

**From the desk of
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CALIFORNIA PAID SICK LEAVE LAW

All California Employers are required to provide paid sick leave to their employees beginning July 1, 2015.

All employees, including part-time and temporary employees, will earn at least one hour of paid leave for every 30 hours worked.

THE RULES

Effective July 1, 2015, employees who work in California for 30 or more days within a year from the beginning of employment will accrue paid sick leave at a rate of no less than one hour for every 30 hours worked.

Employees will be entitled to use accrued paid sick days beginning on the 90th day of employment, after which they may use paid sick days as they are accrued.

While accrued paid sick days shall carry over to the following year of employment, employers may limit an employee's use of paid sick leave to 24 hours, or three days, in each year of employment.

TERMINATED EMPLOYEES SICK PAY BENEFITS

Employers will not be required to compensate employees for unused sick days upon employment ending, but they must reinstate the previously unused balance if they rehire the employee within one year.

JULY 1ST COMPLIANCE RULES

- Finalize and communicate your policy to employees at least two weeks before your first July pay date.
- Display a poster on the paid sick leave/labor law where employees may read it easily.
- Provide written notice to employees with paid sick leave rights at the time of hire.
- Allow eligible employees to use accrued paid sick leave upon reasonable request.

- Show how many days of sick leave an employee has available. This can be done via pay stub.

Retain records showing how many hours have been earned and used for three years.

Our emphasis at Muffoletto & Company is to provide you the proper guidance and understanding of the system so that you avoid taxes to the extent that the law allows.

Should you have questions relating to these matters, tax, financial, and accounting issues, give us a call at (818) 346-2160.

You can also visit us on the web at www.petemcpa.com!

We here at Muffoletto & Company believe that the more informed you are in regards to the rules and regulations that affect you the more we can be of service.

Should you have questions relating to any tax or financial matters, or if you know of someone that could benefit from our assistance feel free in calling us at (818) 346-2160, or you can visit us on the web at www.petemcpa.com!

Providing individuals, small businesses, corporations, partnerships, professionals, and other business entities with the necessary guidance and answers for a complex world.

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