



2024
**Statutory Paid Disability,
Sick Leave, and Family Leave
Laws by State**

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States without Statutory Paid Leave

Alabama	New Hampshire**
Alaska	North Carolina
Arkansas*	North Dakota
Florida	Ohio
Georgia	Oklahoma
Idaho	Pennsylvania
Illinois	South Carolina
Indiana	South Dakota
Iowa	Tennessee
Kansas	Texas
Kentucky	Utah
Louisiana	Virginia***
Mississippi	West Virginia
Missouri	Wisconsin
Montana	Wyoming
Nebraska	

* If paid family leave is offered by company policy, it must offer the same leave for adoptions.

** Paid leave is not required for private employers.

*** Paid sick leave is required for Home Health employees only.

Arizona

Paid Sick Leave

- Waiting Period: 90 days after Date of Hire
- Duration of Benefits: anytime throughout employment
- Benefit Amount / Accrual: 1 hr of leave accrued for each 30 hours worked, to a maximum of:
 - 24 hours if the company have 1-14 employees
 - 40 hours if the company has 15 or more employees
- Employee Cost: None
- Employer Cost: employee's pay at regular hourly rate while employee is taking leave
- How Coverage is Provided: Employer
- Other Benefit Information:
 - No payout of sick leave balances if terminated

NOTE: Paid disability and family leaves are not required.

California

Paid Disability Leave (SDI)

- Waiting Period: 7 days from injury or illness
- Duration of Benefits: up to 52 weeks
- Benefit Amount / Accrual: varies by income – 60% to 70% of average weekly wages to a maximum of \$1,540
- Employee Cost: 0.9% of average wages, paid by payroll tax
- Employer Cost: None
- How Coverage is Provided: State Fund or Self-Insured
- Other Benefit Information:
 - Additional benefits for dependents under 18 (greater of \$10 or 7% of average weekly wages per dependent, up to 5 dependents)

Paid Family Leave

- Waiting Period: None
- Duration of Benefits: Up to 8 weeks in each 12-month period
- Benefit Amount / Accrual: varies – [calculate here](#)
- Employee Cost: Included in Paid Disability Leave tax
- Employer Cost: None
- How Coverage is Provided: State Funded or Self-Insured

Paid Sick Leave

- Waiting Period: 90 days after Date of Hire
- Duration of Benefits: anytime throughout employment
- Benefit Amount / Accrual: 1 hr of leave accrued for each 30 hours worked, to a maximum of 48 hours, or a lump-sum accrual of 24 hours per year
- Employee Cost: None
- Employer Cost: employee's pay at regular hourly rate while employee is taking leave
- How Coverage is Provided: Employer
- Other Benefit Information:
 - Must be used in 2 hours increments, up to 24 hours each year

Colorado

Paid Family Leave (FAMLI)

- Waiting Period: None
- Duration of Benefits: up to 12 weeks in each 12-month period
- Benefit Amount / Accrual: 90% of average weekly wages to a maximum of 50% of Colorado's state average weekly wage, plus 50% of average weekly wages over Colorado's state average weekly wage to a maximum of \$1,100.
- Employee Cost: 0.45% of 0.9% of taxable wages, up to social security wage base.
- Employer Cost:
 - 0% if the company has 1-9 employees
 - Same as employee if the company has 10 or more employees
- How Coverage is Provided: State Fund or Private Plan
- Other Benefit Information:
 - This leave is job-protected.

Paid Sick Leave

- Waiting Period: None
- Duration of Benefits: anytime throughout employment
- Benefit Amount / Accrual: 1 hr of leave accrued for each 30 hours worked, to a maximum of 48 hours
- Employee Cost: None
- Employer Cost: employee's pay at regular hourly rate while employee is taking leave
- How Coverage is Provided: Employer
- Other Benefit Information:
 - No payout of sick leave balances if terminated

NOTE: Paid disability leave is not required.

Connecticut

Paid Family Leave (FMLI)

- Waiting Period: None
- Duration of Benefits: up to 12 weeks in each 12-month period
- Benefit Amount / Accrual:
 - If the employee makes less than 40 times state minimum wage, benefit amount is 95% of average weekly wages.
 - If the employee makes more than 40 times state minimum wage, benefit amount is 40 times state minimum wage, plus 60% of the employee's average weekly wages.
 - All cash benefits are capped at 60 times state minimum wage.
- Employee Cost: 0.5% of taxable wages, up to social security wage base.
- Employer Cost: None
- How Coverage is Provided: State Fund or Private Plan
- Other Benefit Information:
 - This leave is job-protected.

Paid Sick Leave*

- Waiting Period: 680 worked hours after Date of Hire
- Duration of Benefits: anytime throughout employment
- Benefit Amount / Accrual: 1 hr of leave accrued for each 40 hours worked, to a maximum of 40 hours
- Employee Cost: None
- Employer Cost: employee's pay at regular hourly rate while employee is taking leave
- How Coverage is Provided: Employer
- Other Benefit Information:
 - Carryover or cashout of balance required at yearend up to 40 hours
 - Must be used in 1 hour increments
 - No payout of sick leave balances if terminated

*Only required for employers with 50 or more employees in Connecticut.

NOTE: Paid disability leave is not required.

Delaware

Paid Family Leave*

- Waiting Period: None
- Duration of Benefits: up to 12 weeks in each 12-month period
- Benefit Amount / Accrual: 80% of average weekly wages, up to a maximum of \$900
- Employee Cost: Up to 50% of less than 1% of an employee's weekly salary
- Employer Cost: Balance of cost
- How Coverage is Provided: State Fund or Private Plan
- Other Benefit Information:
 - This leave is job-protected.

*Funding starts in 2025, with benefits beginning in 2026. Only required for employers with 10 or more employees.

NOTE: Paid disability and sick leaves are not required.

District of Columbia

Paid Family Leave

- Waiting Period: 7 days after first day of leave
- Duration of Benefits: up to 16 weeks in each 24-month period
- Benefit Amount / Accrual: varies – [calculate here](#)
- Employee Cost: None
- Employer Cost: .26% of employee's taxable wages
- How Coverage is Provided: District Fund
- Other Benefit Information:
 - This leave is job-protected.

Paid Sick Leave*

- Waiting Period: 90 days after Date of Hire
- Duration of Benefits: anytime throughout employment
- Benefit Amount / Accrual:
 - 1 hr per 87 hours worked, to a maximum of 24 hours if the company has 1-24 employees.
 - 1 hr per 43 hours worked, to a maximum of 40 hours if the company has 25-99 employees or for all tipped workers.
 - 1 hr per 37 hours worked, to a maximum of 56 hours if the company has 100 or more employees.
- Employee Cost: None
- Employer Cost: employee's pay at regular hourly rate while employee is taking leave
- How Coverage is Provided: Employer
- Other Benefit Information:
 - Carryover of balance required
 - Must be used in 1 hour increments
 - No payout of sick leave balances if terminated

*Only required for employers with 20 or more employees.

NOTE: Paid disability leave is not required.

Hawaii

Paid Disability Leave (TDI)

- Waiting Period: 7 days from injury or illness
- Duration of Benefits: up to 26 weeks in each 52-week period
- Benefit Amount / Accrual: 58% of average weekly wages, up to a maximum of \$765
- Employee Cost: 50% of cost up to 0.5% of state average weekly wages, up to a maximum of \$6.59 per week
- Employer Cost: Balance of cost
- How Coverage is Provided: Private Carrier or Self-Insured

NOTE: Paid family and sick leaves are not required.

Maine

Paid Family Leave*

- Waiting Period: 7 days after first day of leave
- Duration of Benefits: up to 6 weeks
- Benefit Amount / Accrual:
 - If the employee's average weekly wage is less than 50% of the state average weekly wage, their benefit is 90% of their weekly wages, up to a maximum of \$1,103.71.
 - If the employee's average weekly wage is greater than 50% of the state average weekly wage, their benefit is 66% of their weekly wages, up to a maximum of \$1,103.71.
- Employee Cost: 50% of the first 1% of covered wages
- Employer Cost:
 - 0% if the company has 1-14 employees
 - 50% of annual cost if the company has 15 or more employees
- How Coverage is Provided: State Fund or Private Plan

* Funding starts on January 1, 2025, with benefits beginning in 2026.

NOTE: Paid disability and sick leaves are not required.

Maryland

Paid Disability Leave*

- Waiting Period: None
- Duration of Benefits: up to 12 weeks in each 12-month period
- Benefit Amount / Accrual:
 - If the employee's average weekly wage is less than 65% of the state average weekly wage, their benefit is 90% of their weekly wages, up to a maximum of \$1,000.
 - If the employee's average weekly wage is greater than 65% of the state average weekly wage, their benefit is 50% of their weekly wages, up to a maximum of \$1,000.
- Employee Cost: 50% of cost up to 0.9% of covered wages, up to social security wage base
- Employer Cost:
 - 0% if the company has 1-14 employees
 - 50% of annual cost if the company has 15 or more employees
- How Coverage is Provided: State Fund or Private Plan

Paid Family Leave (FAMLI)*

- Waiting Period: None
- Duration of Benefits: up to 12 weeks in each 12-month period
- Benefit Amount / Accrual: Same benefit as Paid Disability Leave – see above
- Employee Cost: Included in Paid Disability Leave tax
- Employer Cost:
 - 0% if the company has 1-14 employees
 - 50% of annual cost if the company has 15 or more employees
- How Coverage is Provided: State Fund or Private Plan

Paid Sick Leave**

- Waiting Period: 107 calendar days after Date of Hire
- Duration of Benefits: anytime throughout employment
- Benefit Amount / Accrual: 1 hr of leave accrued for each 30 hours worked, to a maximum of 40 hours per year or 64 hours cumulative
- Employee Cost: None
- Employer Cost: employee's pay at regular hourly rate while employee is taking leave
- How Coverage is Provided: Employer
- Other Benefit Information:
 - Carryover of balance required at yearend up to 64 hours
 - No payout of sick leave balances if terminated

* Funding starts on October 1, 2024, with benefits beginning in 2026. Only required for employers with 10 or more employees.

** Only required for employers with 15 or more employees.

Massachusetts

Paid Disability Leave

- Waiting Period: 7 days from injury or illness
- Duration of Benefits: up to 20 weeks in each 52-week period
- Benefit Amount / Accrual:
 - If the employee's average weekly wage is less than 50% of the state average weekly wage, their benefit is 80% of their weekly wages, up to a maximum of \$1,149.90.
 - If the employee's average weekly wage is greater than 50% of the state average weekly wage, their benefit is 80% of the first half of state average weekly wage then 50% of the remainder of their average weekly wage, up to a maximum of \$1,149.90.
- Employee Cost: 0.28% of average wages, paid by payroll tax
- Employer Cost:
 - 0% if the company has 1-24 employees
 - 0.42% of employee's average wages if the company has 25 or more employees
- How Coverage is Provided: State Fund or Approved Private Plan

Paid Family Leave

- Waiting Period: 7 days after first day of leave
- Duration of Benefits: up to 26 weeks in each 52-week period
- Benefit Amount / Accrual: Same benefit as Paid Disability Leave – see above
- Employee Cost: 0.18% of average wages, paid by payroll tax
- Employer Cost: None
- How Coverage is Provided: State Fund or Approved Private Plan

Paid Sick Leave*

- Waiting Period: 90 days after Date of Hire
- Duration of Benefits: anytime throughout employment
- Benefit Amount / Accrual: 1 hr of leave accrued for each 30 hours worked, to a maximum of 40 hours (lump sum awards are allowed – [see state document](#), page 15, or more details)
- Employee Cost: None
- Employer Cost: employee's pay at regular hourly rate while employee is taking leave
- How Coverage is Provided: Employer
- Other Benefit Information:
 - Carryover of balance required at yearend up to 40 hours
 - Must be used in 1 hours increments
 - No payout of sick leave balances if terminated

*Only required for employers with 11 or more employees.

Michigan

Paid Sick Leave*

- Waiting Period: 90 days after Date of Hire
- Duration of Benefits: anytime throughout employment
- Benefit Amount / Accrual: 1 hr of leave accrued for each 35 hours worked, to a maximum of 40 hours.
- Employee Cost: None
- Employer Cost: employee's pay at regular hourly rate while employee is taking leave
- How Coverage is Provided: Employer
- Other Benefit Information:
 - Carryover of balance required at yearend up to 40 hours
 - No payout of sick leave balances if terminated

* Only required for employers with 50 or more employees.

NOTE: Paid disability and family leaves are not required.

Minnesota

Paid Disability Leave*

- Waiting Period: None
- Duration of Benefits: up to 12 weeks in each 12-month period, not to exceed 20 weeks in combination with Paid Family Leave
- Benefit Amount / Accrual: To be determined
- Employee Cost: 0.35% of wages
- Employer Cost: Balance of cost
- How Coverage is Provided: State Fund, Private Plan, or Self-Insured

Paid Family Leave*

- Waiting Period: None
- Duration of Benefits: up to 12 weeks in each 12-month period, not to exceed 20 weeks in combination with Paid Disability Leave
- Benefit Amount / Accrual: To be determined
- Employee Cost: Included in Paid Disability Leave tax
- Employer Cost: Balance of cost
- How Coverage is Provided: State Fund, Private Plan, or Self-Insured

Paid Sick Leave

- Waiting Period: None
- Duration of Benefits: anytime throughout employment
- Benefit Amount / Accrual: 1 hr of leave accrued for each 30 hours worked, to a maximum of 48 hours per year
- Employee Cost: None
- Employer Cost: employee's pay at regular hourly rate while employee is taking leave
- How Coverage is Provided: Employer
- Other Benefit Information:
 - Carryover of balance required at yearend up to 80 hours
 - No payout of sick leave balances if terminated

* Funding starts on January 1, 2026, with benefits beginning in 2026.

Nevada

General Paid Leave*

- Waiting Period: 90 days after Date of Hire
- Duration of Benefits: anytime throughout employment
- Benefit Amount / Accrual: 0.01923 hours per 1 hour worked, to a maximum of 40 hours per year
- Employee Cost: None
- Employer Cost: employee's pay at regular hourly rate while employee is taking leave
- How Coverage is Provided: Employer
- Other Benefit Information:
 - Carryover or payout of balance required at yearend up to 40 hours
 - Must be used in less than 4-hour increments
 - No payout of sick leave balances if terminated

* Only required for employers with 50 or more employees.

NOTE: Paid disability and family leaves are not required.

New Jersey

Paid Disability Leave (TDB)

- Waiting Period: 7 days after injury or illness
- Duration of Benefits: up to 26 weeks in each year
- Benefit Amount / Accrual: 85% of average weekly wages, up to a maximum of \$1,055.
- Employee Cost: None
- Employer Cost: Factor of first \$42,300 of wages as determined by claim history and other factors.
- How Coverage is Provided: State Fund or Private Plan

Paid Family Leave (FLI)

- Waiting Period: 7 days after first day of leave
- Duration of Benefits: up to 12 weeks or 56 intermittent days in each 12-month period
- Benefit Amount / Accrual: 85% of average weekly wages, up to a maximum of \$1,055.
- Employee Cost: 0.09% of the first \$161,400 of annual wages
- Employer Cost: None
- How Coverage is Provided: State Fund or Private Plan

Paid Sick Leave

- Waiting Period: 120 days after Date of Hire
- Duration of Benefits: anytime throughout employment
- Benefit Amount / Accrual: 1 hr of leave accrued for each 30 hours worked, to a maximum of 40 hours per year
- Employee Cost: None
- Employer Cost: employee's pay at regular hourly rate while employee is taking leave
- How Coverage is Provided: Employer
- Other Benefit Information:
 - Carryover or payout of balance required at yearend up to 40 hours
 - No payout of sick leave balances if terminated

New Mexico

Paid Sick Leave

- Waiting Period: None
- Duration of Benefits: anytime throughout employment
- Benefit Amount / Accrual: 1 hr of leave accrued for each 30 hours worked, to a maximum of 64 hours per year
- Employee Cost: None
- Employer Cost: employee's pay at regular hourly rate while employee is taking leave
- How Coverage is Provided: Employer
- Other Benefit Information:
 - Carryover or payout of balance required at yearend up to 64 hours
 - No payout of sick leave balances if terminated

NOTE: Paid disability and family leaves are not required.

New York

Paid Disability Leave (DBL)

- Waiting Period: 7 days after injury or illness
- Duration of Benefits: up to 26 weeks in each 52-week period
- Benefit Amount / Accrual: 50% of average weekly wages, up to a maximum of \$170.
- Employee Cost: 0.5% of \$120 weekly, up to a maximum of \$0.60 weekly.
- Employer Cost: Balance of cost
- How Coverage is Provided: Private Plan or Self-Insured

Paid Family Leave

- Waiting Period: None
- Duration of Benefits: up to 12 weeks or 50 intermittent days in each 52-week period
- Benefit Amount / Accrual: 67% of average weekly wages, up to a maximum of \$1,151.16.
- Employee Cost: 0.0373% of state average weekly wages, up to a maximum of \$399.43.
- Employer Cost: None
- How Coverage is Provided: State Fund, Private Plan, or Self-Insured

Paid Sick Leave

- Waiting Period: None
- Duration of Benefits: anytime throughout employment
- Benefit Amount / Accrual: 1 hr of leave accrued for each 30 hours worked, to a maximum of:
 - 40 *unpaid* hours per year if the company has less than 5 employees and less than \$1,000,000 in revenue
 - 40 *paid* hours per year if the company has less than 5 employees and more than \$1,000,000 in revenue
 - 40 paid hours per year if the company has 5-99 employees
 - 56 hours if the company has 100 or more employees
- Employee Cost: None
- Employer Cost: employee's pay at regular hourly rate while employee is taking leave
- How Coverage is Provided: Employer
- Other Benefit Information:
 - Carryover or payout of balance required at yearend up to hours cap
 - Must be used in less than 4-hour increments
 - No payout of sick leave balances if terminated

Oregon

Paid Disability Leave

- Waiting Period: None
- Duration of Benefits: up to 12 weeks in each year
- Benefit Amount / Accrual:
 - If the employee's average weekly wage is less than 65% of the state average weekly wage, their benefit is 100% of their weekly wages
 - If the employee's average weekly wage is greater than 65% of the state average weekly wage, their benefit is 50% of their weekly wages
- Employee Cost: 60% of the first 1% of the first \$168,600 of annual wages
- Employer Cost:
 - 0% if the company has less than 25 employees
 - 40% of first 1% Of the employee's wages if the company has 25 or more employees
- How Coverage is Provided: State Fund or Private Plan

Paid Family Leave

- Waiting Period: None
- Duration of Benefits: up to 12 weeks in each year
- Benefit Amount / Accrual:
 - If the employee's average weekly wage is less than 65% of the state average weekly wage, their benefit is 100% of their weekly wages
 - If the employee's average weekly wage is greater than 65% of the state average weekly wage, their benefit is 50% of their weekly wages
- Employee Cost: Included in Paid Disability Leave tax
- Employer Cost:
 - 0% if the company has less than 25 employees
 - 40% of first 1% of the employee's wages if the company has 25 or more employees
- How Coverage is Provided: State Fund or Private Plan

Paid Sick Leave

- Waiting Period: 90 days after Date of Hire
- Duration of Benefits: anytime throughout employment
- Benefit Amount / Accrual: 1 hr of leave accrued for each 30 hours worked, to a maximum of 40 hours per year (unpaid is allowed if the company has less than 10 employees)
- Employee Cost: None
- Employer Cost: employee's pay at regular hourly rate while employee is taking leave
- How Coverage is Provided: Employer
- Other Benefit Information:
 - Carryover of balance required at yearend up to 40 hours
 - Must be used in 1 hour increments
 - No payout of sick leave balances if terminated

Rhode Island

Paid Disability Leave (TDI)

- Waiting Period: 7 days after injury or illness
- Duration of Benefits: up to 30 weeks in each year
- Benefit Amount / Accrual: 4.62% of highest quarter's wages, up to a maximum of \$1,043
- Employee Cost: 1.1% of the first \$84,000 of annual wages
- Employer Cost: Optional
- How Coverage is Provided: State Fund

Paid Family Leave (TCL)

- Waiting Period: 7 days after start of leave
- Duration of Benefits: up to 6 weeks in each year
- Benefit Amount / Accrual: 4.62% of highest quarter's wages, up to a maximum of \$1,043
- Employee Cost: Included in TDI tax
- Employer Cost: Optional
- How Coverage is Provided: State Fund

Paid Sick Leave

- Waiting Period: 90 days after Date of Hire
- Duration of Benefits: anytime throughout employment
- Benefit Amount / Accrual: 1 hr of leave accrued for each 35 hours worked, to a maximum of 40 hours per year (unpaid is allowed if the company has less than 18 employees)
- Employee Cost: None
- Employer Cost: employee's pay at regular hourly rate while employee is taking leave
- How Coverage is Provided: Employer
- Other Benefit Information:
 - Carryover of balance required at yearend up to 40 hours
 - Must be used in less than 4-hour increments
 - No payout of sick leave balances if terminated

Vermont

Paid Sick Leave

- Waiting Period: Up to 1 year after Date of Hire
- Duration of Benefits: anytime throughout employment
- Benefit Amount / Accrual: 1 hr of leave accrued for each 52 hours worked, to a maximum of 40 hours per year
- Employee Cost: None
- Employer Cost: employee's pay at regular hourly rate while employee is taking leave
- How Coverage is Provided: Employer
- Other Benefit Information:
 - Carryover or payout of balance required at yearend up to 40 hours
 - No payout of sick leave balances if terminated

NOTE: Paid disability and family leaves are not required.

Washington

Paid Disability Leave

- Waiting Period: 7 days after injury or illness
- Duration of Benefits: up to 18 weeks in each year
- Benefit Amount / Accrual:
 - If the employee's average weekly wage is less than 50% of the state average weekly wage, their benefit is 90% of their weekly wages, up to a maximum of \$1,456
 - If the employee's average weekly wage is greater than 50% of the state average weekly wage, their benefit is 50% of their weekly wages, up to a maximum of \$1,456
- Employee Cost: 0.74% of the first \$168,600 of gross wages
- Employer Cost:
 - 0% if the company has less than 50 employees
 - Balance of cost if the company has 50 or more employees
- How Coverage is Provided: State Fund

Paid Family Leave (PFML)

- Waiting Period: 7 days after start of leave
- Duration of Benefits: up to 18 weeks in each year
- Benefit Amount / Accrual: 4.62% of highest quarter's wages, up to a maximum of \$1,043
 - If the employee's average weekly wage is less than 50% of the state average weekly wage, their benefit is 90% of their weekly wages, up to a maximum of \$1,456
 - If the employee's average weekly wage is greater than 50% of the state average weekly wage, their benefit is 50% of their weekly wages, up to a maximum of \$1,456
- Employee Cost: Included in Paid Disability Leave tax
- Employer Cost: Included in Paid Disability Leave tax
- How Coverage is Provided: State Fund

Paid Sick Leave*

- Waiting Period: 90 days after Date of Hire
- Duration of Benefits: anytime throughout employment
- Benefit Amount / Accrual: 1 hr of leave accrued for each 40 hours worked with no annual cap
- Employee Cost: None
- Employer Cost: employee's pay at regular hourly rate while employee is taking leave
- How Coverage is Provided: Employer
- Other Benefit Information:
 - Carryover of balance required at yearend up to 40 hours
 - No payout of sick leave balances if terminated

* Only applies to Non-exempt employees