

PAID SICK DAYS BILL INFORMATION

Healthy Workplaces, Healthy Families Act

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 be limited to the use of 5 accrued sick days a year; all other employees may be limited to the use of 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.