

Earned Sick Time

As of October 2015, four states and eighteen localities have enacted Earned Sick Leave regulations. These regulations reflect a growing movement that includes several attempts to pass nationwide regulations. Until that happens, employers can expect to be dealing with a hodgepodge of differing regulations, depending on where they operate.

Typically these regulations allow workers to earn sick time at a rate of one hour for every 30-40 hours that they work. There are other rules that determine eligibility, allowed uses, waiting periods and roll over of earned hours, which vary by locality.

Of particular concern to clients is that these regulations apply to freelance workers and allow them to exercise their rights to sick time hours for any scheduled work, regardless of the fact that the hours may have been earned over multiple projects worked for your company.

The California regulations also require the reporting of Earned Sick Time balances on employee pay stubs. While the regulations are already in effect, this reporting requirement will not start for motion picture industry employees until January 1, 2016.

The TEAM Companies have implemented Earned Sick Time tracking and reporting to assist clients in administering these responsibilities. Clients who consistently work in the following localities should contact us so that we can assist them with the specifics of their situation:

Connecticut, California, Massachusetts, Oregon

New York City; CA Cities: San Francisco, Oakland, Emeryville; WA Cities: Seattle, Tacoma; NJ Cities: Jersey City, Newark, East Orange, Paterson, Irvington, Montclair, Bloomfield; Washington, DC; Philadelphia; Montgomery County, MD.

For additional information, contact us at: info@theteamcompanies.com