

The New Year Brings New Leave Laws

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Get ready to ring in the new year with new and expanded employer leave obligations. [Chicago's new Paid Leave and Paid Sick and Safe Leave Ordinance](#) will take effect on **December 31, 2023** and the following laws go into effect on **January 1, 2024**.

- [California – Increase in amount of paid sick leave](#)
- [California – Leave for Reproductive Loss](#)
- [Colorado – Family and Medical Leave Insurance Benefits Become Available](#)
- [Illinois – Extended Child Bereavement](#)
- [Illinois – Paid Leave for All Workers Act](#)
- [Minnesota – Paid Sick and Safe Leave](#)
- [Minnesota – Amendments to Bloomington's Sick and Safe Time Ordinance](#)

Other new leave and accommodation laws are on the horizon in 2024 and beyond.

- [Delaware – Paid Family Medical Leave Insurance](#)
(contributions begin January 1, 2025; benefits begin January 1, 2026)
- [New Hampshire – Workplace Accommodations for Nursing](#)

- [Employees](#) (begins July 1, 2025)
- [Maine – Paid Family Medical Leave](#) (contributions begin January 1, 2025; benefits begin May 1, 2026)
- [Maryland – Paid Family and Medical Leave Insurance Program](#) (contributions begin October 1, 2024; benefits begin January 1, 2026)
- [Minnesota – Paid Family and Medical Leave](#) (contributions and benefits begin January 1, 2026)
- [Oregon – Amendments to Oregon Family Leave Act](#) (new requirements begin July 1, 2024)

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