

## E-ALERT: Westchester County, NY Releases Key Information on Sick Leave Law



### Background

Under Westchester County, New York's Earned Sick Leave Law, employers with five or more employees must provide paid sick leave. Employers with less than five (5) employees must provide unpaid sick leave. New guidance has been released to clarify that employees will begin accruing sick leave upon hire or July 10, 2019, whichever is later. The previous deadline was set as April 11, 2019.

Employers must provide each employee with a copy of the sick leave law and a written notice upon hire or by July 10, 2019, whichever is later. The previous deadline for this requirement was also April 11, 2019.

### Employer Next Steps

- Employers should review their payroll practices to ensure that paid sick leave accruals comply with state and federal law.
- Employers should update the required language within their policies, if they have not already done so.
- If you are a Full-Service or Virtual HR client and would like us to help you update your policy, please [email us](#).
- If you are not a client but would like to learn about our services, please [contact us](#).



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