



HOUSING AUTHORITY OF THE CITY OF LOS ANGELES

Memo

To: All New Employees

From: Human Resources

Date: November 12, 2015

Re: Casual Employee Benefits

Affordable Care Act info regarding part-time casual employee benefits Part-Time Employee Benefits Program

In compliance with the shared responsibility provisions employers are mandated to provide you the opportunity to sign up for medical and dental coverage or opt out. The benefits department will meet with you to discuss.

Healthy Workplaces/Healthy Families Act of 2014 Paid Sick Leave

An employee who, on or after July 1, 2015, works in California for 30 or more days within a year from the beginning of employment is entitled to paid sick leave.

Paid sick leave accrues at the rate of one hour per every 30 hours worked, paid at the employee's regular wage rate. Accrual shall begin on the first day of employment or July 1, 2015, whichever is later.

An employee may use accrued paid sick days beginning on the 90th day of employment.

An employer shall provide paid sick days upon the oral or written request of an employee for themselves or a family member for the diagnosis, care or treatment of an existing health condition or preventive care, or specified purposes for an employee who is a victim of domestic violence, sexual assault, or stalking.

HACLA limits the use of paid sick days to 24 hours or three days in each year of employment. Paid sick days may not be carried over into the next year.