

	San Diego	Los Angeles	California
Eligible employees	<p>Employees who work within San Diego for at least 2 hours within a week, and who qualify as an employee entitled to minimum wage under California law.</p> <p>Does not include persons employed under a publicly subsidized summer or short term youth employment program, or any student employee, camp counselor, or program counselor of an organized camp (as defined under CA law).</p>	<p>Employees who work within Los Angeles for at least 2 hours within a week, and who qualify as an employee entitled to minimum wage under California law.</p>	<p>Employees who work in California for the same employer for 30 or more days within the year from the start of employment.</p> <p>Does not include:</p> <ul style="list-style-type: none"> •employees with collective bargaining agreements, if the agreement provides for paid sick days and final and binding arbitration of disputes about paid sick day provisions; •employees in the construction industry covered by certain collective bargaining agreements; •certain providers of in-home supportive services; •flight deck or cabin crew employees of air carriers subject to the provisions of Title II of the federal Railway Labor Act; or •public employees who are recipients of a retirement allowance, and employed without reinstatement into his or her respective retirement system

Front loading permitted (instead of accrual method)	Not specified	Yes - 48 hours at the beginning of the year	Yes - 24 hours or 3 days of available for use by completion of the 120th calendar day of employment, and each year thereafter
Maximum Amount of Leave Use per year	40 hours per year	48 hours per year	24 hours/3 days per year
Accrual	1 hour for every 30 hours worked	1 hour for every 30 hours worked	1 hour for every 30 hours worked; or Accrual of a set amount of paid sick days per pay period or quarter provided: <ul style="list-style-type: none"> • the accrual is on a regular basis; and • the employee has no less than 24 hours of leave by the 120th calendar day of employment, each calendar year, or in each 12-month period.
Maximum accrual per year	Accrual cannot be capped	Accrual may be capped at 72 hours (or more, if the employer allows it).	Accrual capped at 6 days or 48 hours per year
Leave reasons	<ul style="list-style-type: none"> • Employee or family member’s medical condition • Safe Time: time needed to handle certain matters related to domestic violence, sexual assault or stalking, when the 	<ul style="list-style-type: none"> • “Paid sick leave” for employee or family member 	<ul style="list-style-type: none"> • Employee or family member’s medical condition • Safe Time: time needed to handle certain matters related to domestic violence, sexual assault or stalking, when the employee or family member is a victim

	<p>employee or family member is a victim</p> <ul style="list-style-type: none"> • Closure of business, school, or place of child care by public health official due to public health emergency 		
Carryover Provisions	All unused time carries over/no cap.	Employee can carry over 72 hours of paid sick leave (or more, if the employer allows it).	All unused time carries over/no cap. No carryover is required if the employer offers 24 hours or 3 days of paid sick leave at the beginning of each year.
Payment upon termination/Reinstatement upon rehire	Not required to pay on termination, resignation, retirement, or other separation. If there is a separation from employment and employee is rehired within 6 months, previously accrued time that was not used or paid out must be reinstated. No reinstatement of time required if the employer paid out the accrued time to the employee at the time of job separation.	Not required to pay on termination, resignation, retirement, or other separation. If an employee separates and is rehired within one year, then previously accrued and unused paid sick time must be reinstated. No exception to restoration of time for time previously paid out at separation.	Not required to pay on termination, resignation, retirement, or other separation. If an employee separates from an employer and is rehired by the employer within one year, previously accrued time that was not used or paid out must be reinstated. No reinstatement of time required if the employer paid out the accrued time to the employee at the time of job separation.
Covered Relationships	Child, parent, spouse, registered domestic partner, grandparent, grandchild, sibling.	Child, parent, spouse, registered domestic partner, grandparent, grandchild, sibling, any individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship.	Child, parent, spouse, registered domestic partner, grandparent, grandchild, sibling.

Certification	Reasonable documentation for absences of more than 3 consecutive work days.	Reasonable documentation for any absence.	There is no provision permitting an employer to request or require certification or documentation from an employee.
Employee notice	If foreseeable, reasonable advance notice not to exceed 7 days. If not foreseeable, as soon as practicable.	Does not address advance notice for using sick time.	If foreseeable, reasonable advance notice not to exceed 7 days. If not foreseeable, as soon as practicable.
Employer notice	Posting written notice of rights at time of hire, or 4/1/2015, whichever is later	None specified	Posting written notice containing amount of paid sick leave available must be provided on wage statement or other separate communication
Employer Record keeping	Yes	Not specified	Yes