

Comparison of California, Los Angeles and San Diego Wage and Sick Leave Policies

Jurisdiction	Minimum Wage	Paid Sick Leave
California	<p><u>26 or more employees</u> 2016: \$10.00/hr 2017: \$10.50/hr 2018: \$11.00/hr 2019: \$12.00/hr 2020: \$13.00/hr 2021: \$14.00/hr 2022: \$15.00/hr</p> <p><u>25 or fewer employees</u> 2016: \$10.00/hr 2018: \$10.50/hr 2019: \$11.00/hr 2020: \$12.00/hr 2021: \$13.00/hr 2022: \$14.00/hr 2023: \$15.00/hr</p> <p><u>All employers</u> 2023 – forward: Annual increases indexed to CPI, not to exceed 3.5%/year. May be suspended by Governor under certain circumstances.</p>	<p>Must provide at least 24hrs/3 days of paid sick leave to employees working at least 30 days in California for the same employer in a calendar year using either of the following methods:</p> <p>Accrual Method: 1hr of sick leave accrued per 30hrs worked in CA subject to 90 day “probationary period” for initial hires prior to use of accrued leave.</p> <p>Up-Front Method: At least 24hrs sick leave made available for calendar year. 120 day “probationary period” for initial hires.</p> <p style="text-align: center;">DIR FAQ</p>
Los Angeles	<p>Applies to hours worked within geographic boundaries of city for employees who, in any particular week, performs at least two (2) hours of work within the geographic boundaries of the City of Los Angeles for any Employer.</p> <p><u>26 or more employees</u> 7/1/2016: \$10.50/hr 7/1/2017: \$12.00/hr 7/1/2018: \$13.25/hr 7/1/2019: \$14.25/hr 7/1/2020: \$15.00/hr</p> <p><u>25 or fewer employees</u> 7/1/2016: \$10.00/hr 7/1/2017: \$10.50/hr 7/1/2018: \$12.00/hr 7/1/2019: \$13.25/hr 7/1/2020: \$14.25/hr 7/1/2021: \$15.00/hr</p>	<p>Same applicability as minimum wage ordinance, but must also work for employer at least 30 days within year.</p> <p>Must provide at least 48hrs of paid sick leave using either of the following methods:</p> <p>Accrual Method: 1hr of sick leave accrued per 30hrs worked in LA subject to 90 day “probationary period” for initial hires prior to use of accrued leave.</p> <p>Up-Front Method: 48hrs provided at beginning of each calendar year or 12 month period.</p> <p style="text-align: center;">City of LA Wage and Paid Sick Leave FAQ</p>
San Diego	<p>All employers must pay to each employee who performs at least two (2) hours of work within the geographic boundaries of San Diego</p> <p>7/1/2015: \$10.50/hr 7/1/2017: \$11.50/hr 7/1/2019 - forward: Annual increases tied to CPI</p>	<p>Same applicability as minimum wage ordinance, but must also work for employer at least 30 days within year.</p> <p>Must provide at least 40hrs of paid sick leave using either of the following methods:</p> <p>Accrual Method: 1hr of sick leave accrued per 30hrs worked in SD subject to 90 day “probationary period” for initial hires prior to use of accrued leave.</p> <p>Up-Front Method: 40hrs provided at the beginning of each benefit year.</p> <p style="text-align: center;">SD Minimum Wage and Paid Sick Leave Information</p>