

COUNTY OF SONOMA
BOARD OF SUPERVISORS

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NOTICE OF COUNTY OF SONOMA COVID-19 PAID SICK LEAVE ORDINANCE

The County of Sonoma has adopted a COVID-19 Paid Sick Leave Ordinance, Ordinance No. _____. The Ordinance generally applies to employees of employers in the unincorporated areas of the County. Covered employees are entitled to up to eighty (80) hours of Supplemental Paid Sick Leave benefits, pro-rated for part time employees as follows:

- Employees are eligible for Supplemental Paid Sick Leave benefits if they have worked for an employer for more than two (2) hours within the geographic boundaries of unincorporated Sonoma County. Employers are covered by the ordinance, regardless of size. Federal, state, and local government agencies, however, are not covered by the ordinance.
- Covered employees who are normally scheduled to work forty (40) or more hours per week may use up to eighty (80) hours of Supplemental Paid Sick Leave. Part-time employees may use Supplemental Paid Sick Leave on a pro-rata basis.
- Covered employees may use the leave where they cannot work, or telework, because they:
 - Have been advised by a health care provider to isolate or self-quarantine to prevent the spread of COVID-19;
 - Are subject to quarantine or isolation by federal, state or local order due to COVID-19;
 - Are experiencing COVID-19 symptoms and are seeking a medical diagnosis;
 - Need to care for an Individual who is subject to a federal, state, or local quarantine or isolation order related to COVID19, or have been advised by a health care provider to self-quarantine related to COVID-19, or are experiencing COVID-19 symptoms and are seeking a medical diagnosis;or

- Need to take time off work because to provide care for an Individual whose senior care provider or whose school or childcare provider is closed or is unavailable in response to a public health or other public official's recommendation.
- Covered employees are entitled to pay up to \$511 per day.
- Supplemental Paid Sick Leave hours have already been accumulated by employees, and allow an employee the ability to utilize the Supplemental Paid Sick Leave benefits to the extent they have not already exhausted their COVID-19 paid sick leave accruals during the pandemic. Employers may be entitled to the offsets set forth in the ordinance.
- Small businesses with less than 50 employees may be exempt from having to furnish the paid leave benefits to employees for the purpose of caring for a child whose school or day care is unavailable due to COVID-19 related reasons, if doing so constitutes a financial hardship for the employer. When the benefit is being sought to provide care for a health care worker's or first responder's immediate family member whose senior care provider or whose school or childcare provider is closed or is unavailable due to COVID-19 reasons, the request to use Supplemental Paid Sick Leave benefits for such purpose may be denied if granting such Leave would create a staffing shortfall.
- Employers may require employees to follow reasonable notice procedures only for foreseeable absences, and may not require employees to furnish a doctor's note or other supporting documentation. Employers are prohibited from requiring employees to find or confirm a replacement as a condition of obtaining Supplemental Paid Sick Leave benefits.
- Covered employees are entitled to this benefit effective immediately through June 30, 2021, unless extended by the Board, or until such time as State or Federal legislation is passed affording similar benefits.
- Employees who believe their employer has violated the requirements of the ordinance may bring an action in Superior Court of the State of California against their employer.
- Employers covered by the ordinance are prohibited from discharging, reducing an employee's compensation, or otherwise discriminated against employees who request Supplemental Paid Sick Leave benefits under the ordinance or who otherwise seek to enforce their rights under the ordinance.