

# EMPLOYER ALERT

## New Changes to City of Los Angeles' Sick Leave Law

Effective immediately, the City of Los Angeles requires all employers to carry over their employees' unused, accrued paid sick time, regardless of whether their employees are provided a lump sum 48 hours of paid sick time on a specified date (the front-loading method) or whether their employees accrue 1 hour of paid sick time for every 30 hours worked (the accrual method).

As before, employers may restrict their employees' annual use of paid sick time to 48 hours, or 6 days, per year and require their employees to use a minimum of 2 hours of paid sick time per incident. Employers, however, may no longer cap their employees' paid sick time balance at any number less than 72 hours, or 9 days, for *either method*. The balance cap previously only applied to employers who used the accrual method.

*Please contact our office if you need your employee handbook updated to reflect these changes!*

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