

PAID LEAVE, WHISTLEBLOWER PROTECTION ACT (HWPLA), and PROTECT OUR PRIVACY

Division of Labor Standards & Statistics

THE HEALTHY FAMILIES WORKPLACES ACT (“HFWA”): Paid Leave

WORKPLACES ACT (“HFWA”): Paid Leave

Coverage: Employers with at least 10 employees are required to provide paid leave under the HFWA.

- Regular hours of work during which benefits continue.

Employees can use PHE leave for the following safety or health needs:

- (2) domestic abuse, sexual assault, or child abuse or neglect leading to health, relocation, legal, or other services needs;
- (3) in a PHE, a public official closed the school or place of care of the employee’s child.

In a public health emergency (PHE), employees can use supplemental PHE leave for the following needs:

- (1) self-isolating or work exclusion due to symptoms, or diagnosis of the communicable illness in the PHE;
- (2) seeking a diagnosis, treatment, or preventive care of such an illness;
- (3) caring for a child or other family member (3), or whose school or child care is unavailable due to the PHE.

Employee Notice; Privacy; and Paid Leave Records)

- Notice for “foreseeable”