

California Paid Sick Leave Policy - Lump Sum

Purpose/Objective

[Company Name] provides paid sick leave to employees who have worked for 30 or more days in California within a year of their employment with the company.

Eligibility

An employee becomes eligible for paid sick leave by working in California for at least 30 days within a year. Before an employee can take any sick leave, they must complete a 90-day employment period, which is not limited to work only in California.

Procedures

- Current employees will receive a lump-sum grant of 24 hours or three days, whichever is more beneficial to the employee, of paid sick leave each year on July 1.
- A newly hired employee will receive a lump-sum grant of 24 hours or three days, whichever is more beneficial to the employee, after working for 90 days. A lump-sum grant will then be provided on July 1 in each subsequent year if the employee remains eligible.
- Paid sick leave may be used after an employee has worked for [Company Name] for at least 90 days.
- Unused sick leave granted under this policy does not carry over from one year to the following year.
- [Optional: The company requires employees to use paid sick leave under this policy in minimum increments of two hours.]

Leave under this policy may be used for:

- Diagnosis, care, or treatment of an existing health condition for an employee or an employee's immediate family member.
- Preventive care of an employee or an employee's immediate family member.
- Employees who are the victims of domestic violence, sexual assault, or stalking.

"Family member" for purposes of this policy includes:

- Spouses
- Registered domestic partners
- Children (regardless of age)

Lump It Or Leave It

Anthony S. Fauci



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