



CITY OF LOS ANGELES
CALIFORNIA



**Office of Wage Standards,
Bureau of Contract Administration**

Paid Sick Leave and COVID-19 Guidance

March 18, 2020 – **revised June 11, 2020**

Employers must allow Employees covered by LAMC 187 to use accrued Paid Sick Leave in the following situations, which fall under preventive care:

- The Employee takes time off work because public health officials or healthcare providers require or recommend an Employee isolate or quarantine to prevent the spread of disease;
- The Employee takes time off work because they are 65 or older or have a serious chronic medical condition as described by the Centers for Disease Control;
- The Employee takes time off work or loses regular or scheduled work hours because the employee's business or a work location temporarily ceases operations in response to a public health or other public official's recommendation or mandate;
- The Employee takes time off work because the Employee needs to provide care for a family member, by blood or affinity, who is not sick but who public health officials or healthcare providers have required or recommended isolate or quarantine; or
- The Employee takes time off work because the Employee needs to provide care for a family member whose school, child care provider, senior care provider, or work temporarily ceases operations in response to a public health or other public official's recommendation or mandate that is made to prevent the spread of disease.

Paid sick leave can also be used for absences due to illness; the diagnosis, care, or treatment of an existing health condition; or preventive care for the Employee or the Employee's family member by blood or affinity.

An Employer with a business or workplace that continues to operate in a limited capacity may elect to furlough Employees at its discretion and is not required to allow a furloughed Employee to use accrued Paid Sick Leave for those furloughed, uncompensated hours.

For more information on applicable California labor laws, please visit the California Division of Labor Standards Enforcement's website: <http://dir.ca.gov/dlse/>.

For more information on COVID-19 and related resources, please visit <http://coronavirus.lacity.org/>.

Need assistance in another language? Please call 3-1-1.