

KNOW YOUR RIGHTS:

New York State Paid Sick Time

Paid sick time is now a right for workers throughout New York State.

What does the New York State paid sick time law do?

It gives workers sick time that can be used to recover from physical/mental illness or injury, seek medical treatment, care for a sick family member (a child, parent, spouse, domestic partner, child or parent of a spouse or domestic partner, grandparent, grandchild, or sibling), or to address certain non-medical needs that may arise if the worker or a family member is a victim of domestic violence, a family offense, a sexual offense, stalking, or human trafficking.

Am I covered?

If you work as an employee in New York State, you are probably covered, whether you are a **full-time**, **part-time**, or **temporary** worker. Workers are covered regardless of immigration status. However, the law does not cover federal, state, and municipal employees.

How much sick time can I earn?

You earn **1 hour** of sick time for **every 30 hours worked**. The amount of time you can use depends on the size of your employer. If your employer has **100 or more workers**, you can earn up to **56 hours** of sick time per year. If your employer has **between 1 and 99 workers**, you can earn up to **40 hours** of sick time per year. If your employer has **fewer than 5 workers** and a net income of less than \$1 million in the last tax year, your sick time may be unpaid—but you can't be fired or punished for taking it.

What if I already have paid leave or paid time off?

If you already get any paid leave (vacation, paid time off, etc.) that you can use as sick time **and** it's **at least** the same amount you would earn under this law, the law does **not** give you any additional paid time off.

When can I begin using my sick time?

You start earning sick time on September 30, 2020 or when you start work, whichever is later. And beginning **January 1, 2021**, you can use your sick time as soon as it's earned.

COVID-19 NOTE: Paid sick time under this law is in addition to time available under New York State's emergency COVID-19 paid sick time law. To learn more, visit abetterbalance.org.




All covered workers are protected against being fired or punished for using or requesting sick time. If you have a problem—or want more information—call A Better Balance's free legal clinic at **1-833-NEED-ABB**.

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balance

the work and family legal center

abetterbalance.org 1-833-NEED-ABB

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