

<b>Jurisdiction</b>
Federal
Alabama
Alaska
Arizona
Arkansas
California
California (Long Beach)
California (Los Angeles)
California (Los Angeles County)
California (Marin County)
California (Oakland)
California (Sacramento)
California (Sacramento County)
California (San Francisco)
California (San Jose)
California (San Mateo County)
California (Santa Rosa)
California (Sonoma County)
Colorado
Connecticut
Delaware
District of Columbia
Florida
Georgia
Hawaii
Idaho
Illinois
Illinois (Chicago)
Indiana
Iowa
Kansas
Kentucky
Louisiana
Maine
Maryland
Massachusetts
Michigan
Minnesota
Mississippi

Missouri
Montana
Nebraska
Nevada
New Hampshire
New Jersey
New Mexico
New York
North Carolina
North Dakota
Ohio
Oklahoma
Oregon
Pennsylvania
Pennsylvania (Philadelphia)
Pennsylvania (Pittsburgh)
Rhode Island
South Carolina
South Dakota
Tennessee
Texas
Utah
Vermont
Virginia
Washington
Washington (Seattle)
West Virginia
Wisconsin
Wyoming

<b>Temporary Leave Law</b>
<a href="#">Families First Coronavirus Response Act (FFCRA)</a>
N/A
N/A
N/A
N/A
<ul style="list-style-type: none"> <li>• COVID-19 Supplemental Paid Sick Leave</li> <li>• Cal/OSHA COVID-19 Paid Time Off</li> </ul>
<a href="#">COVID-19 Paid Supplemental Sick Leave Ordinance</a>
<ul style="list-style-type: none"> <li>• Supplemental Paid Sick Leave Order <ul style="list-style-type: none"> <li>• COVID-19 Vaccine Leave</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>• Supplemental Paid Sick Leave Ordinance <ul style="list-style-type: none"> <li>• COVID-19 Vaccine Paid Leave</li> </ul> </li> </ul>
<a href="#">COVID-19 Supplemental Sick Leave Ordinance</a>
<a href="#">Protecting Workers and Communities Pandemic-COVID-19 Emergency Paid Sick Leave Ordinance</a>
<a href="#">Sacramento Worker Protection, Health and Safety Act</a>
<a href="#">Sacramento County Worker Protection, Health and Safety Act of 2020</a>
<ul style="list-style-type: none"> <li>• San Francisco Public Health Emergency Leave Ordinance</li> <li>• COVID-19-Related Employment Protections</li> </ul>
<a href="#">COVID-19 Paid Sick Leave Ordinance</a>
<a href="#">Emergency Ordinance No. 4829</a>
<a href="#">Urgency Ordinance, ORD-2021-001</a>
<a href="#">Supplemental Paid Sick Leave Ordinance</a>
<ul style="list-style-type: none"> <li>• Health Emergency Leave With Pay Rules <ul style="list-style-type: none"> <li>• COVID-19 leave provisions of the Healthy Families and Workplaces Act</li> </ul> </li> </ul>
N/A
N/A
<a href="#">Coronavirus Support Temporary Amendment Act of 2021</a>
N/A
N/A
N/A
N/A
N/A
N/A
<a href="#">Vaccine Anti-retaliation Ordinance</a>
N/A
N/A
N/A
N/A
N/A
N/A
N/A
<a href="#">COVID-19 Emergency Paid Sick Leave Law</a>
<a href="#">H.B. 6032</a>
N/A
N/A

N/A
N/A
N/A
<ul style="list-style-type: none"> <li>• Public Accommodation Facilities Paid Time Off <ul style="list-style-type: none"> <li>• COVID-19 Vaccine Paid Leave</li> </ul> </li> </ul>
N/A
<a href="#">Prohibited COVID-19 Related Employment Discrimination</a>
N/A
<ul style="list-style-type: none"> <li>• COVID-19 Sick Leave Law <ul style="list-style-type: none"> <li>• Leave for COVID-19 Vaccinations</li> </ul> </li> </ul>
N/A
N/A
N/A
N/A
N/A
N/A
<ul style="list-style-type: none"> <li>• Paid Sick Leave Supplemental Emergency Regulations <ul style="list-style-type: none"> <li>• Public Health Emergency Leave</li> </ul> </li> </ul>
<a href="#">Temporary COVID-19 Emergency Paid Sick Leave</a>
N/A
N/A
N/A
N/A
N/A
N/A
N/A
N/A
<ul style="list-style-type: none"> <li>• Food Production Workers Paid Leave (Proclamation 20-67) <ul style="list-style-type: none"> <li>• High-Risk Employee Protections (Proclamations 20-46, 20-46.2)</li> </ul> </li> <li>• Paid Family Leave COVID-19 Emergency Rule</li> </ul>
<a href="#">Paid Sick and Safe Time for Gig Workers Ordinance</a>
N/A
N/A
N/A

Expiration Date
December 31, 2020
N/A
N/A
N/A
N/A
<ul style="list-style-type: none"> <li>• <b>COVID-19 Supplemental Paid Sick Leave:</b> September 30, 2021</li> <li>• <b>Cal/OSHA COVID-19 Paid Time Off:</b> January 14, 2022</li> </ul>
Based on relevant information contained in the City Manager's 90-day reports to the City Council and Mayor
<ul style="list-style-type: none"> <li>• <b>Supplemental Paid Sick Leave:</b> Two calendar weeks after the COVID-19 local emergency period expires</li> <li>• <b>COVID-19 Vaccine Leave:</b> September 30, 2021</li> </ul>
<ul style="list-style-type: none"> <li>• <b>Supplemental Paid Sick Leave:</b> Two calendar weeks after the COVID-19 local emergency expires</li> <li>• <b>COVID-19 Vaccine Paid Leave:</b> August 31, 2021</li> </ul>
September 30, 2021
Upon the expiration of Oakland's Declaration of COVID-19 Emergency
June 30, 2021
March 31, 2021
<ul style="list-style-type: none"> <li>• <b>Public Health Emergency Leave:</b> April 12, 2021, or upon the termination of the Public Health Emergency Order, whichever occurs first</li> <li>• <b>COVID-19-Related Employment Protections:</b> March 6, 2023</li> </ul>
June 30, 2021
June 30, 2021
September 30, 2021
September 30, 2021, unless extended by the Board of Supervisors
<ul style="list-style-type: none"> <li>• <b>Health Emergency Leave With Pay Rules:</b> July 14, 2020</li> <li>• <b>COVID-19 leave provisions of the Healthy Families and Workplaces Act:</b> December 31, 2020</li> </ul>
N/A
N/A
November 5, 2021
N/A
N/A
N/A
N/A
N/A
N/A
Upon the written determination by the Commissioner of Public Health that the threat to public health posed by COVID-19 has diminished to the point that this ordinance can safely be repealed.
N/A
N/A
N/A
N/A
N/A
N/A
N/A
September 30, 2021, or until the fund is exhausted, whichever occurs first
Not specified
N/A
N/A

N/A
N/A
N/A
<ul style="list-style-type: none"> <li>• <b>Public Accommodation Facilities Paid Time Off:</b> Upon the termination of the state of emergency or July 1, 2023</li> <li>• <b>COVID-19 Vaccine Paid Leave:</b> December 31, 2023</li> </ul>
N/A
Upon the expiration of the COVID-19 pandemic and related public health emergency and state emergency
N/A
<ul style="list-style-type: none"> <li>• <b>COVID-19 Sick Leave Law:</b> Not specified</li> <li>• <b>Leave for COVID-19 Vaccinations:</b> December 31, 2022</li> </ul>
N/A
N/A
N/A
N/A
N/A
N/A
<ul style="list-style-type: none"> <li>• <b>Supplemental Emergency Regulations:</b> Upon the expiration of the local disaster emergency</li> <li>• <b>Public Health Emergency Leave:</b> June 10, 2021 (upon the expiration of the state disaster emergency). However, remaining leave could be used up to June 17, 2021, in certain cases.</li> </ul>
July 29, 2022
N/A
N/A
N/A
N/A
N/A
N/A
N/A
N/A
<ul style="list-style-type: none"> <li>• <b>Proclamation 20-67:</b> Upon the termination of Proclamation 20-67 or the expiration of Proclamation 20-25, whichever occurs first</li> <li>• <b>Proclamations 20-46, 20-46.2:</b> Upon the expiration of the state of emergency</li> <li>• <b>Paid Family Leave COVID-19 Emergency Rule:</b> May 29, 2021</li> </ul>
<p>The later of:</p> <ul style="list-style-type: none"> <li>• Three years after the civil emergency proclaimed by the mayor terminates;</li> <li>• Three years after any concurrent civil emergency proclaimed by a public official terminates; or</li> <li>• December 31, 2023</li> </ul>
N/A
N/A
N/A

Notes
Employers that voluntarily offer leave under the FFCRA framework from January 1, 2021, through September 30, 2021, may seek tax credits for the cost of providing leave.
N/A
N/A
N/A
N/A
California had a prior law (AB 1867) that required COVID-19 Supplemental Paid Sick Leave that expired on December 30, 2020.
N/A
N/A
N/A
N/A
N/A
N/A
N/A
On February 5, 2021, San Francisco passed the COVID-19 Related Employment Protections ordinance, effective March 8, 2021, until March 8, 2023. This ordinance codifies and amends the emergency ordinance that originally provided such protections, which was effective September 11, 2020, until January 9, 2021.
N/A
N/A
N/A
N/A
N/A
N/A
N/A
The leave provisions were originally set to expire when the COVID-19 public health emergency expired.
N/A
N/A
N/A
N/A
N/A
N/A
N/A
N/A
N/A
N/A
N/A
N/A
N/A
Leave is only available for reasons related to COVID-19.
N/A
N/A

[illegible]