

HEALTHY WORKPLACES/HEALTHY FAMILIES ACT OF 2014

PAID SICK LEAVE

Entitlement:

- An employee who, on or after July 1, 2015, works in California for thirty (30) or more days within a year from the beginning of employment is entitled to paid sick leave.
- Paid sick leave accrues at the rate of one (1) hour per every thirty (30) hours worked, paid at the employee's regular wage rate. Accrual shall begin on the first day of employment or July 1, 2015, whichever is later.
- Accrued paid sick leave shall carry over to the following year of employment and will be capped at forty-eight (48) hours or six (6) days.

Usage:

- An employee may use accrued paid sick days beginning on the ninetieth (90th) day of employment.
- An employer shall provide paid sick days upon the oral or written request of an employee for themselves or a family member for the diagnosis, care or treatment of an existing health condition or preventive care, or specified purposes for an employee who is a victim of domestic violence, sexual assault, or stalking.
- Employees are limited to the use of twenty four (24) hours or three (3) days of paid sick leave in each year of employment.
- Certificated employees must use sick leave in increments of one half (1/2) instructional day. Classified employees must use a minimum of two (2) hours of sick leave at a time.

Retaliation or discrimination against an employee who requests paid sick days or uses paid sick days or both is prohibited. An employee can file a complaint with the Labor Commissioner against an employer who retaliates or discriminates against the employee.

For additional information you may contact your employer or the local office of the labor Commissioner. Locate the office by looking at the list of offices on our website <http://www.dir.ca.gov/dlse/DistrictOffices/htm> using the alphabetical listing of cities, locations, and communities. Staff is available in person and by telephone.