

FOR CONTRACTORS

CALIFORNIA PAID SICK LEAVE LAW

Effective July 1, 2015, all California employees must provide their employees with at least 3 days (24 hours) of paid sick leave per year.

The new law applies to employees (exempt and non-exempt) who work in California 30 days or more in a year. **This includes temporary, part-time, and seasonal employees.** Sick days are accrued at the rate of one hour per every 30 hours worked, beginning at the commencement of employment or July 1, whichever is later. Employees are entitled to use accrued paid sick days beginning on the 90th day of employment. If you already have a sick-leave or PTO policy in place, you are not required to provide additional paid sick leave, provided that you make available an amount of leave that may be used for the *same purposes* and under the *same conditions* as the new law, and provides at least the *same amount of paid sick leave*.

Union shop contracts are exempt from this requirement. If you are signed to a Master Labor Agreement, we recommend you get legal counsel to confirm that the exemption applies to your company. Non-union shop contractors will be required to account for all related costs on prevailing wage projects, to include paid sick leave. As a result some costs may be higher for non-union shops when bidding on prevailing wage projects.

The above is a very brief overview of the new law. Please see the ATTACHED from Leavitt Pacific Insurance Brokers for more detailed information and compliance requirements. **Our thanks to Nick Weintraub** of Leavitt Pacific for providing this information. Nick is the endorsed broker for PDCC and provides the full range of business coverage, including GL, Work Comp, Commercial Auto, Property/Equipment and EPLI. He can be reached at 408-364-8108 or nick-weintraub@leavitt.com.

Also ATTACHED is the **required posting** from the Dept. of Industrial Relations. The poster is 8.5 x 11 and is available in both English and Spanish. For more information: [Healthy Workplace, Healthy Family Act of 2014](#). This site includes a webinar and power point slides on this subject.

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