

## AB 1522: NEW PAID SICK LEAVE LAW QUESTIONS AND ANSWERS REGARDING IMPLEMENTATION

On May 7, 2015, Keenan presented a webinar on California's new paid sick leave law, the Healthy Workplaces, Healthy Families Act of 2014, which goes into full effect on July 1, 2015. Since that webinar, we have received a number of questions on how to implement the new law. In the absence of clarifying regulations, we have been working to get clarification on these questions from the Department of Industrial Relations, Division of Labor Standards Enforcement (DLSE). Below are a few questions where the DLSE has provided additional guidance.

**Q1:** Is the 90 day waiting period calendar days or working days?

**A1:** Calendar Days

**Q2:** With the front-loading method, does the 90 day waiting period still apply, or is the employee eligible to use sick pay on the first day of employment?

**A2:** The waiting period still applies. You grant the 24 hours at the start of the 12 month period; however, the employee is not eligible to use it until they have completed the 90 day waiting period.

We received **no** guidance from the DLSE on the following question:

1. An employee who works less than 30 days for an employer in a year is not entitled to sick leave. After that person's one year anniversary, does the 30-day clock start over?

The statute states, "An employee who, on or after July 1, 2015, works in California for 30 or more days **within a year from the commencement of employment** is entitled to paid sick days as specified in this section." (Labor Code §246(a). Emphasis added.) We believe that this means the clock does not restart in the second year of employment.

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

For more information please use the following link to view our May 7, 2015 webinar – Healthy Workplace Healthy Family Act - AB 1522 Paid Sick Leave: Get Ready!

<http://www.keenan.com/2015/webinar-california-pto-laws/>

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