



Statewide Paid Sick Leave

As part of the 2020-21 [State Budget](#), New York has enacted a paid sick leave law that will take effect later this year.

All employers with 4 or fewer employees in any calendar year and a net income of less than \$1 million in the previous tax year must provide employees with up to 40 hours of *unpaid* sick leave per calendar year. All employers with 4 or fewer employees in any calendar year but a net income of greater than \$1 million in the previous tax year, as well as all employers with between 5-99 employees, must provide each employee with up to 40 hours of *paid* sick leave per calendar year. Any employer with at least 100 employees in any calendar year must provide each employee with up to 56 hours of *paid* sick leave per calendar year.

Employers may provide all required paid sick leave hours at the beginning of the year, or provide such leave at a rate that accrues at a rate of no less than 1 hour of paid sick leave for every 30 hours worked. Accrued paid leave under the new law must be available for use on January 1, 2021, and employees may use paid sick leave for reasons related to health, domestic violence or human trafficking.

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