

UPDATE: CALIFORNIA HEALTHY WORKPLACES HEALTHY FAMILIES ACT OF 2014

Earlier this year, California enacted the Healthy Workplaces, Healthy Families Act. Effective July 1, 2015, this new law will entitle most California workers to up to six (6) days of paid sick leave per year. In September, Keenan detailed the new law in a Frequently Asked Questions (FAQ) *Briefing*, which can be found at by clicking on the link below.

http://www.keenan.com/news/brief_hc/2014/BRF_20140922_HealthyFamiliesActFAQ_KHC.pdf

Recently, the California Department of Industrial Relations, Division of Labor Standards Enforcement (DLSE) published detailed FAQs regarding the new paid sick leave law. Among the topics addressed by these FAQs are the following:

- The 90-day probationary period for new employees.
- The treatment of staffing agency employees.
- The differences between how much sick leave an employer has to allow an employee to accrue and how much it is required to allow an employee to use in a given year.
- The effect of local sick leave ordinances.

The FAQs also describe the effective dates of the new law in Question-and-Answer form. They may be summarized as follows:

January 1, 2015	July 1, 2015
Begins qualifying period that determines which employees are eligible for paid sick leave.	Right to accrue and take sick leave under the new law.
Employer must begin providing written notice of paid sick leave to certain employees under Labor Code § 2810.5.	Employer obligation to provide each employee with written notice that sets forth the amount of paid sick leave available, or paid time off leave an employer provides in lieu of sick leave, in either the employee's itemized wage statement or in a separate writing provided on employee's pay date.
Employer posting requirement.	

The DLSE's FAQs can be accessed by clicking on the link below.

http://www.dir.ca.gov/dlse/Paid_Sick_Leave.htm

Copies of the poster in compliance with the posting requirement can be found at the link below.

[http://www.dir.ca.gov/DLSE/Publications/Paid_Sick_Days_Poster_Template_\(11_2014\).pdf](http://www.dir.ca.gov/DLSE/Publications/Paid_Sick_Days_Poster_Template_(11_2014).pdf)

For questions regarding this *Briefing*, please contact your Keenan HealthCare Account Manager.

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