

NEW YORK

NYC Employers Must Allow Leave for Child COVID-19 Vaccinations

New York City has enacted a [law](#) requiring employers to provide paid leave for employees to accompany their children to vaccination appointments and care for them during vaccine recovery. The law was enacted Dec. 24, 2021, and is retroactive to Nov. 2, 2021. It expires Dec. 31, 2022.

Leave Requirement

The new law amends the city's [Earned Safe and Sick Time Act](#) by requiring employers to provide all employees with **paid child COVID-19 vaccination time**. Employees are eligible for the leave if they are parents of a child under the age of 18 (or an older child, if the older child is incapable of self-care because of a mental or physical disability). The amount of leave required is **four hours per injection for each child**, to:

- Accompany the child to receive a COVID-19 vaccine injection; or
- Care for the child during any temporary vaccine side effects.

Employees must be paid at their regular rate and no later than the payday for the pay period following the leave. Employees' use of child vaccination leave may not be charged against their accrual or use of leave under the Earned Safe and Sick Time Act.

Employers may require reasonable notice of leave (up to seven days if foreseeable) and documentation of a child's vaccination within seven days.

Retroactivity

The child vaccination time requirement is retroactive to Nov. 2, 2021, meaning employers must pay employees who used leave time for the purposes allowed by the law between Nov. 2 and Dec. 24, 2021. The payment must be made by the payday for the next pay period after Dec. 24.

Important Dates

Nov. 2, 2021

Paid COVID-19 child vaccination time requirement is retroactive to this date.

Dec. 24, 2021

Enactment of paid COVID-19 child vaccination time requirement.

Dec. 31, 2022

Expiration of paid COVID-19 child vaccination time requirement.

Paid leave for child vaccination and recovery is in addition to employees' other leave under the Earned Safe and Sick Time Act.

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