



## Los Angeles Will Require COVID-19 Related Paid Sick Leave for Large Employers

On Friday, March 27, the Los Angeles City Council passed a new ordinance that requires large employers to provide up to 80 hours of paid, COVID-19 related sick time to employees who work within the City of Los Angeles. Large employers for purposes of this law are those with 500 or more employees nationwide, who are exempt from the paid sick leave and paid FMLA provisions under Families First Coronavirus Relief Act (FFCRA).

Full-time employees (40 or more hours per week) who have been employed from the 4 weeks period running February 3 through March 4, are entitled to eight hours of supplemental paid sick leave. Part-time employees (less than 40 hours per week) who have also been employed for this timeframe are entitled to their average two-week pay over this 4 period. The amount of pay an employee can receive is capped at \$511 per day or \$5,110 total. This ordinance is effective immediately.

The leave may be used for the following purposes:

- Because a public health official or healthcare provider requires or recommends that the employee isolate or self-quarantine to prevent the spread of COVID-19
- Because the employee is at least 65 years old or has a health condition such as heart disease, asthma, lung disease, diabetes, kidney disease, or weakened immune system
- Because the employee needs to care for a family member who is not sick but who public health officials or healthcare providers have required or recommended isolation or self-quarantine
- Because the employee needs to provide care for a family member whose senior care provider or school or child care provider for a child under the age of 18 temporarily ceases operations in response to a public health or other public official's recommendation



**Employer Action:**

Large employers with 500 or more employees will need to identify whether they have employees working in the City of Los Angeles who may be subject to this ordinance.

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