

Attachment A – Paid Sick Leave Comparison Chart

	<b>Santa Rosa</b>	<b>Oakland</b>	<b>San Mateo County</b>	<b>San Jose</b>	<b>San Francisco City and County</b>	<b>Los Angeles County</b>
Applies to private employers with 500 or more employees nationally?	Yes  It also applies to FFCRA covered employers to the extent the ordinance provides additional benefits.	Yes  Applies to all private employers with 50 or more employees; small employers are exempt	Yes  Only applies to private employers who have 500 or more employees	Yes  Coverage extends to private employers with more than 500 and less than 50 employees.	Yes  Applies to private employers who have 500 or more employees worldwide.	Yes  Applies to private employers with 500 or more employees in the United States
Can an employer not have to provide the benefits to first responders and healthcare workers should operational needs dictate otherwise?	No	Yes – can choose exemption	Yes	No	Yes; use may be limited by the employer	Yes
Are employers with less than 50 employees that are experiencing severe economic hardship obligated to provide paid benefits for employees needing to provide child care for a child whose school or child care has closed?	No	No; does not apply to employers with less than 50 employees	No; does not apply to employers with less than 50 employees	Yes	No; does not apply to employers with less than 50 employees	No; does not apply to employers with less than 50 employees
Eliminates the FFCRA pay caps pay of \$200 per day when use is for the care of a child or family member, and at \$511 per day for all other uses?	Leave for all purposes is capped at \$511 per day; there is no \$200 cap for child care purposes.	\$511 per day cap for all purposes	\$511 cap per day for all purposes	\$511 cap per day for most purposes; \$200 cap at 2/3rds rate of regular pay if used for child care	\$511 cap per day for all purposes	\$511 cap per day for all purposes

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				purposes/to care for another person.		
Are certain categories of employees exempt?	Yes – applies only to employees who perform "allowed or essential work," i.e. work activities and services permitted in the Sonoma County Public Health Officer Orders	No	Yes  Food sector and certain aviation employees are exempt	Yes  Applies only to employees of "essential" businesses	Yes  Certain categories of employees such as Francisco International Airport private sector employees and employees of private-sector businesses with employees located in federal enclaves within San Francisco, are not covered.	Yes  Food sector workers are exempt
Is the local paid sick leave in addition to sick leave and paid time off benefits the employer already provides employees? If an employer afforded employees additional paid time off benefits for reasons related to COVID-19, may the employer count those	The ordinance provides that it does not apply to an employer that has provided employees, on July 7, with	The ordinance exempts employers that have allowed employees to accrue at least 160 hours of paid personal	If an Employer provided additional paid leave specifically for COVID-19 related purposes	Employers that provide employees with some form of paid personal leave, as of adoption of the ordinance, are	The sick leave must be in addition to the employer's existing paid leave policies. However, covered	If an employer has already provided paid leave for COVID-19-related purposes since March 31, 2020, beyond the

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<p>hours towards the employer's obligations?</p>	<p>some combination of paid personal leave at least equivalent to the paid sick leave the ordinance requires.</p>	<p>leave after February 3, 2020.</p>	<p>above and beyond an Employee's regular accrued leaves, the obligation to provide sick leave under the ordinance is reduced.</p>	<p>exempt from the ordinance so long as the personal leave is at least equal to what the employee would have received under the ordinance.</p>	<p>employers may offset any hour of paid leave provided prior to February 25, 2020 for COVID-19 reasons.</p>	<p>employer's regular or previously accrued leaves, each hour will be offset against the 80-hour requirement.</p>
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