

Update: NYC's Paid Safe and Sick Leave Law

By Dawn Perri, Chief Human Resources Officer

The New York City Office of Labor Policy and Standards recently issued amendments to NYC's Paid Safe and Sick Leave Law. Some took effect on September 30, 2020 and others will take effect January 1, 2021.

Effective September 30, 2020

Employers must adhere to the following:

- provide domestic workers with 40 hours of paid safe and sick leave;
- allow employees to use safe and sick leave as it is accrued;
- reimburse employees who must pay for required documentation after three consecutive workdays of leave;
- list on employees' paystubs (or any document issued each pay period) the amounts of accrued and used leave and the total balance of accrued leave. [**Note:** For this requirement only, employers that could not operationalize the documentation requirement by September 30, 2020 – but are working in good faith on implementation – will have up to November 30, 2020 to ensure compliance without a penalty.]

Effective January 1, 2021

Employers with:

- 100 or more employees must provide **up to 56 hours of paid leave**.
- Four or fewer employees and a net income of \$1 million or more must provide **PAID leave**.

Definitions

The NYC Department of Consumer and Worker Protection (DCWP) [web page](#) defines the following as:

Safe Leave: Time off work for safety reasons. Covered employees can use safe leave to seek assistance or to take other safety measures if the employee or a family member is the victim of any act or threat of domestic violence, unwanted sexual contact, stalking, or human trafficking.

Sick Leave: Time off work for health reasons. Covered employees can use sick leave for the care and treatment of themselves or a family member.

Further Information

Employers and employees may get more information, as well as keep up-to-date, by visiting the DCWP [website](#).

Contact Us

Please reach out to our HR professionals with any questions about this or anything else pertaining to your workforce and let us help you navigate through these difficult times.

Dawn Perri
Chief Human Resources Officer
dperri@pkfod.com | 914.341.7046

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