



News from

Councilmember Todd Gloria

City of San Diego – District Three

NEWS RELEASE

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Sick Leave Necessary for City Employees

Gloria, Gonzalez, Emerald Join City Workers to Discuss July 1 Implementation of State Law

SAN DIEGO, CA (April 17, 2015) – Councilmember Todd Gloria today announced critical progress toward providing earned sick leave to City employees. Following successful negotiations with employee organizations, the City Council is scheduled to approve implementation of A.B. 1522 for City employees soon. He was joined by California Assemblywoman Lorena Gonzalez, Council President Pro Tem Marti Emerald, and Municipal Employees Association General Manager Michael Zucchet.

A.B. 1522, the Healthy Workplaces, Healthy Families Act of 2014, was authored by Assemblywoman Gonzalez and entitles individuals working in California for 30 or more days within a year to paid sick leave of no less than one hour for every 30 worked. The law, which goes into effect July 1, 2015, allows employees to earn up to three sick days per year. As a charter city, San Diego had to take steps including meeting and conferring with its employee organizations in order to implement earned sick leave. Councilmember Gloria developed the implementation proposal for municipal employees.

Most City employees earn annual leave which can be used for either vacation or sick time. Over 1,000 City employees, including recreation leaders, seasonal lifeguards, and library staff, are not eligible for annual leave and would now benefit from sick leave through the implementation of A.B. 1522.

“City employees are committed to San Diego, and allowing them to earn sick leave will help ensure their continued ability to serve the public in a healthy and productive way,” said Councilmember Gloria. **“When I learned that some of our employees who worked most closely with the public didn’t have the ability to take sick days, I knew something had to be done. Providing workers with fair pay and benefits is always a good investment.”**

Councilmember Gloria championed the successful approval last year of a measure that increased San Diego’s minimum wage to \$11.50 per hour and provided earned sick leave of up to five days per year. Corporate interests challenged the compromise measure through a referendum, forcing the item onto the June 2016 ballot. While that implementation is paused, Assemblywoman Gonzalez secured three earned sick days statewide. For more about the new law: www.CAPaidSickDays.com.

“There is no doubt, California made history with its landmark Paid Sick Leave law,” California State Assemblywoman Lorena Gonzalez said. “Now it’s time to make sure all employers and workers understand how this law will begin to work on July 1,” said Assemblywoman Gonzalez.

If approved by the City Council, City employees will be able to earn sick leave starting July 1. The Department of Financial Management has estimated that implementation of up to 24 hours of paid sick leave to hourly, non-benefitted City employees will have a financial impact of approximately \$471,284 per fiscal year.

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