POST WHERE EMPLOYEES CAN EASILY READ
VIOLATORS ARE SUBJECT TO PENALTIES

OFFICIAL NOTICE

SAN DIEGO EARNED SICK LEAVE

Rate Effective Date: July 11, 2016

Beginning July 11, 2016, all employers must provide paid earned sick leave to each employee (including temporary and part-time employees) who performs at least two (2) hours of work within the geographical boundaries of the City of San Diego.

The earned sick leave requirements set forth in San Diego's Earned Sick Leave and Minimum Wage Ordinance, O-20390, applies to adult AND minor employees who work two (2) or more hours in one workweek within the City's geographic boundaries. Employers must provide employees one (1) hour of earned sick leave for every thirty (30) hours worked by the employee within the geographic boundaries of the City of San Diego. Existing employees begin to accrue earned sick leave on July 11, 2016. Employees hired after July 11, 2016 begin to accrue sick leave on their employment start date. Employees are entitled to use accrued earned sick leave beginning July 11, 2016 or after the ninetieth (90) day of employment, whichever is later. Employees may use earned sick leave for all the reasons described in Section 39.0106(a) of the Ordinance, which includes, but is not limited to, time for their own medical care or for the medical care of a family member.

An employer may not retaliate against an employee for asserting any rights provided in this Ordinance. Employees may file a civil lawsuit against their employers for any violation of the Ordinance or may file a complaint with the City of San Diego's Minimum Wage Enforcement Office. The City may take any reasonable steps necessary to investigate alleged violations. The City is entitled to all legal and equitable relief to remedy any violation of the Ordinance, including the ability to award penalties of up to $1,000 per violation, back wages, liquidated damages, reinstatement and other injunctive relief.

If you have questions, need additional information, or believe you are not being paid correctly, please contact your employer or visit the City of San Diego Minimum Wage Enforcement Office website at https://www.sandiego.gov/treasurer/minimum-wage-program.

The City of
SAN DIEGO

July 2016