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New York City Council Overrides Mayoral Veto To Pass the Earned Sick Time Act

June 28, 2013

On Thursday, June 27, 2013, the New York City Council again voted to pass the New York City Earned Sick Time Act (the "Act"), which requires most New York City employers to provide mandatory paid and unpaid sick leave to employees working in New York City. The City Council initially passed the Act on May 8, 2013; however, Mayor Bloomberg vetoed it. The City Council overrode his veto, by a margin of 47-4, and enacted the law.

Employers should keep apprised of developments dictating when the law will take effect, as the Act has a complex provision that ties the date of implementation to New York City's economy, as measured by the New York Coincident Economic Index. Depending on the level of the Index as of December 16, 2013, the law may take effect as soon as April 1, 2014. Otherwise, the effective date will be delayed until the Index is above the specified level. For more detailed information about the Act and its key provisions, read our earlier client alert on this topic: New York City Council Passes the Earned Sick Time Act.