



## Westchester Paid Safe Leave Enacted **Extends Paid Sick Leave Law**

Westchester County has now enacted a paid safe leave law. It will take effect on October 30, 2019 and cover most employees who work in Westchester for more than 90 days in a calendar year.

Qualifying employees who are victims of domestic violence or human trafficking may take up to 40 hours of paid leave in any continuous 12-month period for related court proceedings or to move to a safe location. When using paid safe leave, employees will be expected to request time off in advance if possible. Employers may require documentation that the leave was used for a qualifying reason, which must be kept confidential and in a separate file from any other personnel information. Employees cannot be required to have their shifts covered by a colleague.

Employers must post a notice of the law in their workplaces, and provide a copy to employees at hire or within 90 days after it takes effect. Violations of the law may lead to penalties that include \$500 per improper denial of paid safe leave and the greater of \$250 or three times an employee's wages for the time he/she was using paid sick leave.

These rights are in addition to Westchester's paid sick leave [law](#), which took effect in April.

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