

Crunch Care
The Earned Sick Leave and Minimum Wage Ordinance, San Diego Municipal Code
(SDMC) Chapter 3, Article 9, Division 1 Information
Posted October 2016

Who:

Impacts individuals that work in the city of San Diego

What:

Eligible employees are entitled to at least 40 hours of paid sick leave in a 12-month period (higher than the current state requirement of 24 hours).

Employers must provide eligible employees at least one hour of leave for every 30 hours worked within the geographic boundaries of the City

Employees may use earned sick leave for all the reasons described in Section 39.0106(a), which includes, but is not limited to, time for their own medical care or for the medical care of a family member.

Employers may cap an employee's accrual at 80 hours

All unused, accrued earned sick leave must be carried over to the following benefit year

When:

Effective July 11, 2016

How:

Employees who start work after the effective date of the Ordinance begin to accrue on their starting date of employment. Employers may limit use of accrued earned sick leave until the employee's 91st day of employment with the employer.