



2009 – 2010 Legislative Summary Sheet: Bills Related to Paid Sick Leave Recently Introduced into State Legislatures

This legislative summary sheet was developed to give an overview of the policy and legislation related to paid sick leave. Statutes and bills can be reviewed individually, but often it is useful to view them in “themes” or “clusters” to:

- Highlight legislative activity in one particular state
Make it easier to compare legislation between states
Illustrate varying legislation language and content

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Paid Sick Leave for the Employee Only

Indiana

- HB 1371 (Introduced 1/13/2009) Requires certain employers to provide certain employees a paid sick leave of at least one hour for each 30 hours that the employee is scheduled to be on duty in a week for the illness or routine medical care of the employee.



Paid Sick Leave for the Medical Care of the Employee and Their Family Only

Hawaii

- HB 1687 (Introduced 1/28/2009) Requires employers to provide paid sick leave to employees for their own self care or for the care or assistance for other persons; accrues at one hour for every 30 hours worked per week.

Missouri

- HB 406 (Introduced 1/26/2009) Establishes the Paid Sick Days Act which requires employers to provide seven sick days with pay per twelve month period to employees for their own illness or medical appointment or the illness or medical appointment of their child, spouse, parent or parent of a spouse.

New York

- SB 2666 (Introduced 2/26/2009)
AB 3647 (Introduced 1/27/2009) Requires all employers to provide one hour paid sick leave for every twenty hours worked to employees for the employee’s medical care or the care of a family member.



Tennessee

- HB 775 (Introduced 2/11/2009)
- SB 1442 (Introduced 2/12/2009)

Requires certain employers to grant their employees seven paid sick days per year for at least 30 hour work week and vacation leave; prorated based on number of hours worked; paid sick days includes care for a family member.



Paid Sick Leave for the Medical Care of the Employee, Their Family and for Domestic Violence Issues

Alaska

- SB 86 (Introduced 1/26/2009)

Establishes minimum paid sick leave of at least one hour of paid sick leave for every 40 hours worked; includes prevention, diagnosis and treatment of employee, family member or victims of assault.

California

- AB 1000 (Introduced 2/27/2009)

Relates to employment and sick days. Provides an employee who works in the state for a specified period during a calendar is entitled to paid sick days which shall be accrued according to a specified formula. Requires employers to provide sick leave for health conditions of the employee or the employee's family member, or leave related to domestic violence or sexual assault. Prohibits related employer discrimination or retaliation. Exempts employees covered under collective bargaining agreements.

Colorado

- HB 1210 (Introduced 1/29/2009)

Creates the Healthy Families and Workplaces Act, which requires all private employers in Colorado to provide paid sick leave to their employees; accrual based on number of employees and number of hours worked per week; includes sick days for medical care of self, family member or to deal with domestic violence; prohibits retaliation.

Connecticut

- HB 6187 (Introduced 1/27/2009)

Mandates employers provide paid sick leave to employees; requires employers with fifty or more employees provide six paid sick days to their employees for use for the employee's sickness, the employee's child's sickness, or to deal with sexual assault or family violence issues.

Massachusetts

- SB 688 (Introduced 1/19/2009)
- HB 1815 (Introduced 1/19/2009)

Entitles all employees to earn up to a minimum of 7 paid sick days per year; paid sick days are provided for the care of the employee, the employee's family or for issues related to domestic violence.

Minnesota

- HB 612 (Introduced 2/9/2009)
- SB 461 (Introduced 2/6/2009)

Establishes minimum standards of sick leave, including paid sick leave, for certain workers; to ensure that all working Minnesotans can address their health needs and the health needs of their families and to permit



victims of domestic abuse to address needs directly related to the violence or abuse; provides civil penalties; accrual based on number of employees and number of hours worked per week.

Montana

■ HB 579 (Introduced 2/11/2009)

Provides one hour of paid sick leave for every thirty hours worked to ensure that all workers in Montana can address their own health needs and the health needs of their families, including employees or the employees' children who qualify as victims of domestic violence, a sexual offense, or stalking; applies to employers with ten or more employees.

New Hampshire

■ HB 662 (Introduced 1/8/2009)

Requires employers to provide paid sick leave for employees, for the medical care of the employee, the employee's family member or for absences due to domestic violence.

North Carolina

■ HB 177 (Introduced 2/17/2009)

Provides for healthy families and healthy workplaces by ensuring that all workers have paid sick days to address their own health needs and the health needs of their families; includes leave for domestic violence issues; accrues at one hour for every thirty hours worked.

Vermont

■ HB 382 (Introduced 3/4/2009)

Proposes to ensure that all workers in Vermont are able to take care of their own health and safety needs and those of their families by allowing employees to accrue one hour paid leave for every thirty paid hours worked annually so that workers can address issues related to health care or safety for themselves or a family member; includes absences related to legal and social issues due to domestic violence.



Miscellaneous

Connecticut

■ SB 714 (Introduced 1/27/2009)

Concerns retaliation for use of paid sick leave; prevents retaliation from employers for an employee's use of their accumulated paid sick leave.

■ HB 5514 (Introduced 1/22/2009)

Mandates paid sick leave; improves the health of residents of Connecticut and to limit the transfer of infectious diseases in the workplace.

Illinois

■ SB 35 (Introduced 1/30/2009)

■ HB 548 (Introduced 2/8/2009)

Amends the School Code with respect to sick leave for teachers, provides that a school board may require a certificate from a physician, advanced practice nurse, physician assistant, or spiritual adviser or practitioner as a basis for pay during leave after an absence of 30 days for birth. Provides that for paid sick leave for adoption or placement for adoption, the school board may require that the teacher or other employee provide evidence.



New York

■ AB 1601 (Introduced 1/7/2009)

Allows employees to use accrued paid vacation or paid sick or personal leave to care for family members.

The Network has compiled a Work-Family Bills and Statutes Database to help provide an overview of the bills that have been proposed and the laws that have been passed in various states that are relevant to work-family issues. This Database includes bills and statutes related to **paid sick leave** that have been proposed in previous and current legislative sessions. You can connect to this database at: <http://wfnetwork.bc.edu/bills.php?area=policy>