

## **National Bureau of Economic Research Paid Sick Leave Policy**

Beginning March 1, 2026 eligible employees of the National Bureau of Economic Research (“NBER”) will accrue one hour of paid safe and sick leave for every thirty (30) hours worked beginning at the commencement of employment, up to a maximum of eighty (80) hours of paid sick leave per calendar year. This policy excludes employees working in the state of Illinois who are eligible for NBER’s Illinois Paid Leave Policy except for those employees working in the city of Chicago.

Paid sick leave that is earned under this policy may be used for any reason protected by applicable law, including:

(i) for a mental or physical illness, injury, or health condition of such employee or such employee's family member, regardless of whether such illness, injury, or health condition has been diagnosed or requires medical care at the time that such employee requests such leave; or

(ii) for the diagnosis, care, or treatment of a mental or physical illness, injury or health condition of, or need for medical diagnosis of, or preventive care for, such employee or such employee's family member; or

(iii) when such employee's place of business or such employee's family member’s school or child care center has been closed by order of a public official due to a public health emergency; or

(iv) for the birth of a child or placement of a child with such employee for adoption or foster care; or

(v) to care for a newborn, newly adopted, or newly placed child within one year of birth, adoption, or placement; or

(vi) to provide care for such employee's or an employee's family member’s guide dog, signal dog, or service dog; or

(vii) for a reproductive loss event; or

(viii) for an absence from work due to any of the following reasons when the employee or employee's family member has been the victim of domestic violence, a family offense, sexual offense, stalking, human trafficking or other similar offense:

(a) to obtain services from a domestic violence shelter, rape crisis center, or other services program;

(b) to participate in safety planning, temporarily or permanently relocate, or take other actions to increase the safety of the employee or employee's family members;

(c) to meet with an attorney or other social services provider to obtain information and advice on, and prepare for or participate in any criminal or civil proceeding;

(d) to file a complaint or domestic incident report with law enforcement;

(e) to meet with a district attorney's office;

- (f) to enroll children in a new school; or
- (g) to take any other actions necessary to ensure the health or safety of the employee or the employee's family member or to protect those who associate or work with the employee.

For purposes of this subdivision, the reasons outlined above in subparagraph (a) through (g) must be related to the domestic violence, family offense, sexual offense, stalking, or human trafficking. Provided further that a person who has committed such domestic violence, family offense, sexual offense, stalking, or human trafficking shall not be eligible for leave under this subdivision for situations in which the person committed such offense and was not a victim, notwithstanding any family relationship.

For the purposes of this policy, eligible family members include an employee's child, spouse, domestic partner, parent, sibling, grandchild or grandparent; the child or parent of an employee's spouse or domestic partner; a member of the employee's household; any other individual related by blood or whose close association is the equivalent of a family relationship; or a designated person as identified by the employee at the time the employee requests paid sick days, limited to one designated person per 12-month period for paid sick days. "Parent" shall mean a biological, foster, step- or adoptive parent, or a legal guardian of an employee, or a person who stood in loco parentis when the employee was a minor child. "Child" shall mean a biological, adopted or foster child, a legal ward, or a child of an employee standing in loco parentis.

Employees may begin to use the accrued leave as of March 1, 2026. Employees may use accrued sick leave in minimum increments of 0.25 hours. Employees are requested to give as much advance notice as possible of any leave needed under this policy. In unforeseen circumstances where advance notice is/was not possible, employees must provide notice as soon as practicable. To the extent permissible by applicable state law, employees may be required to provide documentation for any leave that exceeds twenty-four (24) consecutive work hours, or three consecutive work days, or (and for employees in California only if) there is reason to believe that the leave is not being requested for reasons permitted by this Paid Sick Leave Policy.

An employee is entitled to carry over accrued, unused paid sick leave to the following calendar year, but in no event will an employee be permitted to use more than eighty (80) hours of paid sick leave in any calendar year. Employees will not be paid for accrued, unused paid sick leave upon termination of employment.

Paid sick leave will be compensated at the employee's regular rate of pay.

Paid sick leave will run concurrently with any other applicable leave provisions, such as Family and Medical Leave Act (FMLA) or state-mandated leave, where eligible and permitted by applicable law.

NBER prohibits any form of discrimination or retaliation against employees who lawfully request or use paid sick leave in accordance with this policy.

Employees with questions regarding this policy should contact Human Resources at [hr@nber.org](mailto:hr@nber.org) or 617-588-1484.