California Workers:
You have the right to Paid Sick Leave

Starting January 1, 2024: 40 hours or 5 days per year

You qualify for paid sick leave from your employer if you worked:

30 At least 30 days with the same employer in the current year.

90 90 days with the same employer.

Full-time, part-time or as a temporary worker.

You can use paid sick leave:

For treatment, diagnosis or preventative care for yourself or a family member or a designated person.

By notifying your employer as soon as possible when you need to take paid sick leave. A note from the doctor is not required.

For at least 40 hours or 5 days per year, whichever is more. Employers can provide additional paid sick leave, but not less than 40 hours or 5 days per year.

Earning Paid Sick Leave: Employers can provide workers at least 1 hour of paid sick leave for every 30 hours worked, or they can provide all 5 days or 40 hours at the start of each year or 12 month period.

! Cities or regions in California may require employers to provide additional sick leave.

What is 40 hours or 5 days?

The employer must allow workers to use 40 hours or 5 days, whichever is more.

Example 1: An employee normally works 10-hour days. They have the right to 5 days, or 50 hours, of paid sick leave.

Example 2: An employee normally works 6-hour days. They have the right to 40 hours of paid sick leave.

If you were not paid for the sick leave you took, you can file a wage claim.

Keep track of your hours and pay stubs

Document communication with employer

Contact the Labor Commissioner's Office near you

It is illegal for your employer to fire you, reduce your hours or otherwise retaliate against you for asking to use paid sick leave. All workers qualify for paid sick leave, regardless of immigration status. For questions on paid sick leave, retaliation protections, filing a wage claim or retaliation complaint, call the Labor Commissioner's Office 833-LCO-INFO (833-526-4636).

For more information, visit www.dir.ca.gov/PaidSickLeave