Engage PEO Client Alert:

Texas: Update Dallas Paid Sick Leave

The City of Dallas previously passed an ordinance requiring private employers to provide paid sick leave to employees. This topic was detailed in previous Engage Alerts (see **here** and **here**).

The ordinance applied to employees who work for an employer for at least 80 hours within the geographic boundaries of the City of Dallas (regardless of whether the employer is located in the City of Dallas).

On March 30, 2020, a federal judge issued a preliminary injunction *stopping* the city of Dallas from enforcing its paid sick leave ordinance. The City previously announced that it intended to start enforcement April 1, 2020. **The result is that for now, there is nothing required of employers to comply with this paid sick leave ordinance.**

We will continue to follow this litigation to keep you updated and answer the ultimate question of whether the paid sick leave ordinance will be upheld or struck down.

Regarding COVID-19 related issues, the rules under the Emergency Paid Sick Leave Act (EPSLA) would still apply. Reference the Families First Coronavirus Response Act Alert **here**.