SANTA MONICA PAID SICK LEAVE

For hours & more information visit smgov.net/minimumwage

HONEST WORK. FAIR PAY.
Santa Monica’s Minimum Wage
PAID SICK LEAVE IN SANTA MONICA

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](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.

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.

**72 hours**
Large businesses

**40 hours**
Small businesses

Large = 26+ employees
Small = 1-25 employees

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