

MOTION BY SUPERVISOR HILDA L. SOLIS

January 26, 2021

Extending the Supplemental Paid Sick Leave Ordinance

The COVID-19 pandemic has devastated many lives in the Los Angeles County workforce. On March 31, 2020, as a result of "Safer at Home" declarations by California Governor Gavin Newsom and the Los Angeles County Board of Supervisors, the Board of Supervisors adopted a motion that called for a report back on implementing protections for workers in unincorporated Los Angeles County affected by the COVID-19 pandemic.

The report back examined the provision for supplemental paid sick leave benefits. The federal government had enacted H.R. 6201 Federal Families First Coronavirus Response Act (Families First Act), which required employers with fewer than 500 employees to provide supplemental paid sick leave benefits to their employees impacted by COVID-19.

On April 28, 2020, the County of Los Angeles enacted an urgency ordinance extending the paid sick leave benefit to employees at businesses that employ 500 or more employees nationally, in the County's jurisdiction, which were not covered by the

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Families First Act. The supplemental paid sick leave benefits provided under Chapter 8.200 expired on December 31, 2020. In light of the continuing COVID-19 pandemic and renewed "Safer at Home" declarations by California Governor Gavin Newsom and the Los Angeles County Board of Supervisors, the benefits under Chapter 8.200 should be extended.

In addition, the Families First Act's supplemental paid sick leave benefits for employees at employers with fewer than 500 employees expired on December 31, 2020. In light of the continuing COVID-19 pandemic and renewed "Safer at Home" declarations by California Governor Gavin Newsom and the Los Angeles County Board of Supervisors, the sick leave benefits provided under Chapter 8.200 should be extended to all employers with fewer than 500 employees in the County's jurisdiction.

I, THEREFORE, MOVE that the Board of Supervisors approve the attached ordinance to amend the Los Angeles County COVID-19 Supplemental Paid Sick Leave Ordinance contained in Chapter 8.200 of Title 8 of the Los Angeles County Code, to extend supplemental paid sick leave for employees at businesses employing 500 or more employees nationally and establish supplemental paid sick leave to employees of all employers in the unincorporated areas of the County.

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