

## Key Differences in Paid Sick Leave Policy Mandates Across Jurisdictions

Connecticut	New York State (includes Westchester County)	New York City	New Jersey
<b>Eligible</b> if worked an average of 10 hours per week in prior quarter	No minimum number of hours worked required	Same as NYS	Same as NYS
<b>Accrue</b> 1 hour/40 worked; can begin to use after <i>working</i> 680 hours	Accrue 1 hour/30 worked; can begin to use after 1/1/21	Same as NYS	Accrual same as NYS; can begin to use 120 days after begin employment
<b>Uses include</b> if employee is a victim of family violence/sexual assault	Uses same as CT <i>plus</i> if public health emergency closes office or child care center	Same as NYS	Uses same as NYS <i>plus</i> to attend school-related meeting to care for child with a disability or health condition <i>or</i> per a health official's quarantine/isolation order of the employee <i>or</i> to care for a family member suspected of exposure to a communicable disease
<b>Family members</b> include child (broadly defined) and spouse	Same as CT <i>plus</i> domestic/civil union partner, parent (broadly defined), sibling, grandparent or grandchild, or child or parent of spouse/domestic partner	Same as NYS <i>plus</i> any blood relative or individual who is equivalent to a family member	Same as CT <i>plus</i> the grandparent, or sibling of a spouse/domestic/civil union partner, or if none apply, then a person designated annually by the employee
<b>Rehired employee</b> credited for past hours worked for eligibility	No credit for rehired employee	Employee rehired within 6 months retains accrued, unused time	Same as NYC
Can <b>eliminate carryover</b> by mutual agreement if pay out accrued, unused days	Carryover equal to the annual accrual required; no clear guidance yet on options to eliminate carryover	Can eliminate carryover if paid time off is frontloaded	Can eliminate carryover if pay out accrued, unused days in the final month of the benefit year
<b>7 days' employee notice</b> may be required if usage is foreseeable	No express notice requirement	Same as CT; confidentiality required	Same as NYC