

Background

On September 10, 2014, Governor Brown signed into law the Healthy Workplaces, Healthy Families Act of 2014. This bill provides paid sick leave days to non-bargaining unit employees/substitutes of the district who have not been eligible for this type of leave benefit before. With some limited exceptions, this law specifically requires employers to provide paid sick leave to non-bargaining unit employees at an accrual rate of one (1) hour of sick leave earned for every thirty (30) hours worked. Entitlement to accrue AB1522 sick leave hours for employees went into effect beginning July 1, 2015

How It Works

An employee/substitute, not otherwise covered by a collective bargaining agreement, qualifies for paid sick leave by working for the District for at least 30 or more cumulative days in a school year (i.e., July 1st – June 30th) and by satisfying a 90 day employment period (which works like a probationary period) before an employee can actually take any paid sick leave.

Sick leave is earned at the rate of one (1) hour per every thirty (30) hours worked. You may use accrued sick leave beginning on the 90st day of employment. The maximum amount of sick leave that can be used in one school year is twenty four (24) hours or the equivalent of three (3) days sick leave per school year.

Employees may use their paid sick leave in two hour increments and for the following:

- For the diagnosis, care or treatment of an existing health condition or preventative care for themselves or a family member. Family members include the employee's parent, child, spouse, registered domestic partner, grandparent, grandchild, and sibling.
- Specified purposes for an employee who is a victim of domestic violence, sexual assault or stalking.

Supervisory notification is required prior to the use of sick leave. It is your responsibility to immediately notify the school site if you plan on using sick leave and to record such usage on your timesheet in order to be paid. Sick leave will be paid at your hourly rate.

Accrual Carryover Maximum: Employees/substitutes can carryover a maximum of 48 hours from one school year to the next school year, but again you are limited to use of 24 hours of sick leave in one school year. Sick leave will not be advanced to employees prior to it being earned (accrued). Employees/substitutes are not allowed to donate leave to other employees/substitutes.

No Payoffs: This sick leave plan is not compensable wages at the time of termination. Employees/substitutes with a balance from this sick leave plan will not have their sick leave balance paid out at the time of separation from the district.

Transfers of Sick Leave: This sick leave plan is not transferrable to any employee/substitute or employer.

Balance Available: The sick leave balance will remain available to you for one year from the date of separation with the District. If you are rehired within one year into a non-bargaining position you will have your previously accrued and unused AB1522 sick balance reinstated and available for use upon re-employment. After one year of separation the unused and accrued sick leave will be deleted from your previous sick balance.

Once you have meet the eligibility requirement and have satisfied the 90 day employment period any accrued sick leave will be reflected on your paycheck.

Should you have any questions, please contact Payroll at 530-677-2261.