



Westchester County's Earned Sick Leave Law

Effective April 10, 2019

Under Westchester County's Earned Sick Leave Law, employers with five or more employees in Westchester County must provide paid sick leave. Employers with fewer than five employees must provide unpaid sick leave.

YOU HAVE A RIGHT TO SICK LEAVE, WHICH YOU CAN USE FOR THE CARE AND TREATMENT OF YOURSELF OR A FAMILY MEMBER.

✓ 80
HOURS WORKED

In general, employees who work for a covered employer in Westchester County for more than 80 hours in a calendar year, full-time or part-time, are covered by the Earned Sick Leave Law but certain exceptions apply.

You accrue sick leave at the rate of one hour for every 30 hours worked, up to a maximum of 40 hours of sick leave per year.

ONE HOUR EARNED
for every
30 WORKED

You begin to accrue sick leave on July 10, 2019 or on your first day of employment, whichever is later. An employer has the right to delay your ability to use earned sick time until you have worked for the employer for 90 days.

YOU CAN USE SICK LEAVE WHEN:



You have a mental or physical illness, injury or health condition; you need to get a medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition; you need to get preventative medical care.



You must care for a family member who needs a medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition, or who needs preventative medical care.



Your employer's business closes due to a public health emergency or you need to care for a child whose school or child care provider has closed due to a public health emergency.

YOU HAVE A RIGHT TO BE FREE FROM RETALIATION FROM YOUR EMPLOYER FOR USING SICK LEAVE

For general information about the law, contact the Human Rights Commission at (914) 995-7710 or visit humanrights@westchestergov.com.

If you think you've been subjected to a violation of any rights granted under the Earned Sick Leave Law, please contact the Westchester County Department of Consumer Protection. Visit www.consumer.westchestergov.com or call (914) 995-2155.