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12 Days Of Handbook Updates: Leave Laws

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This is the third of our 12 Days of Handbook Updates that take you through 12 important topics for employers as we round out the year.

As employers look to amend their handbooks this holiday season, it is important to check what state and local leave laws will go into effect in 2024. Look not only at the leave laws where your business is physically located, but at the laws of the states where you have employees – even those working remotely – as some laws may be applicable.

This year, some states adopted leave laws that, while impactful, are limited in scope. California passed [Senate Bill 848](#), a law mandating that employers give employees five days of leave if they experience a miscarriage, stillbirth, or other reproductive loss. Illinois amended its Blood Donation Leave Act to be the [Employee Blood and Organ Donation Act](#), which will give employees up to 10 days of paid leave in any 12-month period to serve as an organ donor or bone marrow donor.

Other states adopted leave laws that could radically affect employer's paid time-off policies. Colorado's [Paid Family and Medical Leave Insurance Act](#) (FAMLI) will begin requiring that eligible employees have 12 weeks of paid leave for various kinds of sick and medical leave, and potentially an additional four weeks if the employee experiences pregnancy complications or childbirth complications. Minnesota passed the [Paid Sick and Safe Leave Law](#) which

requires that employers give eligible employees one hour of sick and safe time for every 30 hours worked.

And we would be remiss not to mention Illinois' [Paid Leave for All Workers Act](#), which provides workers with 40 hours of paid leave in a 12-month period.

For example, Chicago plans to enact a [Paid Leave and Sick Leave and Safe Leave Ordinance](#); the ordinance was set to go into effect Dec. 31, 2023, but the City Council passed a six-month delay on Dec. 13.

So, before you leave the office for the holidays, make sure your handbook policies are compliant with the imminent changes in state and local leave law.