

BOARD OF SUPERVISORS OF THE COUNTY OF PLUMAS
RESOLUTION NO. 15-8060

A RESOLUTION TO ADOPT THE NEW HEALTHY WORKPLACES, HEALTHY FAMILIES ACT OF 2014 AB 1522 PAID SICK LEAVE POLICY FOR TEMPORARY, SEASONAL, AND PART TIME EMPLOYEES.

WHEREAS, the new Healthy Workplaces, Healthy Families Act of 2014, AB 1522 requires employers to provide paid sick leave for temporary, seasonal, and part time employees who work more than thirty (30) days within a year will be entitled to paid sick leave; and

WHEREAS, probationary or permanent employees who are members of a bargaining group with regular work hours per week, already receive paid sick leave exceeding the new law's minimum standards.

WHEREAS, a temporary, seasonal, or part time employee who, on or after July 1, 2015, works in California for 30 or more days is entitled to paid sick leave; and

WHEREAS, paid sick leave accrues at the rate of one hour per every 30 hours worked, paid at the employee's regular wage rate. Accrual shall begin on the first day of employment or July 1, 2015, whichever is later. Use of paid sick leave is limited to 24 hours per year, from the anniversary date of employment and for acceptable uses as listed in this policy; and

WHEREAS, an employees accrued paid sick leave shall carry over to the following year(s) of employment with a maximum of 48 hours accrued. Accrual of additional paid sick leave will be capped at 48 hours until paid sick leave is used at which time accrual will resume until the 48 hour cap is again reached; and

WHEREAS, the employee has the right to request and use accrued paid sick leave, and may not be terminated, discriminated against, or retaliated against for using or requesting the use of acceptable uses of accrued paid sick leave with this policy guidelines.

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors, County of Plumas, State of California, that the County Of Plumas hereby adopts the Healthy Workplaces, Healthy Families Act of 2014 Policy, attached hereto as Exhibit A and incorporated herein by reference.

The foregoing Resolution was duly passed and adopted by the Board of Supervisors of the County of Plumas, State of California, at a regular meeting of said Board held on the 12th day of May, 2015, by the following vote:

AYES: **Supervisors** THRALL, ENGEL, SIMPSON, SWOFFORD, GOSS

NOES: **Supervisors** NONE

ABSENT: **Supervisors** NONE

Chairperson, Board of Supervisors

ATTEST:



Executive Clerk / Board of Supervisors