



Westchester Paid Sick Leave Law Enacted **Up to 40 Hours Per Year for Qualifying Employees**

On October 12, Westchester County [enacted](#) a paid sick leave. It will take effect on April 10, 2019 for most employees (excluding employees covered by collective bargaining agreements that offer comparable benefits). Any private employer with at least five employees in Westchester, or at least one domestic worker, will be required to offer paid sick leave to employees that work at least 80 hours per calendar year. Employers with fewer than five employees may offer unpaid sick leave.

Employees will accrue one hour of paid sick leave for every 30 hours worked, or every seven days worked for a domestic worker, up to a maximum of 40 hours per year. Unused time may be carried over to the next year. Employees using paid sick leave must be paid at the same rate they are normally paid for hours worked. Paid sick leave can be used for reasons such as an employee's or covered relative's illness or treatment of illness, or preventative medical care.

Westchester County's Department of Weights and Measures- Consumer Protection will enforce the law, and employees also have the right to bring a lawsuit for alleged violations. Penalties for violating the law may include the greater of \$250 or three times the wages an employee should have been paid for any time he/she took qualifying sick leave but was not paid, or \$500 if qualifying paid sick leave was requested but improperly denied and thus not taken.

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