

**LOS ANGELES [UNINCORPORATED] COUNTY
COVID-19 WORKER PROTECTION ORDINANCE
(COVID-19 SUPPLEMENTAL PAID SICK LEAVE)**

Adopted April 28, 2020 until 12-31-2020
(unless the Board of Supervisors extends its applicability)

An employer's obligation to begin providing SPSL begins on March 31, 2020.

Applies to Employers

To private employers with 500 or more employees in the United States, *i.e.*, those not covered by the federal Families First Coronavirus Response Act (FFCRA).

"County" means the unincorporated areas of the County of Los Angeles. More than 65 percent of the County -- 2,653.5 square miles -- is unincorporated. For the 1 million people living in those areas, the Board of Supervisors is their "city council" and the supervisor representing the area the "mayor."

Who is an Employee?

Covers individuals employed by an employer on April 28, 2020, who perform any work in the unincorporated areas of Los Angeles county.

Exclusions: The ordinance does not apply to a food sector worker covered by California Governor's Executive Order N-51-20. Additionally, an employer may exclude employees who are emergency responders or health care providers.

COVID-19 Supplemental Paid Sick Leave

Employees who **work at least 40 hours per week** or are classified as full-time, **receive 80 hours**, which employers **calculate using an employee's highest average two-week pay over the period of January 1 through April 28, 2020.**

Employees **who work fewer than 40 hours per week** and are not classified as full-time receive an amount no greater than **their average two-week pay over the period of January 1 through April 28, 2020.** If two or more employers jointly employ an employee, the employee receives an amount of leave specified for employees of one employer.

In no event shall the supplemental paid sick leave amount paid to an employee exceed \$511 per day and \$5,110 in the aggregate. Employees of joint Employers are only entitled to the total aggregate amount of leave specified for Employees of one Employer.

Uses of Supplemental Paid Sick Leave	
<p>Employees can use SPSL if they cannot work or telework because:</p> <ul style="list-style-type: none"> • A public health official or healthcare provider requires or recommends the Employee isolate or self-quarantine to prevent the spread of COVID-19; • The Employee is subject to a federal, State, or local quarantine or isolation order related to COVID-19 (e.g., is at least 65 years old or has a health condition such as heart disease, asthma, lung disease, diabetes, kidney disease, or weakened immune system); • The Employee needs to care for a family member who is subject to a federal, State, or local quarantine or isolation order related to COVID-19 or has been advised by a health care provider to self-quarantine related to COVID-19; or • The Employee takes time off work because the Employee needs to provide care for a family member whose senior care provider or whose school or child care provider ceases operations in response to a public health or other public official's recommendation. 	<p>"Family member" means the Employee's:</p> <ul style="list-style-type: none"> • Child [a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing in loco parentis who is either of the following: (a) under 18 years of age or (b) an adult dependent child]; • Parent (a biological, foster, or adoptive parent, a stepparent, a legal guardian, or other person who stood in loco parentis to the Employee when the Employee was a child); or • Spouse.
Employer Offset	
<p>The ordinance's offset provision says that employers that provided additional paid leave for COVID-19 related purposes, above and beyond an employee's regular or previously accrued leaves (e.g., sick or personal leaves), can reduce their SPSL obligation by each hour so provided on or after March 31, 2020, for any of the reasons the law requires.</p>	
Coordination with Other Leave Laws or Time Off Provided to Employee	
<ul style="list-style-type: none"> • SPSL is <u>in addition to</u> any paid sick leave an employee receives under California's existing statewide (non-COVID-19) paid sick leave law, the Healthy Workplace Healthy Family Act of 2014. • Additionally, the ordinance provides that employers cannot require employees to use other paid or unpaid leave, paid time off, or vacation time an employer provides them before using, or in lieu of using, SPSL. 	
Employee Notice	
<p>Employers must provide SPSL upon an employee's request in writing, which includes, but is not limited to, an email or text message.</p>	

Documentation
An Employer may require a doctor's note or other documentation for the use of Supplemental Paid Sick Leave.
Retaliatory Action Prohibited
Employers cannot discharge, reduce in compensation, or otherwise discriminate against any employee for: (1) opposing any practice the law proscribes; (2) requesting to use or actually using SPSL; (3) participating in proceedings related to the law; (4) seeking to enforce rights under the law by any lawful means; and/or (5) otherwise asserting rights under the law.
Unincorporated Areas Within the County of Los Angeles
See attached alphabetical listing below.

Unincorporated Areas within the County of Los Angeles

Unincorp. Area	Supervisorial District	Unincorp. Area	Supervisorial District	Unincorp. Area	Supervisorial District
Acton	5	La Rambla	4	Rowland Heights	1, 4
Agoura	3	Ladera Heights	2	San Clemente Island	4
Agua Dulce	5	Lake Hughes	5	San Pasqual	5
Alpine	5	Lake Los Angeles	5	Santa Catalina Island	4
Altadena	5	Lakeview	5	Saugus	5
Antelope Acres	5	Lang	5	Soledad	5
Athens (or West Athens)	2	Lennox	2	South San Gabriel	1
Avocado Heights	1	Leona Valley	5	South San Jose Hills	1
Baldwin Hills	2	Littlerock	5	South Whittier	1, 4
Bandini (islands)	1	Llano	5	Stevenson Ranch	5
Bassett	1	Long Beach (islands)	4	Sulphur Springs	5
Big Pines	5	Longview	5	Sun Village	5
Bouquet Canyon	5	Los Cerritos Wetlands	4	Sunland/Sylmar/Tujunga	
Calabasas (adjacent)	3	Los Nietos	1, 4	(adjacent)	5
Calabasas Highlands	3	Malibu Vista	3	Sunshine Acres	1
Canyon Country	5	Marina del Rey	2, 4	Three Points	5
Castaic	5	Mint Canyon	5	Topanga Canyon	3
Castaic Junction	5	Monrovia/Arcadia/ Duarte		Fernwood	
Charter Oak (islands)	5	(islands)	5	Glenview	
Citrus (Covina islands)	1, 5	Monte Nido	3	Sylvia Park	
Crystalaire	5	Montrose	5	Topanga	
Deer Lake Highlands	5	Mulholland Corridor	3	Twin Lakes	5
Del Aire	2	Cornell		Universal City	3
Del Sur	5	Las Virgenes/Malibu		Val Verde	5
East Azusa (islands)	1, 5	Canyon		Valencia	5
East Rancho Dominguez	2	Malibou Lake		Valinda	1
East Los Angeles	1	Malibu Bowl		Valyermo	5
Belvedere Gardens		Malibu Highlands		Vasquez Rocks	5
City Terrace		Malibu/Sycamore		Veterans Administration	
Eastmont		Canyon		Center	3
East Pasadena	5	Monte Nido		View Park	2
East San Gabriel	5	Seminole Hot Springs		Walnut Park	1
East Whittier	4	Sunset Mesa		West Arcadia (islands)	5
El Camino Village	2	Trifuno Canyon		West Carson	2, 4
El Dorado	5	Neenach	5	West Chatsworth	3, 5
Elizabeth Lake	5	Newhall	5	West Pomona (islands)	5
Fairmont	5	North Claremont (islands)		West Puente Valley	1
Firestone	1, 2		1, 5	West Rancho Dominguez/	
Florence	1, 2	Northeast San Dimas		Victoria	2
Forrest Park	5	(islands)	5	West Whittier	1, 4
Franklin Canyon	3	Northeast Whittier (island)		Westfield	4
Glendora (islands)	5		4	Westmont	2
Gorman	5	Northwest Whittier	4	White Fence Farms	5
Graham	1, 2	Norwalk/Cerritos (islands)	4	Whittier Narrows	1
Green Valley	5	Oat Mountain	5	Willowbrook	2
Hacienda Heights	1, 4	Pearblossom	5	Wilsona Gardens	5
Hi Vista	5	Placerita Canyon	5	Windsor Hills	2
Juniper Hills	5	Quartz Hill	5	Wisburn	2
Kagel Canyon	5	Rancho Dominguez	2	Wrightwood	5
Kinneola Mesa	5	Redman	5		
La Crescenta	5	Roosevelt	5		

