



Safe Time Added to NYC Paid Sick Leave Law **Covers Absence for Victims of Family Offenses**

On November 6, Mayor Bill de Blasio signed an [amendment](#) to New York City's paid sick leave law allowing an employee to take paid sick leave if the employee or a family member becomes a victim of a family offense, such as domestic violence, sexual violence, stalking, or human trafficking. This law takes effect on May 5, 2018. Qualifying safe time activities will include, but are not limited to, meeting with police, going to a domestic violence shelter, or relocating a family.

As a [reminder](#), most employers in New York City must provide their employees with up to 40 hours of paid sick leave per year at employees' regular hourly wage, at a rate of one hour accrued per 30 worked. Consistent with the current paid sick leave law requirements, an employer may require documentation from an employee that his/her use of paid safe time was for a permitted purpose if the employee misses more than three consecutive days of work. However, an employer may not require details of the family offense causing the employee to need to use safe time, and must keep confidential any information lawfully obtained about the employee or his/her family member's situation.

Employers should review and update their policies to reflect the addition of paid safe time. Employees must be notified by June 4, 2018 of their right to use paid safe time as part of their accrued paid sick leave.

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