

# Bond

November 5, 2020

## Paid Sick Leave: Bond Answers Your Questions!



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## Presenters



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## Upcoming Information

- Will we receive regulations or proposed regulations from NY?
- Does an employer have to distribute policies to its employees?
- Does an employer have to post information about PSL in the workplace?



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## Answering Your Questions

- How does an employer count its employees for purposes of determining how much leave it must offer?
- Are per diem employees covered by paid sick leave?
  - What if they choose their own schedules?
- Does leave begin to accrue again after a break in employment?



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## Answering Your Questions

- Must an employer count paid time off towards an employee's PSL accrual?
- Can an employer frontload for full-time employees and have leave accrue for part-time employees?
- What does the "4-hour mandatory increment" rule mean?



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## Answering Your Questions

- Can an employer cap carryover at 40 or 56 hours?
- Does an employer need to allow carry over when paid sick leave is frontloaded?
- How far in advance can an employer require notice?
- If an employee fails to provide notice, can the employee be disciplined or not granted the ability to apply the leave to the absence?



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## Answering Your Questions

- Do employees primarily employed out of state accrue paid sick leave if they work in NY?
- Does paid sick leave run concurrently with paid family leave?
- Does the amount of leave used/available need to be displayed on an employee's paystub (or included with each paycheck)?



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## Answering Your Questions

- Does an employer have to track PTO used for PSL purposes when the policies are combined?
- Can employees use PTO prior to January 1, 2021, when PTO and PSL are combined?
- How does an employer track working hours for purposes of accrual for exempt employees?



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## Other Questions?

