

Labor Relations

New Paid Sick-Leave Ordinances

Q&A



A new paid sick-leave ordinance applicable to all employees within the city of Los Angeles was signed into effect on June 2, 2016. In San Diego, voters on June 7, 2016, approved a similar ballot measure affecting employees' paid sick-leave benefits.

Q How does the new Los Angeles ordinance affect production workers?

A Production workers now may accrue additional sick-leave hours when working within the city of Los Angeles. Effective July 1, 2016, employees who perform at least two hours of work in a particular week within the city of Los Angeles may accrue up to 72 hours of paid sick leave. However, no more than 48 hours may be used within a year.

Q How does the new San Diego ordinance affect production workers?

A Production employees working in the city of San Diego will continue to accrue at least one hour of paid sick leave for every 30 hours worked and now may carry over all unused sick leave from year to year. However, employers may limit hours used in a year to 40.

Q What effect will the new ordinances have on collective-bargaining agreements?

A The Los Angeles and San Diego ordinances do not include an exception for employees covered under valid collective-bargaining agreements. That means all employees working in the cities of Los Angeles or San Diego are subject to the new paid sick-leave provisions.

Q Will the recent changes in paid sick-leave ordinances affect overall production management?

A As more and more employee-friendly, paid sick-leave provisions are adopted, employers will need to comply with multiple state and local sick-leave laws.

Q How can Cast & Crew help manage the ever-changing entertainment landscape?

A Cast & Crew Labor Relations provides collective-bargaining expertise, industry experience and exceptional client service. When our Labor Relations team works with your Labor Relations team, you can expect a synergistic alliance that can identify issues and resolve them immediately. We make sure all employees are paid in compliance with their respective collective-bargaining agreements.

For more information on California's state statute, please visit our website at www.castandcrew.com/ca-paid-sick-leave. To learn more about Labor Relations, visit www.castandcrew.com/labor-relations.

CONTACT

OFFICE: 818. 848.6022

laborrelations-questions@castandcrew.com

