



Draft Sick Leave Ordinance

**Presented by
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Background

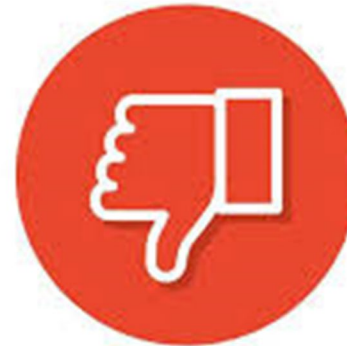
- On August 6, 2020, the Board provided policy direction for a local paid sick leave ordinance that covers private employers with more than 500 employees within the unincorporated areas of the County.
- Ordinance is needed in light of extreme peril to safety of persons and property within the County due to COVID-19.

Purpose of the Ordinance

- Bridges FFCRA coverage gap by ensuring employees and family members who have COVID-19 can stay home and decrease transmission.
- Addresses financial crisis of employees in jurisdiction who are not protected by FFCRA who have elder and childcare needs as a result of the pandemic.

How to Pass and Length of Time Effective

- This is an urgency ordinance that will be effective immediately upon 4/5ths vote.
- Will sunset on December 31, 2020, unless extended.





SUMMARY

Summary of Key Policy Decisions
and what the ordinance
provides...

Policy Direction Summary

Large Private Employers Included:

Extends to all private employers in the County's unincorporated areas who have 500 or more employees (local or national).

No Carve Outs:

No carve-outs for certain categories of employees.

Policy Direction Summary

Small business hardship preserved:

Maintains financial hardship exemption for small businesses if leave is for care of a child whose school or day care is closed due to COVID-19.

Caps Pay at \$511 per day:

Maximum pay is capped at \$511 per day, regardless of the reason for taking the leave; there is no \$200 cap.

Policy Direction Summary

Offsets where Leave Benefits Already Provided:

Employers who already provide adequate paid leave benefits may use such benefits as an offset. (At least 80 hours of accrued paid sick leave, or at least 160 hours of PTO as of ordinance date.)

Policy Direction Summary

Health Care Providers and Emergency Responders:

Removes FFCRA “operational need” exemption for health care providers and emergency responders of covered employers (more than 500 employees in unincorporated area).

Operational need exception only if to care for family member whose senior care provider or school or childcare provider is closed or unavailable due to COVID-19.