

**RESOLUTION NO. 2015-32**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BELL, CALIFORNIA, ADOPTING A PAID SICK LEAVE POLICY PURSUANT TO THE HEALTHY WORKPLACE HEALTHY FAMILY ACT OF 2014 (AB 1522) FOR UNREPRESENTED PART-TIME AND TEMPORARY EMPLOYEES**

**WHEREAS**, on September 10, 2014 the Governor of the State of California signed the Healthy Workplace Healthy Family Act of 2014 (the "Act"), adding Labor Code Sections 245-249 and amending Labor Code Section 2810.5, providing paid sick leave for covered employees effective July 1, 2015; and

**WHEREAS**, the paid sick leave provisions of the Act take effect July 1, 2015; and

**WHEREAS**, regular represented benefited City employees (both full and part-time) are currently provided with sick leave benefits pursuant to Memorandums of Understanding, employment agreements and the City's Personnel Rules and Regulations that meet the minimum requirements of the Act; and

**WHEREAS**, unrepresented Miscellaneous part-time and temporary, non-benefited employees are not currently provided paid sick leave by any Memorandums of Understanding, agreements, or benefits resolution(s) or any other benefits policy; and

**WHEREAS**, the Act allows the City to establish the accrual method, maximum accrual, and the minimum usage increment for paid sick leave; and

**WHEREAS**, the City of Bell wishes to establish a paid sick leave policy, in conformance with the requirements of the Act, applicable to all unrepresented part-time and temporary, non-benefited employees who are not currently eligible for paid sick leave.

**NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF BELL DOES FIND, DETERMINE, AND RESOLVE AS FOLLOWS:**

**SECTION 1.** In conformance with the requirements of the Act, the City hereby implements the following sick leave policy for Miscellaneous part-time and temporary unrepresented employees:

a. Paid sick leave for all employees designated as Miscellaneous part-time and temporary unrepresented employees and who have worked for 30 or more days shall be provided in accordance with the requirements of the Act codified as Labor Code Sections 245-249 and 2810.5. Regular, benefited employees are eligible for paid sick leave under applicable Memorandums of Understanding, employment agreements and the City's Personnel Rules and Regulations and are not eligible for additional sick leave as described in this policy.

b. Paid sick leave for all Miscellaneous part-time and temporary unrepresented employees shall be credited at the beginning of each fiscal year on July 1 at the rate of twenty-four (24) hours for the fiscal year. New employees shall be credited twenty-four (24) hours sick leave upon eligibility to use accrued paid sick time in accordance with section 1c below. In accordance with Labor Code § 246(d), because the City is providing the full amount of sick leave required by law at the beginning of each year, sick leave accrual shall not carry over to the following fiscal year.

c. An employee shall be entitled to use accrued paid sick time beginning on the 90th day of employment, defined as the number of days worked. Employees who have not worked for the City of Bell in a 12-month period shall be considered a new employee for purposes of sick leave accrual and usage.

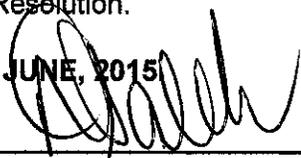
d. Paid sick leave shall be taken in increments of not less than one hour.

e. Paid sick leave benefits provided in accordance with this policy shall be effective July 1, 2015 and shall remain in effect under modified, terminated, or rescinded by subsequent resolution of the City Council, or by changes to applicable state or federal law.

**SECTION 2.** This Resolution shall take effect immediately upon adoption, with the City's sick leave policy as to Miscellaneous part-time/ temporary unrepresented employees taking effect on July 1, 2015.

**SECTION 3.** The City Clerk shall certify to the adoption of this Resolution.

**ADOPTED AND APPROVED THIS 24<sup>TH</sup> DAY OF JUNE, 2015**

  
\_\_\_\_\_  
Ali Saleh, Mayor

APPROVED AS TO FORM:

  
\_\_\_\_\_  
David J. Aleshire, City Attorney

**CERTIFICATE OF ATTESTATION AND ORIGINALITY**

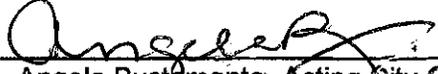
I, Angela Bustamante, Acting City Clerk of the City of Bell, hereby attest to and certify that the foregoing resolution is the original resolution adopted by the Bell City Council at its regular meeting held on the 24<sup>th</sup> day of June, 2015, by the following vote:

AYES: Councilmembers Gallardo, Quintana, Valencia, Vice Mayor Romero and Mayor Saleh

NOES: None

ABSENT: None

ABSTAIN: None

  
\_\_\_\_\_  
Angela Bustamante, Acting City Clerk