Supplemental Paid Sick Leave Law passed by the City of Los Angeles for Employers with 500+ Employees

March 27, 2020

The LA City Council passed an urgency ordinance aimed at addressing perceived shortcomings in the federal Families First Coronavirus Response Act ("FFCRA"). The law covers employers with 500 or more employees, based on the employer's headcount nationally. This new law is effective immediately and requires employers to provide up to 80 hours of supplemental paid sick leave.

Here are some key points regarding this new law:

- The law takes effect immediately
- It requires employers to provide up to 80 hours of supplemental paid sick leave
- Covers employees who work any amount of time in the City of Los Angeles, no matter where the employer is located
- Eligible employees must have been employed between February 3, 2020 to March 4, 2020
- Sick leave pay is capped at $511 per day, total benefit of $5,110 per employee
- Employees who work less than 40 hours per week are eligible to receive no greater than employee's average two week pay calculated between 2/3/20 to 3/4/20
- Employers may not ask for a doctor's note to verify use of sick leave
- Employers may not retaliate against employees using this leave
- First responders, health care providers, rescue and emergency personnel, are not eligible for the supplemental paid sick leave
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Los Angeles Supplemental Paid Sick Leave may be used for:

1. Because a healthcare provider requires or recommends the employee isolate or self-quarantine

2. Because the employee is 65 or older, or has a health condition such as heart disease, asthma, lung disease, diabetes, kidney disease, or a weakened immune system

3. To care for a family member who is not sick but who public health officials or a healthcare provider have required or recommended isolation or self-quarantine; or

4. To provide care for a family member whose senior care provider or school or childcare provider (children under 18) closes in response to public health or other public official's recommendation