emergency. For the purposes of this section, "public health emergency" is an event that is defined as such by a Federal, State, or Local government, including a school district.</p>	Effective
Indiana	N/A	N/A	N/A	N/A

Iowa	Quarantine Protection	<u>Iowa Code 139A.13A</u>	An employer shall not discharge an employee, or take or fail to take action regarding an employee's promotion or proposed promotion, or take action to reduce an employee's wages or benefits for actual time worked, due to the compliance of an employee with a quarantine or isolation order or voluntary confinement request issued by the department, a local board, or the centers for disease control and prevention of the United States department of health and human services.	Effective
Kansas	Quarantine Protection	<u>Kan. Stat. Ann 65-129d</u>	It shall be unlawful for any public or private employer to discharge an employee solely because the employee or an immediate family member of the employee is under an order of isolation or quarantine.	Effective
Kentucky	N/A	N/A	N/A	N/A
Louisiana	N/A	N/A	N/A	N/A
Maine	Public Health Emergency Leave	<u>Title 26 Sec 875</u>	Must grant reasonable and necessary leave from work when an employee is unable to work because: 1) under an individual public health investigation, supervision or treatment related to an extreme public health emergency; 2) acting in accordance with an extreme public health emergency order; 3) in quarantine or isolation or is subject to a control measure in accordance with extreme public health emergency information or directions issued to the public or one or more individuals; 4) given a direction in response to a concern that the employee may expose other individuals in the workplace to the extreme public health emergency threat; or 5) is needed to provide care or assistance to a covered family member.	Effective
Maine	Family Medical Leave	<u>Title 26 Sec 844</u>	An employee is eligible for leave if they have been employed by the same employer for 12 consecutive months, unless they are employed at a permanent worksite with fewer than 15 employees. Eligible employees may take family medical leave for: 1) the employee's own serious health condition; 2) the birth of the employee's child or the employee's domestic partner's child; 3) placement of a child 16 years old or less with the employee or with the employee's domestic partner in connection with adoption of the child by the employee or the employee's domestic partner; 4) to care for a child, domestic partner's child, parent, domestic partner, sibling, or spouse with a serious health condition; 5) the donation of an organ of that employee or the employee's domestic partner; or 6) the death or serious health condition of the employee's spouse, domestic partner, parent, sibling, or child, if the death or serious health condition occurs while on active duty in the state military forces or the U.S. Armed forces. Eligible employees may take up to 10 work weeks of family medical leave in any 2 years. However, the employer and employee may negotiate for more or less leave, but both parties must agree.	Effective
Maine	Paid Time Off	<u>Title 26 Sec. 637</u>	Employees accrue 1 hour of leave for every 40 hours worked, which may be capped at 40 hours per year of employment. Leave begins accruing on the employee's hire date (after the effective date of the law). Carryover is not addressed in the law. Employees can use leave after 120 days of employment during a one-year period, unless the employer allows for earlier use. The earned leave may be used for any reason.	Effective 1/2/2021
Maryland	Quarantine Protection	<u>Md. Code Ann., Health Gen Sec. 18-906</u>	It shall be unlawful for any public or private employer to discharge an employee who is under an order of isolation or quarantine or because of such an order.	Effective

Maryland	Paid Sick Leave	<u>Maryland Labor and Employment Code Section 3-1305</u>	<p>Employees accrue 1 hour of leave for every 30 hours worked. Employers with 15 or more employees must provide paid leave, and employers with 14 or fewer employees must provide unpaid leave. An employer may cap earned sick leave at 40 hours per year, and total accruals at 64 hours at any time. Leave begins to accrue on the earlier of Feb. 1, 2018 or the first day of employment.</p> <p>Leave may be used for the care or treatment of a mental or physical injury, condition of, or preventative medical care for, an employee or employee's family member.</p>	Effective
Maryland	Flexible Leave	<u>Maryland Labor and Employment Code Section 3-802</u>	<p>The Maryland Flexible Leave Act does not specify any duration for leave. However, an employee may only use paid leave that has been earned.</p> <p>Employees who have earned leave with pay provided by their employer may use the earned leave to attend to the illness of an immediate family member under the same conditions and rules that would apply if the employee took leave for their own illness.</p> <p>Unlike the FMLA, this law does not include a minimum requirement that an illness be "serious" in order to qualify for coverage. Therefore, any illness will likely trigger rights under the law. Additionally, the law does not mention anything about needing a medical certification from a health care provider certifying that the immediate family member is in fact ill.</p>	Effective
Maryland – Montgomery County	Paid Sick Leave	<u>Montgomery County Municipal Code Section 27-79</u>	<p>Employees accrue 1 hour of leave for every 30 hours worked in the County, with accrual caps per calendar year based on the employer size:</p> <ul style="list-style-type: none"> -1-4 employees: accrual is capped at 32 hours of paid leave and 24 hours of unpaid leave. -5+ employees: accrual is capped at 56 hours. <p>Leave may be used for the diagnosis, care, or treatment of a mental or physical illness, injury, condition of or preventative medical care for an employee or employee's family member. An employee may also use earned sick and safe leave: (4) if the employer's place of business has closed by order of a public official due to a public health emergency; (5) if the school or child care center for the employee's family member is closed by order of a public official due to a public health emergency; (6) to care for a family member if a health official or health care provider has determined that the family member's presence in the community would jeopardize the health of others because of the family member's exposure to a communicable disease.</p>	Effective
Massachusetts	Paid Sick Leave	<u>MGL c. 149, Section 148C</u>	<p>Employees accrue 1 hour of leave for every 30 hours worked, including overtime hours for nonexempt employees, with the following caps based on employer size:</p> <ul style="list-style-type: none"> -1-10 employees: earn and can use unpaid paid sick leave capped at 40 hours per year. -11+ employees: earn and can use paid sick leave capped at 40 hours per year. <p>Leave may be used to care for physical or mental illness, injury or medical condition of the employee or employee's child (including biological, adopted, foster, stepchild, legal ward, or child for whom they have assumed responsibilities of parenthood), spouse (as defined by Mass. law), parent or parent of a spouse who requires home care, professional medical diagnosis or care, or preventative medical care. Additionally, leave may be</p>	Effective

			used to attend routine medical appointments for the employee or employee's child, spouse, parent, or parent of a spouse.	
Massachusetts	Caregiver Leave	<u>MGL C 149, Section 52D</u>	<p>If an employee is eligible for leave under the FMLA, they are also available for this leave.</p> <p>An eligible employee is entitled to use a total of 24 hours of leave during any 12-month period, in addition to leave available under the FMLA, to 1) participate in school activities directly related to the educational advancement of a son or daughter of the employee; 2) accompany the son or daughter of an employee to a routine medical or dental appointments; and 3) accompany an elderly relative to routine medical or dental appointments or appointments for other professional services related to elder care.</p>	Effective
Michigan	Paid Sick Leave	<u>Public Act 369 of 218, Sec. 4</u>	<p>Employees accrue 1 hour of paid leave for every 35 hours worked. Accrual can be capped at 1 hour per week or 40 hours in a benefit year. Leave accrues beginning on the later of the effective date or beginning of employment. Employers may cap carryover at 40 hours per year. Additionally, employers may avoid carryover by granting 40 hours of paid leave at the beginning of each benefit year. Can be prorated for employees hired mid-year.</p> <p>Employees may use leave for a mental or physical illness, injury, or health condition, medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition of, or preventative medical care for an employee or an employee's family member. Paid medical leave may also be used: (d) For closure of the eligible employee's primary workplace by order of a public official due to a public health emergency; for an eligible employee's need to care for a child whose school or place of care has been closed by order of a public official due to a public health emergency; or if it has been determined by the health authorities having jurisdiction or by a health care provider that the eligible employee's or eligible employee's family member's presence in the community would jeopardize the health of others because of the eligible employee's or family member's exposure to a communicable disease, whether or not the eligible employee or family member has actually contracted the communicable disease.</p>	Effective
Minnesota	Quarantine Protection	<u>Sec. 144.4196</u>	An employer shall not discharge, discipline, threaten, or penalize a qualifying employee, or otherwise discriminate in the work terms, conditions, location, or privileges of the employee, because the employee: (1) has been in isolation or quarantine; or (2)(i) is not in isolation or quarantine, but has responsibility for the care of a person in isolation or quarantine who is a minor or an adult family member who is a disabled or vulnerable adult; and (ii) has assumed responsibility for all or a portion of the care voluntarily, by contract, or by agreement.	Effective
Minnesota	Kin Care Leave	<u>Sec. 181.9413</u>	An employer may limit the use of leave to no less than 160 hours in any 12 month period. However, this limit does not limit the amount in the case of a minor child. An eligible employee may use personal sick leave benefits for absences due to an illness of or injury to the employee's child, spouse, sibling, parent, grandchild, or grandparent for reasonable period time as the employee's attendance may be necessary, on the same terms upon which the employee is able to use sick leave benefits for the employee's own illness or injury.	Effective
Minnesota – Duluth	Paid Sick Leave	<u>Duluth Ordinance No. 10571</u>	Employees earn 1 hour of leave for every 50 hours worked, with accrual capped at 64 hours per year. Employers may also choose to provide 40 hours of leave after the employee's first 90 days of employment for use	Effective

			during the first year, and at least 40 hours of leave at the beginning of each subsequent year. Leave may be used for the medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition, or preventative care for, an employee or employee's family member.	
Minnesota - Minneapolis	Paid Sick Leave	<u>Minneapolis Municipal Code Title 2, Chapter 40, Article III, Section 40.220</u>	Employees accrue 1 hour of leave for every 30 hours worked within the geographic boundaries of the City of Minnesota, with accrual capped at 48 hours per calendar year. Employees may use leave for the diagnosis, care, or treatment of a mental or physical illness, injury, or health condition, or preventative care for, and employee or employee's family member. Employees may also use safe and sick time for: (4) the closure of the employee's place of business by order of a public official to limit exposure to an infectious agent, biological toxin, or hazardous material, or other public health emergency. (5) To accommodate the employee's need to care for a family member whose school or place of care has been closed by order of a public official to limit exposure to an infectious agent, biological toxin, or hazardous material, or other public health emergency. (6) To accommodate the employee's need to care for a family member whose school or place of care has been closed due to inclement weather, loss of power, loss of heating, loss of water, or other unexpected closure.	Effective
Minnesota – St. Paul	Paid Sick Leave	<u>St. Paul Municipal Code Part II, Title XXII, Chapter 233, Section 233.04</u>	Employees accrue 1 hour of paid leave for every 30 hours worked, with no fractional hour accruals and annual leave earned shall not exceed 48 hours. Leave may be used for diagnosis, care, or treatment of a mental or physical illness, injury, or health condition, or preventative medical care for, an employee or an employee's family member. Additionally, an employee may use sick and say time for the following reasons: (4) The closure of the employee's place of business by order of a public official to limit exposure to an infectious agent, biological toxin or hazardous material or other public health emergency. (5) To accommodate the employee's need to care for a family member whose school or place of care has been closed by order of a public official to limit exposure to an infectious agent, biological toxin or hazardous material or other public health emergency; (6) To accommodate the employee's need to care for a family member whose school or place of care has been closed due to inclement weather, loss of power, loss of heating, loss of water, or other unexpected closure.	Effective
Mississippi	N/A	N/A	N/A	N/A
Missouri	N/A	N/A	N/A	N/A
Montana	N/A	N/A	N/A	N/A
Nebraska	N/A	N/A	N/A	N/A
Nevada	Paid Time Off	<u>NRS 608.0197</u>	Employees accrue at least 0.01923 hours of paid leave for each hour worked in a "benefit year" – defined as a 365 day period for calculating accrued paid leave (this is approximately 40 hours per year if working 40 hours per week and 52 weeks per year). Employers may choose to frontload 40 hours at the beginning of the benefit year. The paid time off can be used without providing a reason to an employee's employers for such use.	Effective
New Hampshire	N/A	N/A	N/A	N/A
New Jersey	Family Leave	<u>NJAC Sec. 13:14-1.5</u>	An eligible employee is entitled to family leave of 12 weeks in any 24-month period. Leave for the birth or placement for adoption or foster care must begin within 1 year after the date of birth or placement.	Effective

			An eligible employee may take leave for: 1) the birth of a child of the employee, including a child born according to a valid written agreement between the employee and a gestational carrier; 2) the placement of a child for adoption or foster care with the employee; or 3) a family member who has a serious health condition.	
New Jersey	Paid Family Leave	<u>Family Leave Insurance Information</u>	A covered employee may receive up to six weeks of leave benefits in any 12 month period. If the leave is intermittent, the covered employee may receive up to 42 days of leave benefits in any 12 month period. However, effective 7/1/2020 a covered employee may receive up to 12 weeks of leave benefits in any 12 month period. If the leave is intermittent, the covered employee may receive up to 56 days of leave benefits in any 12 month period.	
New Jersey	Paid Sick Leave	<u>12:69-3.5</u>	<p>Employees accrue 1 hour of paid leave for every 30 hours worked. Alternatively, an employer can frontload the full amount of annual leave (40 hours) at the beginning of each year. Leave accrues on the later of the effective date of the law or the first day of employment, unless the employee has accrued earned sick leave before the effective date. Employers can cap usage at 40 hours per year.</p> <p>Leave can be used for the diagnosis, care, treatment, or recovery from a mental or physical illness, injury, or other adverse health condition or preventative medical care for an employee or employee's family member. Also, leave may be used for: 4. Time during which the employee is not able to work because of a closure of the employee's workplace, or the school or place of care of a child of the employee, by order of a public official due to an epidemic or other public health emergency, or because of the issuance by a public health authority of a determination that the presence in the community of the employee, or a member of the employee's family in need of care by the employee, would jeopardize the health of others.</p>	Effective
New Jersey	Temporary Disability Leave	<u>Temporary Disability Insurance Information</u>	<p>Partial wage replacement for eligible employee.</p> <p>The law defines "disability" as being "the result of the covered individual suffering an accident or sickness not arising out of and in the course of the individual's employment or if so arising not compensable under the workers' compensation law, R.S.34:15-1 et seq.; and the disability results in the individual's total inability to perform the duties of employment, except that an individual who is otherwise eligible for benefits but only able to return to work on a reduced basis while recovering from the disability may receive benefits pursuant to the provisions of subsection (b) of section 16 of P.L. 1948, c.110 (C.43:21-40)."</p>	Effective
New Mexico	Quarantine Protection	<u>N.M. Stat. Ann. Sec. 12-10A-16</u>	An employer or an agent of an employer shall not discharge from employment a person who is placed in isolation or quarantine pursuant to the provisions of the Public Health Emergency Response Act.	Effective
New Mexico – Bernalillo County	Paid Time Off	<u>Ordinance 2019</u>	<p>Eligible employees accrue a minimum of one hour of earned PTO for every 32 hours worked. The accrual and usage caps increase incrementally over a period of three years, and vary based on employer size, as follows: (a) July 1, 2020: Employers with 2 or more employees must permit employees to accrue, use, and carry over up to 28 hours of earned paid time off in a year; (b) July 1, 2021: Employers with 11 or more employees must permit employees to accrue, use, and carry over up to 44 hours of earned paid time off in a year; (c) July 1, 2022: Employers with 35 or more employees must permit employees to accrue, use, and carry over up to 56 hours of earned paid time off in a year.</p> <p>Leave may be used for any reason.</p>	7/1/2020

New York	Paid Family Leave	<u>Paid Family Leave Section 380-1</u>	Beginning January 1, 2019, a covered employee may take up to 10 weeks of leave during any consecutive 52-week period. However, beginning January 1, 2021, and employee may take up to 12 weeks of leave during any consecutive 52-week period. A covered employee may use paid family leave to: bond with a newly born child within 12 months after birth; bond with a child during the first 12 months after the placement of a child into foster care with the employee or in connection with adoption of a child with the employee; care for a family member with a serious health condition; or assist when a spouse, domestic partner, child, or parent who is on active service in a foreign country or has been notified of an impending call or order of active service to a foreign country.	Effective
New York – New York City	Paid Sick Leave	<u>New York City Administrative Code Title 20, Chapter 8, Section 20-914</u>	Employees accrue 1 hour of paid leave (employers with less than 5 provide unpaid leave) for every 30 hours worked. Leave begins to accrue on the later of April 1, 2014, or the first day of employment. Employers are not required to provide more than 40 hours of leave for an employee in a calendar year. Employees may use paid leave for diagnosis, care, or treatment of a mental or physical illness, injury or health condition, or for preventative care for an employee or an employee's family member. Employee may also use sick time for absence related to: (c) closure of such employee's place of business by order of a public official due to a public health emergency or such employee's need to care for a child whose school or childcare provider has been closed by order of a public official due to a public health emergency.	Effective
New York – Westchester County	Paid Sick Leave	<u>Sec. 585.01</u>	Eligible employees accrue 1 hour of sick leave for every 30 hours worked (except for domestic workers). Domestic workers accrue 1 hours of sick leave for every 7 days worked in addition to 1 day or rest for every 7 days worked. Employers with 5 or more employees must be permitted to accrue up to 40 hours of paid sick leave per year. Employers with less than 5 employees must be permitted to accrue up to 40 hours of unpaid sick leave per year. Domestic workers must be permitted to accrue up to 40 hours of paid sick leave per year. Leave may be used for medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition, or preventative medical care, for an employee or employee's family member. Also, leave may be used for the care for an employee or family member when it has been determined by the public health authorities having jurisdiction that the employee's or family member's presence in the community may jeopardize the health of others because of his or her exposure to a communicable disease where or not the employee or family member has actually contracted the communicable disease; The closure of the employee's place of business by order of a public official due to a public health emergency; or The closure of a day care or elementary or secondary school attended by an employee's child where such closure was due to a public health emergency.	Effective
North Carolina	N/A	N/A	N/A	N/A
North Dakota	N/A	N/A	N/A	N/A
Ohio	N/A	N/A	N/A	N/A
Oklahoma	N/A	N/A	N/A	N/A
Oregon	Family Leave	<u>839-009-0200</u>	Generally, eligible employees may take up to 12 weeks of OFLA leave in a 12-month period (2 weeks of bereavement leave to deal with the death of a family member). However, there are some situations where an	Effective

			<p>employee may be entitled to take more than 12 weeks of leave in a 12-month period.</p> <p>Leave may be taken by an eligible employee: 1) to care for an infant or newly adopted child under 18 years old, or for a newly placed foster child under 18 years old, or for an adopted or foster child older than 18 if the child is incapable of self-care because of a mental or physical disability; 2) to care for a family member with a serious health condition; 3) to recover from or seek treatment for a serious health condition of the employee that renders the employee unable to perform at least 1 of the essential functions of the employee's regular position; 4) to care for a child of the employee who is suffering from an illness, injury, or condition that is not a serious health condition but that requires home care; and 5) to deal with the death of a family member by attending a funeral, making arrangements necessitated by the death of a family member, or grieving the death of a family member.</p>	
Oregon	Paid Sick Leave	<u>ORS 653.616</u>	<p>Leave accrual depends on the number of employees an employer has working in the state: Employers with less than 10 employees working anywhere in Oregon (and employers located in a city with a population of more than 500,000 with less than 6 employees) must allow employees to accrue at least 1 hour of unpaid sick time for every 30 hours worked or 1 and 1/3 hours for every 40 hours worked. Employers may subject the employees to a 40 hour annual accrual cap and may limit an employee to accruing no more than 80 total hours of sick time. These employers may also frontload 40 hours of unpaid sick leave at the beginning of each year.</p> <p>-Employers with 10 or more employees working anywhere in the state (and employers located in a city with a population of more than 500,000 with 6 or more employees) must allow employees to accrue at least one hour of paid sick time for every 30 hours worked or 1 and 1/3 hours for every 40 hours worked. Employers may implement a 40 hour annual accrual cap and may limit an employee to accruing no more than 80 total hours of sick time. These employers may also frontload 40 hours of paid sick leave at the beginning of each year.</p> <p>Employee may begin using leave on the 91st day of employment. Leave may be used for diagnosis, care, or treatment of mental or physical illness, injury, or health condition, including pregnancy, childbirth, postpartum care and preventative care for an employee or an employee's family member. Family member is defined as the employee's child or parent (including biological, adopted, foster, and in loco parentis), spouse, grandchild, grandparent, or parent-in-law. Additionally, leave may be used for closure of the employee's place of business, or the school or place of care of the employee's child, by order of a public official due to a public health emergency; a determination by a lawful public health authority or a health care provider that the presence of the employee or the family member of the employee in the community would jeopardize the health of others; and exclusion of the employee from workplace under any law or rule that requires the employer to exclude the employee from the workplace for health reasons.</p>	Effective
Pennsylvania - Pittsburgh	Paid Sick Leave	<p><u>Ordinance</u></p> <p><u>Guidelines</u></p>	<p>Employees accrue at least 1 hour of leave for every 35 hours worked in Pittsburgh. However, the law does describe limitations based on the employer's size (counting all employees, excluding owners):</p> <p>-Employers with 15 or more employees must provide paid sick leave, subject to an annual accrual cap of 40 hours.</p>	Effective on 3/15/2020

			<p>-Employers with less than 15 employees must provide unpaid leave during the first year after the effective date and paid sick leave thereafter, both subject to an annual accrual cap of 24 hours.</p> <p>Eligible employees may use sick leave under the PSDA for the following reasons:</p> <ul style="list-style-type: none"> • For their own diagnosis, care, or treatment of mental or physical illness, injury, or health condition, including preventative medical care; • To care for a family member during diagnosis, care, or treatment of mental or physical illness, injury, or health condition, including preventative medical care; or <p>For closures of the employee's place of business due to a public health emergency, to care for a child whose school or place of care has been closed due to a public health emergency, or to care for a family member when the family member's presence in the community would jeopardize the health of others because of exposure to a communicable disease.</p>	
Pennsylvania - Philadelphia	Paid Sick Leave	<u>Ordinance</u>	<p>Employees accrue 1 hour for every 40 hours worked. For employers with less than 10 employees, the leave must be provided by may be unpaid leave. For employers with 10 or more employees, the leave must be provided and must be paid. Leave begins to accrue on May 13, 2015 or on the first day of employment for those hired after that date. Accrual may be capped at 40 hours per calendar year.</p> <p>Sick leave may be used for diagnosis, care, or treatment of mental or physical illness, injury, or health condition, including preventative care, for an employee or an employee's family member.</p>	Effective
Rhode Island	Paid Sick Leave	<u>Section 28-57-6</u>	<p>Employees accrue 1 hour of earned sick time for every 35 hours worked, subject to accrual caps as follows: capped at 32 hours in the calendar year for 2019; and capped at 40 hours per calendar year beginning in 2020 and thereafter. Employees accrue sick time beginning on the later of the first date of employment or the effective date of the act. Employers may frontload annual leave entitlement at the beginning of each year.</p> <p>Workers may use earned sick time for the following: To care for their own mental or physical illness, injury or health condition; medical diagnosis, treatment and preventive medical care; To care for a family member with mental or physical illness, injury, or health condition; care of a family member who needs medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; care of a family member who needs preventive medical care; or Closure of worker's place of business by order of a public official due to public health emergency or worker's need to care for a child whose school or place of care has been closed by order of a public official due to a public health emergency, or care for oneself or a family member when it has been determined by the health authorities having jurisdiction or by a health care provider that the employee's or family member's presence in the community may jeopardize the health of others because of their exposure to a communicable disease, whether or not the employee or family member has actually contracted the communicable disease.</p>	Effective
Rhode Island	Family Medical Leave	<u>Section 28-48-1, et seq</u>	<p>Employees are eligible if they have worked an average of 30 or more hours per week and have worked for the same employer for 12 consecutive months prior to the effective date of the leave.</p>	Effective

			An eligible employee shall be entitled, upon reasonably advanced notice to his or her employer, to 13 consecutive work weeks of parental leave or family leave in any 2 calendar years. An eligible employee may take parental leave for the birth of a child of an employee or the placement of a child 16 years of age or less with an employee in connection with the adoption of such child by the employee. An eligible employee may also take family leave for the serious illness of an employee's family member or the employee himself or herself.	
Rhode Island	Temporary Caregiver Leave	<u>Section 28-41-35</u>	An eligible employee may be eligible for up to four weeks of temporary caregiver benefits in a benefit year. An eligible employee may use temporary caregiver benefits for any week in which he or she is unable to perform his or her regular and customary work because he or she is: bonding with a newborn child or a child newly placed for adoption or foster care with the employee or domestic partner; or caring for a family member with a serious health condition.	Effective
Rhode Island	Temporary Disability Insurance	<u>Section 28-41-1, et seq</u>	Provides benefit payments to insured RI workers for weeks of unemployment caused by a temporary disability or injury resulting from a non-work related illness or injury, and is funded exclusively by Rhode Island workers. To be medically eligible for TDI benefits, a Qualified Healthcare Provider (QHP) must certify the patient functionally unable to perform their customary and regular work duties and provide the length of time the patient is expected to be unable to work.	Effective
South Carolina	N/A	N/A	N/A	N/A
South Dakota	N/A	N/A	N/A	N/A
Tennessee	N/A	N/A	N/A	N/A
Texas – Austin	Paid Sick Leave	<u>Ordinance 250180215-049</u>	Eligible employee accrue 1 hour for every 30 hours worked, subject to the following limitations based on employer size: employers with 15+ employees have the accrual capped at 64 hours per year; and employers with 1 to 14 employees have their accrual capped at 48 hours per year. Employees may use paid leave for care or treatment of a mental or physical illness, injury, or health condition, including preventative medical or health care, for an employee or an employee's family member.	Subject to legal challenges and not yet effective (effective date currently unknown)
Texas – San Antonio	Paid Sick Leave	<u>Ord. No 2019-10-03-0795</u>	Eligible employees accrue 1 hour of leave for every 30 hours worked in San Antonio, subject to the following accrual caps based on employer size: employers with 1-15 employees may cap accrual at 48 hours per year; employers with more than 15 employees may cap accrual at 64 hours per year. Employees may use paid leave for care or treatment of a mental or physical illness, injury, or health condition, including preventative medical or health care, for an employee or employee's family member.	Subject to legal challenges and not yet effective (effective date currently unknown)
Texas- Dallas	Paid Sick Leave	<u>Chapter 20</u>	Eligible employees accrue 1 hour of leave for every 30 hours worked in Dallas, subject to the following accrual caps based on employer size: employers with 1-15 employees may cap accrual at 48 hours per year; employers with more than 15 employees may cap accrual at 64 hours per year. Employees may use paid leave for care or treatment of a mental or physical illness, injury, or health condition, including preventative medical or health care, for an employee or employee's family member.	Effective, but subject to legal challenge
Utah	Quarantine Protection	<u>Utah Code Ann. 26-6b-3.3</u>	In addition to the rights of an individual described in Subsections (1) and (2), an individual subject to an order of restriction may not be terminated	Effective

			from employment if the reason for termination is based solely on the fact that the individual is or was subject to an order of restriction.	
Vermont	Paid Sick Leave	<u>Sick Time Rules</u>	<p>Employees accrue 1 hour of earned sick time for every 52 hours worked, including overtime. However, the accrual amounts are subject to an accrual cap of 40 hours in a 12 month period.</p> <p>Leave may be used for illness or injury, or professional diagnostic, preventive, routine, or therapeutic health care, including travel time, for an employee or employee's family member. Additionally, leave may be used for accompanying the employee's parent, grandparent, spouse, or parent-in-law to an appointment related to long-term-care; or care for a parent, grandparent, spouse, child, brother, sister, parent-in-law, grandchild or foster child, because the school or business where that individual is normally located during the employee's workday is closed for public health or safety reasons.</p>	Effective
Vermont	Family Medical Leave	<u>21 V.S.A. 472, et seq</u>	<p>Employees are eligible if they have been continuously employed for a period of 1 year for an average of at least 30 hours per week.</p> <p>During any 12-month period, an eligible employee shall be entitled to take unpaid leave for a period not to exceed 12 weeks. Vermont also offers Short-term leave which is additional unpaid leave not to exceed 4 hours in any 30-day period and not to exceed 24 hours in any 12 month period.</p> <p>The law provides for family leave and parental leave. Family leave (employee who works for an employer which employs 15 or more individuals who are employed for an average of at least 30 hours per week during the year) may be used for one of the following reasons: 1) the serious illness of the employee; or 2) the serious illness of the employee's child, stepchild, or ward who lives with the employee, foster child, parent, spouse, or parent of the employee's spouse.</p> <p>Parental leave (employee who works for an employer which employs 10 or more individuals who are employed for an average of 30 or more hours per week) may be used for one of the following reasons: 1) the birth of the employee's child; or 2) the initial placement of a child 16 years of age or younger with the employee for the purpose of adoption.</p> <p>Vermont also offers Short-term leave in addition for parental and family leave. An eligible employee make take short-term family leave: 1) to participate in preschool or school activities of the employee's child, stepchild, foster child, or ward who lives with the employee; 2) to attend or to accompany the employee's child, stepchild, foster child, or ward to routine medical or dental appointments; 3) to accompany the employee's parent, spouse, or parent-in-law to other appointments for professional services related to their care and well-being; and 4) to respond to a medical emergency involving the employee's child, stepchild, foster child, or ward.</p>	Effective
Virginia	N/A	N/A	N/A	N/A
Washington	Paid Family Medical Leave	<u>Revised Code of Washington Title 50A</u> <u>Washington Administrative Code 192-500, et seq</u>	The maximum duration of paid leave during a 52 consecutive calendar week period is as follows: 12 weeks of family or medical leave, which may become 14 weeks of medical leave if the employee develops an incapacitating pregnancy-related serious health condition. The combined aggregate of family and medical leave during a 52 consecutive calendar week period is 16 weeks, which may increase to 18 weeks of combined family and medical leave if the employee develops an incapacitating pregnancy-related serious health condition.	Effective

			An eligible employee may take family leave: a) to participate in providing care for a family member of the employee who has a serious health condition; b) to bond with the employee's child during the first 12 months after birth, or the first 12 months after the placement of a child under the age of 18 with the employee; or c) because of any qualifying exigency as permitted under the FMLA. Additionally, an employee may take medical leave for their own serious health condition.	
Washington	Paid Sick Leave	<u>Revised Code of Washington 49.46.210, et seq</u> <u>Washington Administrative Code 296-128-630, et seq</u>	Employees accrue 1 hour of paid leave for every 40 hours worked. Employees accrue paid sick leave for all hours worked. Employees may use leave: For a mental or physical illness, injury, or health condition or if they need a medical diagnosis or preventative medical care; if a covered family member needs care for a mental or physical illness, injury, or health condition, or needs a medical diagnosis or preventative medical care; or if the employee's workplace or child's school or place of care has been closed for any health reason by order of a public health official.	Effective
Washington - Seattle	Paid Sick Leave	<u>SMC 14.16</u>	Leave accrues based on an employer size, regardless of where the employees work (referred to as the relevant tier), and including joint employers and employers part of an enterprise as a single employer: Tier One Employers (1-49 employees): 1 hour of paid time for every 40 hours worked; Tier Two Employers (50-249 employees): 1 hour of paid time for every 40 hours worked; and Tier Three Employers (250 or more employees): 1 hour of paid time for every 30 hours worked. An employee is authorized to use paid sick time for the following reasons: 1) An absence resulting from an employee's mental or physical illness, injury, or health condition; to accommodate the employee's need for medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or an employee's need for preventive medical care; and 2) to allow the employee to provide care of a family member with a mental or physical illness, injury, or health condition; care of a family member who needs medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or care of a family member who needs preventive medical care. An employee is authorized to use paid safe time for the following reasons: 1) when the employee's place of business has been closed by order of a public official, for any health-related reason, to limit exposure to an infectious agent, biological toxin, or hazardous material; 2) when the employee's child's school or place of care has been closed by order of a public official, for any health-related reason, to limit exposure to an infection agent, biological toxin, or hazardous material.	Effective
Washington – SeaTac (hospitality)	Paid Sick Leave (hospitality)	<u>Ordinance 7.45</u>	An employee is an eligible employee if they are any nonmanagerial, nonsupervisory individual who is either a hospitality worker employed by a hospitality employer or a transportation worker working for a transportation employer. Covered employees accrue 1 hour of paid sick/safe leave for every 40 hours worked. Employees may use leave as it accrues. Paid sick time may be used for: 1) an absence resulting from a Covered Worker's mental or physical illness, injury or health condition; to accommodate the Covered Worker's need for medical diagnosis care, or treatment of a mental or physical illness, injury or health condition; or a Covered Worker's need for preventive medical care; or 2) to allow the Covered Worker to provide care of a family member with a mental or	Effective

			<p>physical illness, injury or health condition; care of a family member who needs medical diagnosis, care, or treatment of a mental or physical illness, injury or health condition; or care of a family member who needs preventive medical care.</p> <p>Paid safe time may be used for: 1) When the Covered Worker's place of business has been closed by order of a public official to limit exposure to an infectious agent, biological toxin or hazardous material; or 2) To accommodate the Covered Worker's need to care for a child whose school or place of care has been closed by order of a public official for such a reason.</p>	
Washington – Tacoma	Paid Sick Leave	<u>T.C.M. 18.10</u>	<p>Employees accrue 1 hour of paid leave for every 30 hours worked.</p> <p>Sick leave may be used for: 1) An absence resulting from an employee's mental or physical illness, injury, or health condition; to accommodate medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or preventive medical care; 2) to allow the employee to care for a family member with a mental or physical illness, injury, or health condition; care for a family member who needs medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; or care for a family member who needs preventive medical care; 3) when the employee's place of business has been closed by order of a public official for any health-related reason; or 4) to allow the employee to care for a child whose school or place of care has been closed by order of a public official.</p>	Effective
West Virginia	N/A	N/A	N/A	N/A
Wisconsin	Family Medical Leave	<u>103.10</u>	<p>To be eligible, an employee must have been employed for at least 52 consecutive weeks and must have worked for the employer for at least 1,000 hours during the 52 week period.</p> <p>Eligible employees may take up to 2 weeks in a 12-month period to care for a family member with a serious health condition or for the employee's own serious health condition. A 12-month period means a calendar year beginning January 1 and ending at midnight on December 31.</p>	Effective
Wyoming	N/A	N/A	N/A	N/A

March 13, 2020

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