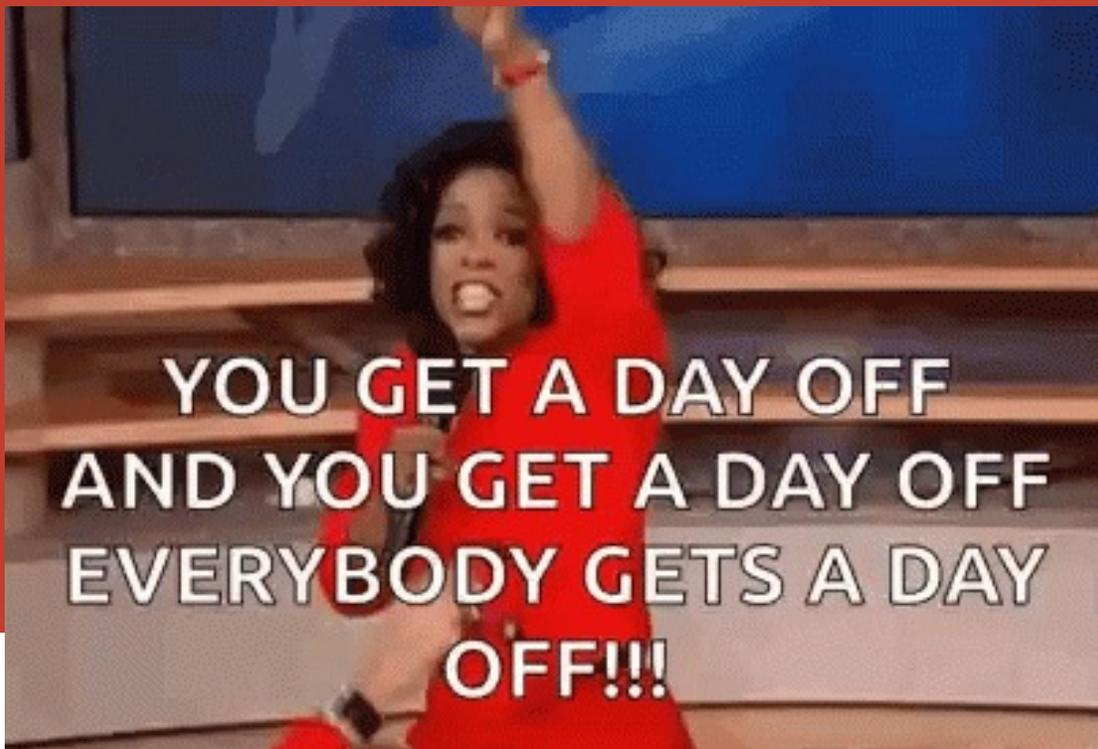


"COMPLIANCE SHOULDN'T BE A FANTASY"



Claudell, It's a great day to be a California employer, just keep saying that to yourself, like a mantra.

**AB84** reinstating COVID Supplemental Paid Sick Leave has passed through the house and senate and is now on the governor's desk for signature. Once signed it will go into effect 10 days from signing. There is a lot to unpack in this new legislation.

I will be sending three newsletters that break it down, first and foremost as an employer with 26 or more employees, there are some action items you should take care of now! This law will go into effect and you do not want to be behind the eight ball as the old saying goes.

1) Update your COVID policy to reflect the new law. If you are a

GCG virtual client and we updated your handbook, reach out to your consultant and we will update the policy for you.

2) Talk to your payroll company and have the calculations ready because the new law has the following requirements:

ALL Employees' paystubs must have a section for the COVID Supplemental Sick Pay, it CAN NOT be lumped in with the Healthy Workplace Healthy Family Paid sick leave (24 hours) or CAL-OSHA exclusion pay. If the employee does not use any of this sick leave in the pay period the number should be zero, otherwise, it should reflect the amount of time taken during that pay period only.

Part-Time or on-call employees -

Entitled to seven (7) times the average number of hours worked each day in the six (6) months preceding the date the employee took COVID supplemental sick leave.

If the employee has worked for the employer over a period of fewer than six months but more than seven days, this calculation shall instead be made over the entire period the employee has worked for the employer.

If the employee works a variable number of hours and has worked for the employer over a period of seven days or fewer, the employee is entitled to the total number of hours the employee has worked for that employer.

3) Watch your email because the Labor Commission will be creating a notice that MUST be posted, GCG will send the link when it becomes available. Yes, you have to tell employees about this new California benefit. Yay us! (said with much sarcasm)

4) Employees who have taken time off for a COVID-related incident since 1/1/22 are able to ask either verbally or in writing to be paid retroactively. You may want to develop a form and ascertain your potential liability. If an employee was paid under CAL-OSHA exclusion pay they are not entitled to double-dip, but they do get the new benefit of additional hours.

This new law works a little differently than the 2021 COVID Sick Leave, be watching your email this week for a GCG breakdown incrementally of the "bucket style sick leave". Hang in there, just remember Claudell, what doesn't kill us makes us stronger..or in this case, what doesn't break our bank accounts or close our businesses makes us stronger.



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