

## PAID SICK DAYS FREQUENTLY ASKED QUESTIONS



CALIFORNIA  
Work & Family  
COALITION

### **Q. When can workers start earning and using paid sick days?**

**A.** An employee who works for an employer in California for seven days or more can earn paid sick days from the first day of employment and begin using their accrued sick days on the 90th day of employment.

### **Q. How do paid sick days accrue?**

**A.** Workers accrue paid sick days at the rate of one hour for every 30 hours worked.

### **Q. Can paid sick days be carried over?**

**A.** Yes, accrued paid sick days can be carried over to the following calendar year.

### **Q. Can paid sick days be cashed out?**

**A.** No, accrued paid sick days can't be cashed out upon separation from employment.

### **Q. How many paid sick days can workers use each year?**

**A.** Employees of a small business (10 or fewer employees) may be limited to using 5 accrued sick days a year; all other employees can be limited to using 9 accrued sick days a year.

### **Q. For what reasons can workers use paid sick days?**

**A.** Workers can use paid sick days for diagnosis, care or treatment of a personal illness or a family member's illness; preventive care; and services related to domestic violence or sexual assault.

### **Q. Will the law affect workers who already get paid sick days from their employer?**

**A.** Yes, an employer's existing time off policy must meet or exceed the minimum standard set by the law. The law will also protect all workers by prohibiting employers from discriminating or retaliating against an employee for using an accrued sick day.

### **Q. Are undocumented workers eligible for the law?**

**A.** All workers employed by a California employer who meet the eligibility requirements are covered by the law.

### **Q. Can unionized workers opt-out of the law?**

**A.** Yes, unions may opt-out if their collective bargaining agreement meets specified conditions.

### **Q. Our state is facing an economic crisis – why pass this law now?**

**A.** During tough economic times, it is more important than ever that California encourages good quality jobs for all workers in the state. *Job retention* is as important as *job creation* in improving our economy. Millions of California workers lose pay and risk job loss when illness strikes. The law will benefit California's economy by saving businesses \$2.3 billion annually,

For more information visit our website:  
[www.workfamilyCA.org](http://www.workfamilyCA.org)