

OFFICIAL NOTICE

Santa Monica Paid Sick Leave

Effective Date: January 1, 2017

Starting **January 1, 2017**, employers are required to provide paid sick time to their employees who work within Santa Monica city limits in accordance with Santa Monica's Paid Sick Leave provisions in Municipal Code Section 4.62.025.

**Employers with 26
or more employees**

72 hours

**Employers with 25
or fewer employees**

40 hours

Employees are eligible for paid sick leave if they perform at least two hours of work in a particular work week within the geographic limits of the City of Santa Monica, and qualify as an employee entitled to payment of a minimum wage from any employer under the California Labor Code and wage orders published by the California Industrial Welfare Commission. Employees can use sick leave consistent with the California Healthy Workplaces, Healthy Families Act of 2014.

Paid sick leave will begin to accrue at the start of an employee's employment. Employees can use accrued paid sick leave after the first 90 days of employment or consistent with the employer's policies, whichever is sooner.

For every 30 hours worked, an employee shall accrue one hour of paid sick leave. Employers may choose to provide greater sick leave benefits. An employee's accrued paid sick leave carries over from year to year (calendar year, fiscal year, or year of employment) up to the accrual limit shown above, except that no accrual or carryover is required if the employer provides the full amount of leave required at the start of each calendar year, fiscal year, or year of employment.

Under the Ordinance, employees who assert their rights to receive paid sick leave are protected from retaliation. Employees may file a civil lawsuit against their employers for any violation of the Paid Sick Leave provisions. The City can investigate possible violations, and can enforce the paid sick leave requirements. Available remedies include but are not limited to reinstatement of employees, payment of paid sick leave unlawfully withheld, and monetary penalties.

FOR MORE INFORMATION, PLEASE CONTACT THE CITY OF SANTA MONICA:

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Santa Monica's Minimum Wage