

## California's Sick Pay Obligations - The Healthy Workplaces, Healthy Families Act - 9th Edition

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California's paid sick leave law was changed on January 1, 2024 by SB 616. As a result, all California employers must revise their policies and practices to increase their sick pay and comply with **new rules**. The state rules must be administered in tandem with California's other laws, including the "kin-care" standards and leave of absence laws governing pregnancy disability leaves and family and medical leaves.

The new California sick pay laws are examined in the updated edition of Attorney Richard J. Simmons' publication, **California's Sick Pay Obligations – The Healthy Workplaces, Healthy Families Act**. The book discusses the increases in paid sick leave and other obligations enacted by SB 616. It also includes a new sample sick pay policy and numerous helpful appendices and tools.

The amendments include new benefit increases, employee notices, sick pay accrual standards, cap and carryover requirements. Benefits must be provided to employees who meet basic eligibility rules, including full-time, part-time, temporary and seasonal employees. Employers must also include additional information in their new-hire Wage Theft Prevention Act notices and comply with new posting, record-keeping, reporting and pay stub rules.

The 2024 edition provides a **sample accrual-based sick pay policy**. Some of the topics covered include:

- 2024 Legislative Changes
- Increases in sick leave benefits
- Use of PTO programs
- New policies
- New rules regarding minimum caps & carryovers
- New exemptions
- Employee Notice Rules
- **Presumption of retaliation** based on timing of adverse action
- Enforcement
- **New definition of "qualified family members"**

- Protected "leave" rules
- Right of employee to designate purpose of time off
- Distinctions between accrual, cap, carryover & use concepts
- New provisions for union employees
- Rules on termination and rehire
- New posting requirements and poster
- Wage Theft Protection rules

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## Attorneys

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