

INSIGHTS

## When Does it Pay to be Absent From Work? Developments in State and Local Paid Leave Requirements

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[Leslie Selig Byrd](#) and [Amber Dodds](#) discuss the increasing number of state laws and local ordinances requiring paid leave benefits to employees. Many of these require a minimum number of hours of accrued paid time off for illness or preventative care, or in relation to sexual assault, domestic violence or stalking. Others require pay during extended employee absences from work for qualifying leaves such as for the employee's disability, child birth/adoption, or to care for a family member with a serious health condition, often through state-mandated contributions to a state insurance system. This webinar will provide examples of state and local paid leave law/ordinances, and identify scenarios for employers to watch out for such as:

- Employer and employee coverage – part-time employees, employees who perform work in another jurisdiction
- The interaction between employer-provided paid time off benefits, income replacement benefits and partial pay under state paid leave requirements
- Carry over or pay out of accrued paid sick time
- Record-keeping obligations
- Employee notice requirements such as posting and policy updates
- Potential abuse of time off