

## Paid Sick Leave\*

Digest by the Ballot Simplification Committee

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**Members:** Packard, Fasick, Fraps, Jorgensen

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**Deadline to Request Reconsideration:** TBD

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**The Way It Is Now:** In 2006, San Francisco voters adopted the Paid Sick Leave Ordinance (PSLO), which requires employers to provide employees with one hour of paid sick leave for every 30 hours worked in San Francisco.

Under the PSLO, an employee does not begin to accrue paid sick leave hours until after the first 90 days of employment. An employee who leaves a job and is rehired by the same employer is not entitled to have any unused paid sick leave reinstated.

In 2014, California enacted a paid sick leave law. It does not override the PSLO and in some ways provides broader protections for employees. Employers must follow both the PSLO and the state law. The City may enforce only the PSLO.

In many instances, the number of hours of paid sick leave available to an employee under the PSLO is greater than the number of hours available under state law. For example, the state law allows an employer to provide the employee at the beginning of each year with three days of paid sick leave for the year, instead of providing one hour for every 30 hours worked as required by the PSLO.

**The Proposal:** Proposition \_\_\_ would amend the PSLO to parallel broader state law provisions so that, with some exceptions, an employer who complies with the PSLO would also comply with state law.

Proposition \_\_\_ would add provisions to the PSLO consistent with broader state law so that:

- Employees would begin to accrue paid sick leave under the PSLO on the first day of employment.
- Employees who leave a job and are rehired by the same employer within a year would have their unused PSLO sick leave reinstated.

An employee with more paid sick leave hours under the PSLO than under state law could use those hours for the broader purposes authorized by the state law. Specifically, in addition to current uses:

- Employees could use PSLO paid sick leave for purposes related to domestic violence, stalking, or sexual assault they suffered.
- Employees could use PSLO paid sick leave to care for a parent (biological, adoptive, foster), step-parent, or guardian of their spouse or registered partner, or the employee's guardian when the employee was a minor.

Under Proposition \_\_\_, if an employer provides an employee with three days of paid sick leave at the beginning of the year under the state law, those three days would be treated as an "advance" on paid sick leave not yet accrued under the PSLO.

Proposition \_\_\_ would also authorize the Board of Supervisors to amend the PSLO to adopt provisions parallel to state or federal law if either state or federal law were to provide broader protections or coverage to employees than the PSLO does.

*\*Working title, for identification only. The Director of Elections determines the title of each local ballot measure; measure titles are not considered during Ballot Simplification Committee meetings.*

**A "YES" Vote Means:** If you vote "yes," you want to amend the PSLO to parallel broader state law provisions without reducing the PSLO's coverage; and allow employees with more paid sick leave hours under the PSLO than under state law to use those hours for the broader purposes authorized by the state law.

**A "NO" Vote Means:** If you vote "no," you do not want to make these changes.