

To: A&F Committee

Date: November 23, 2015

From: Lisa Rettig
Senior Manager of Human Resources

Subject: Paid Sick Leave for
Unrepresented Part-Time Employees

SUMMARY OF ISSUES:

The California Healthy Workplaces, Healthy Families Act of 2014 (AB 1522) requires employers to provide paid sick leave to employees. Certain employees are exempt from this act. These employees include employees covered by a collective bargaining agreement, certain individuals employed by air craft carriers and employees of the California In-Home Supportive Services Program.

CCCTA currently provides paid sick leave to unrepresented full-time employees at the rate of 12 days per year. After consulting with legal council, under this law CCCTA must provide paid sick leave to unrepresented part-time employees. Beginning on July 1, 2015 part-time employees must be provided paid sick leave at the rate of one hour for every 30 hours worked with an accrual cap of 48 hours (or six days).

Of CCCTA's 3 unions, the ATU has provided notice that they disagree completely that employees covered by a collective bargaining agreement are exempt from the requirements of AB 1522. This is not the opinion of our legal council, Hanson and Bridgett.

FINANCIAL IMPLICATIONS:

The number of unrepresented part-time employees has fluctuated over the years between 0 and 10 employees. CCCTA currently has 2 unrepresented part-time employees. The cost to provide this benefit to the current part-time employees is approximately \$2050.00 a year.

REQUESTED ACTION:

Recommend that the Board of Directors adopt a resolution authorizing the General Manager to provide paid sick leave to unrepresented part-time employees at the rate of 1 hour for every 30 hours worked up to a maximum of 48 hours per year.