

Current Paid Sick Days Laws

NOVEMBER 2024

Paid sick days laws are or will soon be in place in **40 jurisdictions** across the country.

19 States (including the District of Columbia)

- Washington, D.C. (enacted and effective 2008 and expanded 2014);
- Connecticut (enacted 2011, effective 2012);
- California (enacted 2014, effective 2015 and expanded 2018 and 2023);
- Massachusetts (enacted 2014, effective 2015);
- Oregon (enacted 2015, effective 2016);
- Vermont (enacted 2016, effective 2017 for large businesses and 2018 for small businesses);
- Arizona (enacted 2016, effective 2017);
- Washington (enacted 2016, effective 2018);
- Rhode Island (enacted 2017, effective 2018);
- Maryland (enacted 2018, effective 2018);
- New Jersey (enacted 2018, effective 2018);
- New York (enacted 2020, effective 2021);
- Colorado (enacted 2020, effective 2021);
- New Mexico (enacted 2021, effective 2022);
- Minnesota (enacted 2023, effective 2024);
- Michigan (reinstated 2024, effective 2024);
- Alaska (enacted 2024, effective 2025);
- Missouri (enacted 2024, effective 2025);
- Nebraska (enacted 2024, effective 2025)

17 Cities and Four Counties

- San Francisco (enacted 2006, effective 2007, expanded 2017 and 2022), Oakland (enacted 2014, effective 2015), Emeryville (enacted and effective 2015), Santa Monica (enacted 2016, effective 2017), Los Angeles (enacted and effective 2016), San Diego (enacted 2014, effective 2016), and Berkeley (enacted 2016, effective 2017), Calif.;

- Seattle (enacted 2011, effective 2012), Tacoma (enacted 2015, effective 2016), Wash.;
- New York City (enacted 2013, expanded and effective 2014) and Westchester County (enacted 2018, effective 2019), N.Y.;
- Philadelphia (enacted and effective 2015), Pittsburgh (enacted 2015, effective 2020), and Allegheny County (enacted 2021, effective 2021), Pa.;
- Montgomery County, Md. (enacted 2015, effective 2016);
- Minneapolis, St. Paul (enacted 2016, effective 2017), Duluth (enacted 2018, effective 2020) and Bloomington (enacted 2022, effective 2023), Minn.;
- Chicago and Cook County (enacted 2016, effective 2017), Ill.

Details on each of these laws are available [here](#). For more information on campaigns in other states and cities and at the federal level, or for more on the benefits of paid sick days policies, visit **NationalPartnership.org/PaidSickDays**.