

N E W S R E L E A S E

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California Paid Sick Leave Law Goes into Effect Today

Oakland— California Labor Commissioner Julie A. Su reminds employers that California’s paid sick leave law goes into effect today.

“With California’s new paid sick leave law in effect, most workers now won’t have to choose between their family’s health and their job,” said Christine Baker, Director of the Department of Industrial Relations (DIR). The Labor Commissioner’s Office is a division within DIR.

The [Healthy Workplace Healthy Family Act of 2014 \(Assembly bill 1522\)](#) generally provides most employees the ability to accrue at least one hour of paid sick leave for every 30 hours worked, paid at the regular rate of the worker’s wages. The employer can also provide employees at least 24 hours of sick leave up front for use during the year. Workers may begin using their accrued hours beginning on the 90th day of employment.

“In order to help achieve healthier workplaces, my office is committed to providing essential education to workers and employers on their rights and responsibilities under the new paid sick leave law,” said Labor Commissioner Julie A. Su.

Retaliation or discrimination against an employee who requests paid sick days or uses paid sick days or both are prohibited. An employee can file a complaint with the Labor Commissioner against an employer who retaliates or discriminates against an employee.

Employers and workers can refer to [DIR’s webpage](#) for more information on the new law, including a [recorded training webinar](#) and [presentation slides](#), as well as [FAQ’s](#). DIR has also produced [a short video](#) on the new law.

The Labor Commissioner’s Office, formally known as the Division of Labor Standards Enforcement, inspects workplaces for wage and hour violations, adjudicates wage claims, enforces prevailing wage rates and apprenticeship standards in public works projects, investigates retaliation and whistleblower complaints, issues licenses and

registrations for businesses, and educates the public on labor laws. Updated information on [California labor laws](#) is available online.

Employees with work-related questions or complaints may contact DIR's Call Center in English or Spanish at 844-LABOR-DIR (844-522-6734). California Workers' Information line at 866-924-9757 offers recorded messages in English and Spanish on a variety of work-related topics.

Members of the press may call Erika Monterroza at (510) 286-1164 or Peter Melton at (510) 286-7046.

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The [California Department of Industrial Relations](#), established in 1927, protects and improves the health, safety, and economic well-being of over 18 million wage earners, and helps their employers comply with state labor laws. DIR is housed within the [Labor & Workforce Development Agency](#). For general inquiries, contact DIR's Communications Call Center at 1-844-LABOR-DIR (1-844-522-6734) for help in locating the appropriate [division or program](#) in our department.