



News from

Councilmember Todd Gloria

City of San Diego — District Three

NEWS RELEASE

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Contact: Katie Keach, 619-847-8274

City Council Approves Sick Leave Policy for City Employees *Policy Benefits the Public and More than 1,300 Employees*

SAN DIEGO, CA (April 27, 2015) – Councilmember Todd Gloria today announced the San Diego City Council's unanimous approval of earned sick leave for hourly City employees.

Councilmember Gloria introduced the three items related to implementing A.B. 1522, the Healthy Workplaces, Healthy Families Act of 2014, for City employees.

“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 over 1,300 of our employees, many of whom worked 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.”**

A.B. 1522 was authored by Assemblywoman Lorena 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 1,300 City employees, including recreation leaders, seasonal lifeguards, and library staff, are not currently eligible for annual leave and will now benefit from sick leave through the implementation of A.B. 1522.

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.

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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