
Employment Alert: NYC Earned Sick Time Law To Take Effect 4/1/2014

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Even before it was scheduled to take effect on April 1, 2014, the New York City Earned Sick Time Act has been expanded. NYC employers with five or more employees will be required to provide up to five days of paid sick time per calendar year, as will those employing domestics, regardless of the number of domestics employed. Smaller NYC employers are required to provide up to five days of unpaid sick time per calendar year. The law was also expanded to add siblings, grandparents and grandchildren to its coverage, so eligible employees are permitted to take time off for:

- A mental or physical illness, injury or health condition, as well as a medical diagnosis, care or treatment of a mental or physical illness, injury or health condition or need for preventive medical care.
- Care of a family member who needs medical diagnosis, care or treatment of a mental or physical illness, injury, or health condition, or who needs preventive medical care.
- Closure of such employee's place of business by order of a public official due to a public health emergency or such employee's need to care for a child whose school or childcare provider has been closed by order of a public official due to a public health emergency.

Employers have some choices, such as the increments of leave provided, so it is helpful for employers to develop policies. In addition, it will be necessary to advise employees of their rights under this law.

If you would like us to help you develop your policies, please feel free to contact our Employment Law Group Director, [Sharon P. Stiller](mailto:sstiller@abramslaw.com) at sstiller@abramslaw.com.