

June 19, 2017

Summary of leave legislation for private employers

Each month, Sedgwick monitors and reports on leave legislation. Download the [full May 2017 edition](#) or view a summary by state below.

Arizona – Paid Sick Leave (Proposition 206)
Informational only – Sedgwick does not administer
Approved by voters November 8, 2016. Effective July 1, 2017.

As reported in the November 2016 newsletter, this new law requires all employers to provide paid sick leave to employees. Employees can begin accruing earned paid sick time on July 1, 2017 at a rate of one hour of paid sick leave for every 30 hours worked. Employees will be permitted to use paid sick leave for themselves, family members, or any other person related by blood or affinity who is the equivalent of an employee's family member. See the [Industrial Commission of Arizona's website](#) for additional information on the new regulations.

California – SB 63: New Parent Leave Act: Expanded Definition of “Employer”
Introduced December 22, 2016. Passed Senate Vote May 30, 2017.

Existing law applies only to employers who have 50 or more employees within a 75-mile radius of a worksite. If passed, [this bill](#) would revise the definition of “employer” so that it would apply to employers who have 20 or more employees within a 75-mile radius of a worksite. This bill would require those employers to allow employees with more than 12 months and at least 1,250 hours of service during the previous 12-month period to take up to 12 weeks of parental leave to bond with a new child within one year of the child's birth, adoption, or foster care placement.

Georgia – SB0201: Sick Leave to Care for Family
Informational only – Sedgwick does not administer
Signed by Governor May 8, 2017

This [new law](#), effective July 1, 2017, requires all employers with 25 or more employees to

extend their sick leave policies to include time for caring of the employee's immediate family member. "Immediate family member" is defined as an employee's child, spouse, grandchild, grandparent, or parent or any dependents as shown in the employee's most recent tax return. The new law only applies to employees working at least 30 hours a week.

Illinois (Cook County) – Earned Sick Leave

Informational only – Sedgwick does not administer

Passed on October 5, 2016. Rules approved May 25, 2017. Effective July 1, 2017.

As reported in the October 2016 newsletter, Cook County passed a paid sick leave ordinance on October 5, which applies to all employers with at least one place of business within Cook County, Illinois. Employees who perform at least two hours of work within the geographic boundaries of Cook County in any two-week period and work at least 80 hours in any 120-day period are eligible to accrue paid sick leave. Click [here](#) for more information regarding the new ordinance.

Maryland – HB-1: Healthy Working Families Act

Informational only – Sedgwick does not administer

Introduced January 11, 2017. Passed April 5, 2017. Vetoed by Governor May 25, 2017.

As previously reported, [this law](#) was passed by the legislature but has since been vetoed by the Governor citing concerns over the resulting financial burden on small businesses. It is expected, however, that the Maryland General Assembly will override the veto since the bill was passed by a "veto-proof" majority. Originally introduced in January 2017 as HB 65, this law would have required all employers employing 15 or more workers to provide earned sick and safe leave that is paid at the same wage rate as the employee normally earns.

Minnesota – Paid Sick Leave Ordinance

Informational only – Sedgwick does not administer

Effective July 1, 2017.

As previously reported, the Cities of St. Paul and Minneapolis both passed Sick and Safe Time Ordinances last year that will become effective July 1, 2017. Each City has provided administrative guides for interpreting and enforcing the new leave ordinances. The St. Paul Ordinance is subject to change pending the outcome of the *Minnesota Chamber of Commerce et. al v. City of Minneapolis* case, which is currently pending before the Minnesota Court of Appeals.

[- St. Paul Earned Safe and Sick Time rules and posting requirements](#)

[- Minneapolis' Safe and Sick Time rules](#)

Nevada – SB 196: Paid Sick Leave
Informational only – Sedgwick does not administer
Passed May 27, 2017. Vetoed by Governor June 1, 2017.

This [bill](#), which would have required all employers with 25 or more employees to provide paid sick leave at a rate of 1 hour for every 40 hours worked, was vetoed by the Governor citing that the bill “presents a substantial economic burden on small businesses, upsets competition for employees, and could hinder Nevada’s business friendly reputation.”

New York – Paid Family Leave
Revised Regulations open for comment May 24, 2017.

As reported earlier this year, the state’s Workers’ Compensation Board has proposed changes to the existing New York workers’ compensation laws to provide guidance to employers, TPA/insurance carriers and employees regarding their rights and responsibilities in providing Paid Family Leave coverage, requesting leave, and the use of leave benefits. After receiving public comment on the February 22, 2017 draft, a revised and updated draft amendment was published on May 24, 2017 and is open for public comment.

[- View proposed regulations](#)

[- Submit comments on the proposed regulations](#) (comments can be submitted for 30 days after the publication date of May 24, 2017)

Pittsburgh, Pennsylvania – Pittsburgh Paid Sick Days Act
Informational only – Sedgwick does not administer
Enacted August 2015. Invalidated in Appeals Court May 2017.

The City of Pittsburgh’s [Paid Sick Days Act](#), which requires all employers within the City to provide paid sick time to employees, was successfully challenged in trial court with the court finding that the City did not have authority to place unauthorized requirements on employers. The Act is currently invalid, however, the City is expected to appeal to the Supreme Court of Pennsylvania.

Rhode Island – HR 6143: Parental and Family Medical Leave
Introduced and in committee April 26, 2017.

This act would grant unpaid pregnancy leave to part-time workers, clarify their access to unpaid sick leave during their pregnancy, and provide additional protections for pregnant workers who work in the medical field. Click [here](#) to view the proposed law.

Texas – HB 88: Leave to Care for Foster Child
Passed May 16, 2017. Signed by Governor May 26, 2017.

This [law](#) will require employers to treat foster children with the same rights as biological or adopted minor children for any leave related policies. The act will take effect on September 1, 2017. **Sedgwick’s leave clients – please note:** Sedgwick’s involvement in this new law will be limited to our involvement in an employer’s personal leave administration. Employers that need to update their leave policies should contact their Sedgwick contact to determine the appropriate steps to update the Sedgwick system and employer process.

Texas – HB656: Employment Leave for Family or Medical Obligations
Introduced December 20, 2016. Failed May 30, 2017.

This law has failed in committee. If it had passed, it would have required Texas employers to grant up to 30 days of leave to employees who have been employed for at least one year. Click [here](#) to view the failed law.

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