

## New York City Amends Earned Safe and Sick Time Act

November 5, 2020

As reported in a previous Cooley alert, New York state [recently implemented a paid sick leave law](#) (PSL). In addition to this statute, New York City amended the existing Earned Safe and Sick Time Act (ESSA) to bring it in line with the requirements under the PSL. Under the amended ESSA, employers are now required to document the amount of sick leave an employee accrues and uses, as well as the employee's total balance of accrued sick leave, in the pay stub or in another form of written notice provided to the employee each pay period. The paystub requirement (or any document issued each pay period) went into effect September 30, but there is a grace period until November 30 to ensure compliance without a penalty. In addition, under the amended ESSA, employers with 100 or more employees must now provide up to 56 hours of paid sick leave.

This content is provided for general informational purposes only, and your access or use of the content does not create an attorney-client relationship between you or your organization and Cooley LLP, Cooley (UK) LLP, or any other affiliated practice or entity (collectively referred to as "Cooley"). By accessing this content, you agree that the information provided does not constitute legal or other professional advice. This content is not a substitute for obtaining legal advice from a qualified attorney licensed in your jurisdiction, and you should not act or refrain from acting based on this content. This content may be changed without notice. It is not guaranteed to be complete, correct or up to date, and it may not reflect the most current legal developments. Prior results do not guarantee a similar outcome. Do not send any confidential information to Cooley, as we do not have any duty to keep any information you provide to us confidential. When advising companies, our attorney-client relationship is with the company, not with any individual. This content may have been generated with the assistance of artificial intelligence (AI) in accordance with our AI Principles, may be considered Attorney Advertising and is subject to our [legal notices](#).

---

### Key Contacts

Ann Bevitt London	abevitt@cooley.com +44 (0) 20 7556 4264
Wendy Brenner Palo Alto	brennerwj@cooley.com +1 650 843 5371
Leslie Cancel San Francisco	lcancel@cooley.com +1 415 693 2175

Helenanne Connolly Reston	hconnolly@cooley.com +1 703 456 8685
Joseph Lockinger Washington, DC	jlockinger@cooley.com +1 202 776 2286
Joshua Mates San Francisco	jmates@cooley.com +1 415 693 2084
Gerard O'Shea New York	goshea@cooley.com +1 212 479 6704
Summer Wynn San Diego	swynn@cooley.com +1 858 550 6030
Steven A. Zuckerman New York	szuckerman@cooley.com +1 212 479 6647

---

This information is a general description of the law; it is not intended to provide specific legal advice nor is it intended to create an attorney-client relationship with Cooley LLP. Before taking any action on this information you should seek professional counsel.

Copyright © 2023 Cooley LLP, 3175 Hanover Street, Palo Alto, CA 94304; Cooley (UK) LLP, 22 Bishopsgate, London, UK EC2N 4BQ. Permission is granted to make and redistribute, without charge, copies of this entire document provided that such copies are complete and unaltered and identify Cooley LLP as the author. All other rights reserved.