



Mineral



Question of the Week

March 12, 2025

Question

Should we allow employees to use sick time for a “mental health day”?

ANSWER

We certainly recommend this, and, depending on the circumstances and the state you operate in, it may also be required by law. Stress, anxiety, and other mental health issues can be as disruptive to someone’s work (and life) as a cold or flu. While mental illnesses aren’t contagious, taking time to rest and restore one’s mental health is still important. It can prevent more serious issues in the future and help employees be more productive overall. Allowing—and better yet, encouraging—employees to take mental health days when needed supports their well-being, demonstrates that you care, and builds trust and loyalty. It also reduces the stigma around mental illness.

You can learn more about supporting employee mental health on the platform.

This Q&A does not constitute legal advice and does not address state or local law.