

STATE	EFFECTIVE DATE	DOCUMENT NO.	DESCRIPTION	NOTES:
ARIZONA	7/1/2017	Fair Wages and Healthy Families Act A.R.S. Title 23, Chapter 2, Articles 8 and 8.1	15+ employees, 1 hr for every 30 hrs worked, max to use is 40 hrs paid sick leave per year  Less than 15 employees, 1 hr for every 30 hours, may not use more than 24 hours per year  *Wait 90 days after date of hire before using	
CALIFORNIA	4/1/2015	Healthy Workplaces, Healthy Families Act of 2014 (AB 1522  1/31/2018 expanded to include all CA employers	1 hr for every 30 hrs worked, begins on first day of employee's employment	
CONNECTICUT	1/1/2012	Connecticut General Statute 31-57r through 31-57w Paid Sick Leave	Service workers – 1 hr for every 40 hrs worked with a max of 40 hrs per year with carryover	

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MARYLAND	2/11/2018 State level	Healthy Families Act	15+ employees, 1 hr for every 30 hours worked, up to 40 hrs per year and can carry over 40 hrs at start of new year and can be used only after their 106 <sup>th</sup> day of their start date.  >15 employees, provide same amount of time as unpaid leave	
MASSACHUSETTS	7/1/2015	Massachusetts General Laws §148C	1 hr for every 30 hrs worked; to be used after 90 <sup>th</sup> day of commencement of employment  11 + employees entitled to and use up to 40 hrs in calendar year	
NEW JERSEY	10/29/2018	NJ Rev. Stat. Sec. 34:11-56a <i>et seq</i>	1 hr for every 30 hrs worked.  Employees hired before 10/29/18, accrue leave on effective date of Act  New hires accrue leave on date of hire and subject to 120 calendar day waiting period.	
OREGON	1/1/2016 Amended 2018	Senate Bill 454	10 or more employees – must provide up to 40 hours of paid leave per year  Less than 10 employees – must provide 40 hours of unpaid protected sick time	

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RHODE ISLAND	7/1/2018	RI Gen L § 28-57-5 (2017)	1 hr for every 35 hrs worked with max of 24 hrs during CY 2018, 32 hrs in CY 2019 and max of 40 hrs per year thereafter	
VERMONT	1/1/2017	21 V.S.A. § 487  Act 69 of 2016 General Assembly	Between 1/1/17 - 12/31/18, 1 hr for every 52 hrs worked including overtime, 24 hrs will be usable per annual period.  After 12/31/18 – 1 hr for every 52 hrs worked including OT and 40 hrs shall be usable per annual period.	
WASHINGTON STATE	1/1/2018 statewide		1 hr for every 40 hours worked and can carry over up to 40 hrs accrued but unused  Local (Seattle, Tacoma and Spokane vary)	