



**SLOAN WORK AND FAMILY
RESEARCH NETWORK**
BOSTON COLLEGE

2007 Legislative Summary Sheet

Survey of Sick Leave Bills Introduced into State Legislatures

This legislative summary sheet was developed to give an overview of the policy and legislation related to sick leave. Statutes and bills can be reviewed individually, but often it is useful to view them in “themes” or “clusters” to:

- ▶ Highlight legislative activity in one particular state
- ▶ Make it easier to compare legislation between states
- ▶ Illustrate varying legislation language and content

Contents in this Summary Sheet:

| | |
|--|-------------|
| Bills Establishing Paid Sick Leave | p. 1 |
| Bill Establishing Unpaid Sick Leave..... | p.3 |
| Bills Extending, Establishing, or Revising Sick Leave Benefits for Certain Employees..... | p.3 |
| Bills Protecting Employees Utilizing Paid Sick Leave Benefits..... | p.4 |



Bills Establishing Paid Sick Leave Benefits for Employees

Connecticut

- ▶ **CT SB 601**
Mandates employers with twenty-five or more employees to provide one hour of paid sick leave for every 40 hours worked by an employee, up to 52 hours (Reported favorably from Joint Committee on Appropriations, 5/30/07).

Florida

- ▶ **FL HB 763**
Establishes the Florida Paid Sick Leave Act, which mandates employers with ten or more workers to provide one hour of paid sick leave for every 40 hours worked and employers with less than ten employees to provide one hour of paid sick leave for every 80 hours worked, both up to 72 hours (Died in Committee, 5/4/07).
- ▶ **FL SB 2192**
Establishes the Healthy Workers, Health Families Act, which mandates employers with ten or more workers to provide one hour of paid sick leave for every 40 hours worked and employers with less than ten employees to provide one hour of paid sick leave for every 80 hours worked, both up to 72 hours (Died in Committee, 5/4/07).

Maine

- ▶ **ME HB 1024**

Requires employers with twenty-five or more employees to provide one hour of paid sick leave for every thirty hours worked by an employee, up to 9 days (Carried over to next session, 6/20/07).

Maryland

▶ MD HB 832

Requires employers with ten or more employees to provide one hour of paid sick leave for every 37 hours worked by an employees, up to 56 hours and employers with less than ten employees to provide one hour of paid sick leave for every 80 hours worked by an employee, up to 26 hours (Reported unfavorably from Committee on Economic Matters, 3/13/07).

▶ MD SB 828

Requires employers with ten or more employees to provide one hour of paid sick leave for every 37 hours worked by an employees, up to 56 hours and employers with less than ten employees to provide one hour of paid sick leave for every 80 hours worked by an employee, up to 26 hours (Reported unfavorably from Committee on Finance, 3/28/07).

Massachusetts

▶ MA HB 1803

Requires employers to provide employees with one hour of paid sick leave for every 30 hours worked by an employee, up to seven days (In Committee of Labor and Workforce Development, 1/10/07).

▶ MA SB 1073

Requires employers to provide employees with one hour of paid sick leave for every 30 hours worked by an employee, up to seven days (In Committee of Labor and Workforce Development, 1/10/07).

Minnesota

▶ MN HB 1334

Requires employers with ten or more employees to provide one hour of paid sick leave for every 40 hours worked by an employees, up to 52 hours and employers with less than ten employees to provide one hour of paid sick leave for every 80 hours worked by an employee, up to 26 hours (In Committee on Commerce and Labor, 2/22/07).

▶ MN SB 1324

Requires employers with ten or more employees to provide one hour of paid sick leave for every 40 hours worked by an employees, up to 52 hours and employers with less than ten employees to provide one hour of paid sick leave for every 80 hours worked by an employee, up to 26 hours (In Committee on Business, Industry and Jobs, 2/28/07).

Missouri

▶ MO HB 1259

Requires employers with ten or more employees to provide one hour of paid sick leave for every 37 hours worked by an employees, up to 40 hours, and employers with less than ten employees to provide one hour of paid sick leave for every 80 hours worked by an employee, up to 26 hours (In Committee on Job Creation and Economic Development, 5/18/07).

▶ MO SB 637

Requires employers with ten or more employees to provide one hour of paid sick leave for every 37 hours worked by an employees, up to 40 hours, and employers with less than ten employees to provide one hour of paid sick leave for every 80 hours worked by an employee, up to 26 hours (In Committee on Small Business, Insurance and Industrial Relations, 3/1/07).

North Carolina

▸ NC HB 1711

Requires employers to provide one hour of paid sick leave for every 30 hours worked by an employee, up to seven days (In Committee on Commerce, Small Business, and Entrepreneurship, 4/26/07).

Vermont

▸ VT HB 337

Requires employers to provide employees working 30 or more hours a week with no fewer than seven paid sick days and to provide part-time employees with a pro-rated number of sick days (In Committee on General, Housing, and Military Affairs, 2/20/07).



Bill Establishing Unpaid Sick Leave

North Carolina

▸ NC SB 1092

Requires employers to provide one hour of paid sick leave for every 30 hours worked by an employee, up to seven days (In Committee on Commerce, Small Business, and Entrepreneurship, 4/11/07).



Bills Establishing, Extending, or Revising Paid Sick Leave Benefits for Certain Employees:

Louisiana

▸ LA HB 641

Extends the provision of paid sick leave of public school teachers to include speech-language pathologists and audiologists, occupational therapists, school nurses, and physical therapists employed in public schools (In House Committee on Appropriations, 6/20/07)

Montana

▸ MT HB 498

Eliminates the qualifying period before certain public employees may use accrued sick time (Died in Committee, 4/27/07)

New York

▸ NY SB 5235

Provides domestic workers with a minimum of 5 paid sick days annually (In Committee on Rules, 6/11/07).

Texas

▸ TX SB 189

Relates to the amount of sick leave time police officers are allowed to accumulate (Signed by Governor, 5/21/07)



Bills Protecting Employees Utilizing Paid Sick Leave

Hawaii

- ▶ HI HB 52
Prohibits employers from suspending, discharging, or discriminating against an employee for taking sick leave (In Committee on Labor and Public Employment, 1/22/07).

- ▶ HI HB 1078
Prohibits an employer from discharging or otherwise punishing an employee for the lawful use of the employee's accrued and available sick leave (In Committee on Labor and Public Employment, 1/24/07).

The Network has additional resources related to this topic.

1. The Sloan Work and Family Research Network has created a publication, the [Policy Leadership Series: Paid Sick Days](#) at http://wfnetwork.bc.edu/pdfs/policy_makers10.pdf. This publication was mailed to over 1,700 U.S. legislators and policymakers.
2. Our database of academic literature contains the citations and annotations of literature related to the issue of Paid Sick Leave. You can connect to this database at:
http://library.bc.edu/F?func=find-b-0&local_base=BCL_WF
3. The Network has compiled a Work-Family Bills and Statutes Database to help provide an overview of the bills that have been proposed and the laws that have been passed in various states that are relevant to work-family issues. This Database includes bills and statutes related to Sick Leave that have been proposed in previous and current legislative sessions. You can connect to this database at <http://wfnetwork.bc.edu/bills.php?area=policy>