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4 **RESOLUTION NO. R15- 47**
5 **A RESOLUTION OF THE MONO COUNTY**
6 **BOARD OF SUPERVISORS ADOPTING A POLICY IN LINE WITH THE**
7 **HEALTHY WORKPLACE HEALTHY FAMILY ACT OF 2014 (AB 1522)**

8 **WHEREAS**, On September 10, 2014 the Governor approved the Healthy Workplace
9 Healthy Family Act of 2014 (hereinafter the "HWHFA") to provide for paid sick time to
10 employees in the state of California who have worked more than 30 days over the course of
11 a year and are otherwise unbenefited;

12 **WHEREAS**, from time to time Mono County may allocate unbenefited positions that
13 may qualify for sick leave pursuant to the HWHFA; and

14 **WHEREAS**, the HWHFA permits employers to put certain restrictions on the sick
15 leave benefits it created; and

16 **WHEREAS**, while the HWHFA arguably does not apply to counties, Mono County
17 desires to establish a clear policy to implement a policy in line with the HWHFA, with certain
18 restrictions applied to this new sick leave benefit, for the betterment of its workplace.

19 **NOW, THEREFORE**, the Board of Supervisors of the County of Mono **RESOLVES** as
20 follows:

21 **SECTION ONE:** Mono County hereby adopts a policy to implement a policy in line
22 with the HWHFA as follows:

- 23 (A) Commencing July 1, 2015, any person employed by the County for thirty or
24 more days over the course of the calendar year, who is not otherwise covered
25 by a collective bargaining agreement and/or not receiving sick leave accrued at
26 a rate greater than provided by this policy ("non-covered" employees), shall
27 accrue paid sick days at the rate of one (1) hour per every thirty (30) hours
28 worked during the calendar year.
- (B) A non-covered employee who is exempt from overtime requirements as an
administrative, executive, or professional employee under a wage order of the
Industrial Welfare Commission is deemed to work forty (40) hours per
workweek for the purposes of this section, unless the employee's normal
workweek is less than forty (40) hours, in which case the employee shall accrue
paid sick days based upon that normal workweek.
- (C) A non-covered employee shall be entitled to use accrued paid sick days
beginning on the ninetieth (90th) day of employment, after which day the
employee may use paid sick leave as it is accrued.
- (D) Accrued paid sick leave shall carry over to the following year of employment.

- 1 (E) Accrual of sick leave under this policy shall be capped at 48 hours.
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3 (F) Sick leave provided pursuant to this policy has no monetary value and may not
4 be "cashed out."

5 If the need for paid sick leave is foreseeable, the non-covered employee shall provide
6 reasonable advance notification. If the need for paid sick leave is unforeseeable, the non-
7 covered employee shall provide notice of the need for the leave as soon as practicable.

8 **NOW, THEREFORE, BE IT RESOLVED** by the Mono County Board of Supervisors,

9 PASSED AND ADOPTED this 7th day of July, 2015, by the following
10 vote:

11 AYES : Supervisors Alpers, Corless, Fesko, Johnston, and Stump.
12 NOES : None.
13 ABSTAIN : None.
14 ABSENT : None.

15 ATTEST:

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17 Clerk of the Board, Deputy

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19 Timothy E. Fesko, Chair
20 Board of Supervisors

21 APPROVED AS TO FORM:

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23 COUNTY COUNSEL
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