

March 12, 2017

HB 1 and SB 230- Earned Sick Leave

Key Points of Legislation of both bills:

- Employee DOES NOT include someone under the age of 18 at the beginning of the year.
- Can't work less than 8 hours/week to be eligible.
- Earned sick applies to 15 or more employees
- 1 hour for every 30 hours employee works

HB 1

- Can only earn 56 hours max per year.
- Can only use 80 hours max per year.
- Cant' use earned sick leave during the first 90 calendar days or 480 hours.
- Can't accrue earned leave during 2 week period if worked less than 16 hours.
- If employee is rehired within 9 months after leaving employment, employer must reinstate unused earned leave.

SB 230

- Can't work less than 12 hours/week to be eligible.
- Can only earn 40 hours max per year.
- Can only use 72 hours max per year.
- Employer does NOT have to pay tipped employee more than minimum wage for earned sick leave.
- Can't use earned sick during the first 106 days.
- Can't accrue during 2 week period if worked less than 24 hours.
- If employee rehired within 37 weeks after leaving employment, employer must reinstate unused earned leave.

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