

Work Hard. Be Well.



SANTA MONICA PAID SICK LEAVE

For hours & more information visit smgov.net/minimumwage



HONEST WORK. FAIR PAY.
Santa Monica's Minimum Wage



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PAID SICK LEAVE IN SANTA MONICA

72 hours

Large businesses

40 hours

Small businesses

Large = 26+ employees

Small = 1-25 employees

ANNUAL AMOUNTS

- Earning by Hour: It can take more than one year to earn the full amount. Any unused amount rolls over to the next year.
- Full Amount at Start of Year: Employees receive the full amount in one year. Unused leave goes away at the end of the year.

1) HOW MUCH TIME CAN I EARN?

- Identify your employer size.
 - 26 or more employees in Santa Monica: large employer/ 72 hours
 - 25 or fewer employees in Santa Monica: small employer/ 40 hours
 - If you're not sure, check with your manager or supervisor.
- Check your pay stub. This should show the number of hours you have earned.
 - You can earn 1 hour for every 30 hours worked OR
 - Your employer may opt to provide all hours at the start of the year

2) HOW CAN I USE IT?

- You can use paid sick leave hours for yourself or a family member. Find more detail at https://www.dir.ca.gov/DLSE/Paid_Sick_Leave.htm under "For what purposes can an employee take paid sick leave".

3) WHAT IF I HAVE QUESTIONS?

- If you're not sure you're receiving the right amount of paid sick leave, contact Santa Monica's enforcement team at LA County's Department of Consumer and Business Affairs (DCBA) at (800) 593-8222 or wagehelp@dcba.lacounty.gov.

Other questions? Visit smgov.net/minimumwage or email minimum.wage@smgov.net