

KNOW YOUR RIGHTS: Santa Monica, CA Paid Sick Time

1) What does the Santa Monica Paid Sick Time law do?

It gives workers sick time that can be used to recover from physical/mental illness or injury; to seek medical diagnosis, treatment, or preventative care; to care for a family member who is ill or needs medical diagnosis, treatment, or preventative care; or to address needs that may arise if the worker is a victim of domestic violence, a sexual offense, or stalking.

2) Am I covered?

If you work as an employee in Santa Monica for at least **2 hours** in a particular week, you are probably covered, whether you are a **full-time, part-time, or temporary** worker. However, the law does not cover federal, state, and municipal employees, school district employees, and a few other narrow groups.

3) How much paid sick time can I earn?

You earn **1 hour** of paid sick time for **every 30 hours worked**. If your workplace has **26 or more workers**, you can earn up to **72 hours** of paid sick time per year. If your workplace has **fewer than 26 workers**, you can earn up to **40 hours** of paid sick time per year.

All covered employees are protected against being fired or punished for using or requesting their sick time (including threats, discipline, demotion, reduction in hours, termination, etc.).

4) What if my work or my child's school or daycare is closed for a health emergency?

You cannot use your sick time because your work or your child's school or day care is closed unless you would otherwise be able to use your sick time (for example, if you are sick or caring for a sick family member).

5) Which of my family members are covered by the law?

Under the law, you can take sick time to care for yourself or a child, spouse, registered domestic partner, parent, parent of a spouse or registered domestic partner, grandchild, grandparent, or sibling.

6) What if I already have paid leave or paid time off?

All covered employers must provide paid sick time that meets the requirements of the law. Vacation time or paid time off that can be used as either vacation or sick time does not count toward the law's requirements.

7) When can I begin using my sick time?

You start earning sick time immediately but cannot use it until 90 days after the start of your employment.



Headquarters

40 Worth Street, 10th Floor
New York, NY 10013
tel: 212.430.5982

info@abetterbalance.org
abetterbalance.org

Southern Office

2301 21st Avenue South, Suite 355
Nashville, TN 37212
tel: 615.915.2417

The Los Angeles County Department of Consumer & Business Affairs (DCBA) is in charge of enforcing this law.

All covered workers are protected against being fired or punished for using or requesting sick or safe time. If you have a problem—or want more information—call A Better Balance’s free legal clinic at **1-833-NEED-ABB**.

Please note that this fact sheet does not represent an exhaustive overview of the paid sick time law described, and it does not constitute legal advice. It is possible that additional provisions not described in this fact sheet may apply to a worker’s specific circumstances or category of employment.