



County of Sacramento

June 25, 2015

To: Recognized Employee Organizations
From: Office of Labor Relations
Subject: AB 1522/Paid Sick Leave

Effective July 1, 2015, Assembly Bill 1522 amends Labor Code Sections 245-249 to require 24 hours annually of sick leave for employees who currently do not receive sick leave. The law exempts employee covered by a collective bargaining agreement where those employees are entitled to sick leave and the collective bargaining agreement provides for binding arbitration. While this exempts regular employees covered by a collective bargaining agreement, the provisions of L.C. 245-249 will apply to temporary employees covered by a collective bargaining agreement since those employees do not presently receive sick leave. Retired Annuitants are exempted from the provisions of L.C. 245-249.

Effective July 1, 2015, the County will front load 24 hours of sick leave for all temporary employees except Retired Annuitants. Each calendar year thereafter, beginning January 1, 2016, the same temporary employees will have 24 hours sick leave front loaded. The 24 hours of sick leave will expire on December 31st of each calendar year. If an employee does not utilize the time before they terminate, the remaining hours will have no cash value.

To distinguish the AB 1522 sick leave hours from present sick leave hours, it will be noted on the timesheet and paystubs as "Sick Leave Extra Help".

The use of sick leave under AB 1522 provides for additional family members beyond what is presently provided in the labor agreements. This includes the addition of parent-in-laws, grandchildren and sibling. In order to more effectively administer sick leave for all County employees, we will be reaching out to each of you to discuss the possibility of amending the labor agreements to include the additional familial relationships.

A handwritten signature in black ink, appearing to read "Robert Bonner", with a long horizontal line extending to the right.

ROBERT BONNER
Director of Labor Relations

cc: Chief Negotiators