



eActionAlert

Paid Sick Leave Mandate for Employees Working in San Francisco, California

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This Alert discusses another in a series of pieces of legislation applicable to employers and employees in the City and County of San Francisco ("City"). Given the June 6, 2007 effective date, your immediate action may be required.

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Introduction

Employees who work 64 hours or more in a 12-month period and have been employed at least 90 days earn at least one hour of employer paid sick leave for every 30 hours of work. On the heels of minimum compensation legislation and universal health care coverage initially applicable to pilot populations in the City, the law and accompanying regulations are posing both administrative and financial challenges for employers.

General Rules

- Employees who work in the City must be allowed to bank up to 72 hours of accrued sick leave, paid when they become sick or, in the case of umbrella leave, any used balance paid when they terminate employment per California legislation on the payment of vacation and severance.
- Employees do not accrue sick leave while on vacation or sick leave.
- Overtime hours count just like regular work hours.
- Sickness of family members, domestic partners or other designated persons qualifies as sick leave for the employee.

More Information

"Rules Implementing the San Francisco Paid Sick Leave Ordinance," 62 Frequently Asked Questions and other relevant documents are on the Internet at http://www.sfgov.org/site/olse_index.asp?id=49389.

What this Means to You and M&A's Recommended Actions

With the assistance of your M & A Health & Welfare Specialist, you should review your benefit policies to determine if they need to change as they relate to City employees.

M&A is an employee benefit consulting and management firm and, as such, we do not practice law. However, if you have any questions about this Ordinance, please contact your Health & Welfare Specialist at (877) 564-4300. Juan Kelly, the author of this article, also can be reached at the above number, extension 283.