

Emergency Paid Sick Leave Ordinances (California)

City	Covered Employers and Employees	Amount	Sunset	Reasons for Use	Notification	Employer Offset	Exemptions
<p>Los Angeles (Mayor's Emergency Order) (replacing and superseding ordinance adopted by LA City Council, Article 5-72HH of Chapter XX of Los Angeles Municipal Code)</p> <p>(eff. 4/7/20)</p>	<p>Employer: Employer that has either: (i) 500 or more employees within the City of Los Angeles; or (ii) 2,000 or more employees within the United States.</p> <p>Covered employees: Employee who has been employed with the same Employer from February 3, 2020 through March 4, 2020, is entitled to supplemental paid sick leave, if employee is unable to work or telework, and who</p>	<p>Employee who works at least 40 hours per week or is classified as a full-time employee shall receive 80 hours of supplemental paid sick leave, calculated based on employee's average two-week pay over the period of 2/3/20 through 3/4/20.</p> <p>Employee who works less than 40 hours per week and is not classified as a full-time shall receive supplemental paid sick leave in an amount no greater than the employee's average two-week pay over the period of</p>	<p>In effect until two calendar weeks after expiration of the COVID-19 local emergency period.</p>	<ul style="list-style-type: none"> Public health official or healthcare provider requires or recommends the employee isolate or self-quarantine to prevent the spread of COVID-19 Employee is at least 65 years old or has a health condition such as heart disease, asthma, lung disease, diabetes, kidney disease, or weakened immune system Employee takes time off work because the Employee needs to care for a family member who is not sick but who public health officials or healthcare providers have required or recommended isolation or self-quarantine; or Employee takes 	<p>Oral or written request. Employer may not require doctor's note or other documentation for use of Supplemental Paid Sick Leave.</p>	<p>Employer's obligation to provide 80 hours of SPSL shall be reduced for every hour an Employer allowed Employee to take paid leave in an amount equal to or greater than the requirements in the Order, not including previously accrued hours, on or after 3/4/20, for any of the reasons described or in response to Employee's inability to work due to COVID-19.</p>	<p>An employer of an employee who is either emergency personnel or a health care worker shall be exempt from this Order.</p> <p>If an employer has a paid leave or paid time off policy that provides a minimum of 160 hours of paid leave annually, the employer is exempt from any obligation to provide supplemental leave pursuant to this Order for the employee that received the more generous paid leave.</p> <p>Critical parcel delivery.</p>

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	performs any work within the geographic boundaries of the City for an Employer	2/3/20 through 3/4/20. In no event shall the supplemental paid sick leave amount paid to an employee exceed \$511 per day and \$5,110 in the aggregate.		time off work because the Employee needs to provide care for a family member whose senior care provider or whose school or child care provider caring for a child under the age of 18 temporarily ceases operations in response to a public health or other public officials recommendation. This provision is only applicable to an employee who is unable to secure a reasonable alternative caregiver.			New businesses(9/4/19 to 3/4/20). Government agencies. Any business or organization that was closed or not operating for a period of 14 or more days due to a city official's emergency order because of the COVID-19 pandemic or provided at least 14 days of leave shall be exempt from the requirements of this Order. CBA exemption.
San Jose (eff. 4/7/20)	Employer: Applies to employers that are not required – in whole or in part - to	A full-time employee is entitled to eighty (80) hours of paid sick leave, available on the effective date of	12/31/20	<ul style="list-style-type: none"> The Employee is subject to quarantine or isolation by federal, state or local order due to COVID-19, or is caring for someone 	Not addressed Cannot require employee to find replacement.		Ordinance does not apply to any employer that provides its employees, on the effective date, with some

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	<p>provide paid sick leave benefits under the federal EPSLA.</p> <p>Employers subject to this Ordinance must provide the paid sick-leave benefit to each employee who leaves his/her residence to perform Essential Work.</p> <p>“Employee”: person employed by an Employer and who has worked at least two hours within the geographic boundaries of the City of San José for such employer</p> <p>Only applies to Employee who</p>	<p>the sick leave benefit.</p> <p>A part-time employee is entitled to sick leave hours equal to the number of hours he/she works on average over a two - week period, available on the effective date of the sick leave benefit.</p> <p>An amount up to \$511 a day not to exceed an aggregate of \$5,110.</p> <p>Employer may pay an employee using sick time to care for another person at two-thirds of the employee’s regular rate of pay up to \$200 a day not to exceed an aggregate of \$2,000.</p>		<p>who is quarantined or isolated due to COVID-19;</p> <ul style="list-style-type: none"> • The employee is advised by a health-care provider to self-quarantine due to COVID-19 or is caring for someone who is so advised by a health-care provider; • The employee experiences symptoms of COVID-19 and is seeking medical diagnosis; or • The employee is caring for a minor child because a school or daycare is closed due to COVID-19. 			<p>combination of paid personal leave at least equivalent to the paid sick time required by this Ordinance. An employer that provides some combination of paid personal leave less than the paid sick time required by this Ordinance is required to comply with this Ordinance to the extent of such deficiency.</p> <p>Ordinance is not intended to require the provision of sick leave to employees who can work from home.</p>

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	leaves his/her residence to perform Essential Work						
San Francisco Paid Sick Leave Ordinance - OLSE Guidance (updated 3/24/20)	PSLO is available to employees. Workers that have been laid off by their employer are no longer eligible for paid sick leave. Employees who have their hours reduced or eliminated are not entitled to use accrued PSLO to account for such reductions or eliminations. Employees who remain scheduled to work may continue to use their accrued paid sick leave for			<ul style="list-style-type: none"> Employee takes time off work because public health officials or healthcare providers require or recommend an employee isolate or quarantine to prevent the spread of disease; Employee takes time off work because the employee falls within the definition of a “vulnerable population” under the SFDPH 3/6/20 guidelines or any subsequent updates (a person who is 60 years old or older or a person with a health condition such as heart disease, lung disease, diabetes, kidney disease, or 	Employers may not require a doctor’s note or other documentation for the use of paid sick leave taken pursuant to the PSLO during the duration of the Local Health Emergency regarding COVID-19		

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	any qualifying reason for any portion of their scheduled hours they are unable to work.			weakened immune system); <ul style="list-style-type: none"> • Employee takes time off work because the employee's business or a work location temporarily ceases operations in response to a public health or other public official's recommendation; • Employee takes time off work because the employee needs to provide care for a family member who is not sick but who public health officials or healthcare providers have required or recommended isolate or quarantine; or • Employee takes time off work because the employee needs to provide care for a family member whose school, child care provider, senior care provider, or work temporarily 			

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				ceases operations in response to a public health or other public official's recommendation.			
San Diego Paid Sick Leave Ordinance (eff. 7/2016; no changes as of 4/8/20)	Employer "any person or persons, as defined in California Labor Code section 18, who exercises control over the wages, hours, or working conditions of any Employee, or suffers or permits the Employee to work, or engages the Employee. Employer does not include a person receiving services under the California In-Home Supportive	Employers must either provide employees no less than 40 hours of earned sick leave at the beginning of each benefit year or one hour of earned sick leave for every 30 hours worked by the employee within the geographic boundaries of the City of San Diego. Employers may cap employee's total accrual of earned sick leave at 80 hours.		Employee may use paid sick leave because the employee's place of business is closed by order of a public official due to a Public Health Emergency, or the employee is providing care or assistance to a child, whose school or child care provider is closed by order of a public official due to a Public Health Emergency.			

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	<p>Services program pursuant to Welfare and Institutions Code section 12300.</p> <p>Employee</p> <p>In one or more calendar weeks of the year employee performs at least two hours of work within the geographic boundaries of the City for an Employer;</p>						
<p>Emeryville (eff. 7/15; interpretation as of 4/9/20)</p>	<p>Employer: Any person (including a natural person, corporation, nonprofit corporation, general partnership, limited partnership, limited liability partnership,</p>	<p>Minimum of 48 Paid Sick Leave hours accruable for employees of small businesses (55 or fewer employees within Emeryville city limits) and 72 hours for Employees of Large Businesses (56</p>		<ul style="list-style-type: none"> Employee takes time off work because public health officials or healthcare providers require or recommend an employee isolate or quarantine to prevent the spread of disease; Employee takes time off work 			

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	<p>limited liability company, business trust, estate, trust, association, joint venture, agency, instrumentality, or any other legal or commercial entity, whether domestic or foreign), who directly or indirectly (including through the services of a temporary services or staffing agency or similar entity) employs or exercises control over the wages, hours or working conditions of any employee.</p> <p>Employee:</p> <p>All employees (including</p>	<p>or more within Emeryville city limits)</p>		<p>because the employee falls within the definition of a “vulnerable population” under the Guidance from the State or any other official subsequent updates.</p> <ul style="list-style-type: none"> • Employee takes time off work because the employee’s business or a work location temporarily ceases operations in response to a public health or other public official’s recommendation; • Employee takes time off work because the employee needs to provide care for a family member who is not sick but who public health officials or healthcare providers have required or recommended isolate or quarantine; • Employee takes time off work because the 			

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	temporary and part-time employees) who perform work in the City for at least two hours per week.			employee needs to provide care for a family member whose school, childcare provider, senior care provider, or work temporarily ceases operations in response to a public health or other public official's recommendation.			