

# KNOW YOUR RIGHTS

## You may have rights to paid leave

*Employees in parts of Bernalillo County have the right to paid time off. In 2022 employees in all of New Mexico will have the right to paid sick leave.*

### Bernalillo County

*Employers with a physical location within the county but outside the city limits of Albuquerque, Tijeras, or Los Ranchos de Albuquerque AND with two or more employees have to provide paid time off.*

You have the right to accrue at least 1 hour of paid leave for every 32 hours you work. You can take leave 90 days after your employment starts.

Employers with 11 or more employees must provide up to 44 hours of paid leave each year. Employers with fewer employees must provide up to 28 hours of leave each year.

You can use your time off for any reason. You do not need to provide documentation for what you did with your time off.

If your employer does not allow you to take time off, does not pay you for your time off, or retaliates against you for taking time off you can file a complaint with the County. To file a complaint, contact the County Community Services Division at (505) 468-7343 or online.

### New Mexico

*Starting July 1, 2022, employees in all of New Mexico will have the right to earn paid sick leave.*

You will have the right to up to **64 hours** of paid sick leave per year if you are unable to work because:

You need treatment, recovery time, or preventative care for a mental or physical illness, injury, or health condition.

A loved one needs treatment, recovery time, or preventative care for a mental or physical illness, injury, or health condition.

You need to discuss your child's health or disability with a school or daycare.

You need to take time off to deal with domestic abuse, sexual assault, or stalking.

You will have the right to earn at least 1 hour of paid sick leave for every 30 hours worked.

You may need to provide documentation to show that you took time off for an approved reason.

If your employer does not allow you to take your earned sick leave, does not pay you for your sick leave, or retaliates against you for taking sick leave, you will be able to file a complaint with the New Mexico Department of Workforce Solutions or with a court.

