

# Client Alert

Labor & Employment Practice Group

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## New Georgia Law Expands Use of Paid Sick Leave

Effective July 1, 2017, Georgia employers with more than 25 employees will be required to allow eligible employees to use up to five days of paid sick leave each calendar year to care for immediate family members, including the employee's child, spouse, parent, grandchild, grandparent, or any other dependent listed on the employee's tax returns. While the new law does not require employers to provide paid sick leave, covered employers who choose to offer paid sick leave must permit eligible employees (*i.e.*, those who work at least 30 hours per week) to use up to five sick days per year to care for immediate family members. Employers that offer their employees an employee stock ownership plan are exempted from the new law. The new law does not provide for any penalties and states that it does not create a new cause of action against an employer.

Georgia employers that provide paid sick leave to their employees should take the necessary steps to ensure compliance with the new law. We advise employers to consult the King & Spalding labor and employment specialists to determine whether changes to existing sick leave policies are necessary.

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