



**Healthy Workplaces,
Healthy Families
For California**

PAID SICK DAYS BILL INFORMATION

AB 1000 (Ma)

The bill will ensure that all workers in California can earn and use paid sick days for personal illness, to care for a sick family member or to recover from domestic violence or sexual assault, without fear of losing their jobs.

BACKGROUND

- California's paid sick leave bill is modeled after a San Francisco ordinance enacted in 2006. California is at the forefront of a national trend; Washington, D.C. and Milwaukee, WI recently enacted paid sick days laws, a federal bill is pending, and many other states are considering similar legislation.
- Nearly six million working Californians – over 40 percent of the workforce – lack paid sick days. Under current law, employers are not required to provide them.
- Low-wage workers disproportionately lack paid sick days.
- The lack of paid sick days is a public health hazard, leading to the spread of contagious diseases among coworkers and to the public.
- Paid sick days would mitigate public and private health care costs in California by enabling workers to seek early and routine medical care for themselves and their families.
- Research shows that paid sick days would lead to reduced turnover, a more productive and healthy workforce, and would be a cost-savings for employers.
- The vast majority (73 percent) of Californians support a law guaranteeing paid sick days for all California workers.

WHAT THE BILL WILL DO

- Guarantee all California workers the right to earn paid sick days from the first day of employment and to begin using accrued days the 90th day of employment.
- Employees earn one hour of paid sick time for every 30 hours worked.
- Employees of a small business (10 or fewer employees) may use up to 5 accrued sick days a year; all other employees may use up to 9 accrued sick days a year.
- Paid sick days may be used for diagnosis or treatment of a worker's or family member's health condition, preventive care, or care and services related to domestic violence or sexual assault.
- Employers are prohibited from retaliating against employees for using paid sick days.
- Unions may opt-out if their collective bargaining agreement meets specified conditions.

For more information, visit our website:

www.paid sick days CA.org