

**RESOLUTION NO. 2015-014**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF REEDLEY ADOPTING  
A PAID SICK LEAVE POLICY PURSUANT TO AB 1522 FOR PART-TIME AND  
HOURLY RATED EMPLOYEES ESTABLISHING THE ACCRUAL METHOD AND  
THE MINIMUM PAID SICK LEAVE USAGE INCREMENT**

**WHEREAS**, on September 10, 2014 the Governor of the State of California signed the Healthy Workplaces, Healthy Families Act of 2014 (AB 1522) providing paid sick leave for covered employees effective January 1, 2015; and

**WHEREAS**, the AB 1522 paid sick leave provisions are to take effect July 1, 2015; and

**WHEREAS**, the City of Reedley wishes to establish a paid sick leave policy pursuant to AB 1522 for part-time and hourly rated employees; and

**WHEREAS**, part-time and hourly rated employees are not covered by an existing collective bargaining agreement, benefits resolution nor any other benefits policy; and

**WHEREAS**, AB 1522 allows the City to establish the accrual method and the minimum usage increment for paid sick leave;

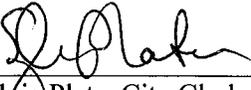
**NOW, THEREFORE, BE IT RESOLVED** by the City Council of the City of Reedley as follows:

1. Paid sick leave shall be credited at the beginning of each fiscal year on July 1<sup>st</sup> at the rate of twenty-four (24) hours for the fiscal year. No unused sick leave accrual shall be carried over to the following fiscal year; and
2. An employee shall be entitled to use accrued paid sick time beginning on the 90<sup>th</sup> day of employment, defined as the number of days worked. Employees who have not worked in a 12 month period shall be considered a new employee for purposes of sick leave accrual and usage.
3. Paid sick leave shall be taken in increments of not less than two (2) hours.
4. Paid sick leave benefits shall be effective July 1, 2015 and shall remain in effect until modified, terminated, or rescinded by subsequent resolution of the City Council, or by changes to applicable State or Federal law.

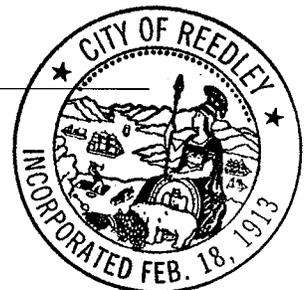
The foregoing Resolution was duly passed, approved, and adopted on February 24, 2015, by the following vote:

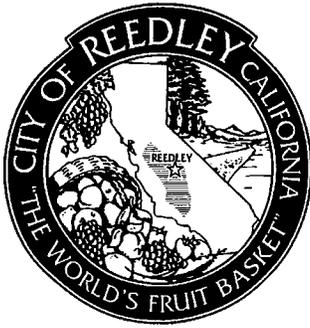
AYES: Betancourt, Fast, Beck, Rodriguez, Soleno.  
NOES: None.  
ABSTAIN: None.  
ABSENT: None.

ATTEST:

  
\_\_\_\_\_  
Sylvia Plata, City Clerk

  
\_\_\_\_\_  
Ray Soleno, Mayor





## REEDLEY CITY COUNCIL

- Consent
- Regular Item
- Workshop
- Closed Session
- Public Hearing

ITEM NO: 2

**DATE:** February 24, 2015

**TITLE:** ADOPT RESOLUTION 2015-014 APPROVING A PAID SICK LEAVE POLICY PURSUANT TO AB 1522 FOR PART-TIME EMPLOYEES AND ESTABLISHING THE ACCRUAL METHOD AND THE MINIMUM PAID SICK LEAVE USAGE INCREMENT

**SUBMITTED:** Paul A. Melikian, Director of Finance & Administrative Services *Pm*

**APPROVED:** Nicole R. Zieba, City Manager *NZ*

### **RECOMMENDATION**

That the City Council adopt Resolution 2015-014 approving a sick leave policy pursuant to AB 1522 for part-time and hourly rated employees of the City of Reedley.

### **EXECUTIVE SUMMARY**

The State of California has enacted the Healthy Workplaces, Health Families Act of 2014 (AB 1522). Beginning July 1, 2015, employers must provide paid sick leave for employees covered under AB 1522. Under the provisions of AB 1522, the City may establish the accrual method and the minimum usage increment for paid sick leave. Under the proposed method of implementing this benefit, part-time employees will be credited with 24 hours of sick leave after working 90 days with the City. Any unused sick leave will not carry over into a new fiscal year. Employees who have not worked in a 12 month period shall be considered a new employee for purposes of sick leave accrual and usage.

### **BACKGROUND**

On September 10, 2014, Governor Brown signed into law the Healthy Workplaces, Healthy Families Act of 2014 that provides three (3) days of paid sick leave for eligible employees beginning July 1, 2015. Effective January 1, 2015, employers were required to post information about AB 1522 but the paid sick leave provisions do not go into effect until July 1, 2015. AB 1522 sets forth the conditions and purposes for which paid sick leave is to be paid. AB 1522 allows the employer to choose between two accrual methods, and set a minimum usage increment for paid sick leave that does not exceed two (2) hours.

City part-time and hourly rated employees are not covered by any collective bargaining agreement (CBA), benefits resolution or any other benefits policy. As such, these employees are subject to the provisions of AB 1522. All other employees of the City are covered under CBAs or a benefits resolution that meet or exceed the minimum requirements for AB 1522 paid sick leave and are, therefore, not subject to AB 1522.

### **FISCAL IMPACT**

The financial impact of implementing AB 1522 is unknown at this time; however any additional costs would be limited to covering services performed by part-time staff during sick leave absences.

### **ATTACHMENTS**

Resolution #2015-014