

PAID SICK DAYS BILL INFORMATION



CALIFORNIA
Work & Family
COALITION

Healthy Workplaces, Healthy Families Act AB 400 (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 days bill is modeled after a San Francisco ordinance enacted in 2006. Paid sick days measures have also been enacted in the state of Connecticut, and the cities of Washington, DC and Milwaukee, WI. A federal bill to guarantee paid sick days is pending in Congress.
- There is a growing national movement to guarantee paid sick days for all workers; paid sick days proposals are advancing through active campaigns, bills and/or initiatives in 20 states and cities.
- Over 4.5 million working Californians – nearly 40% of the workforce – lack paid sick days. There are no state or federal laws that give workers the right to earn paid sick days.

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.

For more information visit our website:
www.workfamilyCA.org