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The End of an Era: New York Sunsets COVID-19 Paid Leave

Effective this Thursday, July 31, 2025, New York will officially end its COVID-19 paid leave requirement. This marks the conclusion of a more than five-year obligation for employers to provide a separate, dedicated leave for employees who test positive for COVID-19. While the eligibility requirements for the leave has morphed over the last five years, employers can now close the chapter on this unique compliance obligation.

While the specific COVID-19 leave will be eliminated, employers must remember that employees who test positive for COVID-19 may still be entitled to paid sick leave under the New York State Paid Sick Leave Law. For more information regarding the New York State Paid Sick Leave Law, please see our previous article: [New York State Sick Leave Law Takes Effect](#). New York City employers should also be aware of the additional requirements for sick leave under the City's local sick leave law.

Employers should update their policies and procedures to reflect this welcome change in the law. Please feel free to contact us with any questions regarding the end of COVID-19 paid leave, or if we can assist with any other employment related issues.

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