



IMPORTANT NOTICE

Healthy Workplaces/Healthy Families Act of 2014 Paid Sick Leave for Part-Time, Temporary, & Seasonal Employees

DATE: JULY 1, 2015
TO: ALL PART-TIME, TEMPORARY, & SEASONAL EMPLOYEES
FROM: HUMAN RESOURCES DEPARTMENT

HISTORY:

AB1522 was adopted by the California Assembly on August 30, 2014 and incorporated into California Labor Code Section 245. AB1522 enacted the Healthy Workplaces, Healthy Families Act of 2014 which becomes effective July 1, 2015 and provides for paid sick leave to temporary, part-time, and seasonal employees who work in California for 30 or more days within a year.

The Turlock City Council adopted a **Paid Sick Leave Policy** on June 23, 2015 which applies to all part-time, temporary, and seasonal employees as of July 1, 2015. The following provides a summary of the Policy and the Healthy Workplaces/Healthy Families Act of 2014 (AB1522). Please refer to **Paid Sick Leave Policy** for full details and definitions. A copy of the complete adopted **Paid Sick Leave Policy** is available on the City of Turlock Website, www.ci.turlock.ca.us, and is also available at the Human Resources Department.

ENTITLEMENT:

- An employee who, on or after July 1, 2015, works in California for 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 hour per every 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 is capped at 48 hours or six days. An employee that has a break in service and returns to work for the City within one year from their last day worked will have access immediately to their sick leave balance carry over.
- Paid sick leave under this policy has no cash value.

USAGE:

- An employee may use accrued sick days/hours on the 90th day of employment.
- Sick leave hours/days can be utilized upon the written or oral request by 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.
- A maximum of 24 hours or three days of paid sick leave can be utilized in each year of employment.

Retaliation or discrimination against an employee who requests paid sick days or uses paid sick days/hours is prohibited and employees have the right to file a complaint with the Labor Commissioner against an employer who retaliates.

For additional information contact the local office of the Labor Commissioner. Locate the nearest office by looking at the list of offices on the following website: <http://www.dir.ca.gov/dlse/DistrictOffices.htm> or call the local office, staff is available by phone.