

THIS ORDINANCE COVERS EMPLOYEES WORKING IN UNINCORPORATED LOS ANGELES COUNTY, REGARDLESS OF IMMIGRATION OR WORK STATUS



Los Angeles County Code Chapter 8.205 EMPLOYEE PAID LEAVE FOR EXPANDED COVID-19 VACCINE ACCESS

The provisions of this Chapter are effective as of January 1, 2021.
The provisions of this Chapter will remain in effect until fourteen days
after the expiration of the COVID-19 local emergency.

The Employee Paid Leave for Expanded COVID-19 Vaccine Access Ordinance is an urgency ordinance that temporarily requires private employers in the unincorporated areas of the Los Angeles County (County) to provide paid leave for Employees to receive COVID-19 vaccine injections.

EMPLOYEES ENTITLED TO PAID LEAVE FOR EXPANDED COVID-19 VACCINE ACCESS

Los Angeles County Code Section 8.205.030

As an Employee, you may be entitled to Paid Leave for Expanded COVID-19 Vaccine Access if you:

- Are a Full-Time or Part-Time Employee who performs any work in the unincorporated areas of the County for an Employer and has exhausted all available leave time under CA Labor Code section 248.2 (COVID-19 Supplemental Paid Sick Leave).
 - A Full-Time Employee is entitled to use up to four (4) hours of additional Paid Leave per injection to receive the COVID-19 vaccine.
 - A Part-Time Employee is entitled to a prorated amount of four (4) hours per injection based on the Employee's normally scheduled work hours over the two-week period preceding the injection. For example, if an Employee worked 20 hours a week during the two-week period, the Employee would be entitled to two hours of COVID-19 Vaccine Paid Leave per injection.
- An Employee who receives COVID-19 Vaccine Paid Leave shall be compensated at their normal rate of pay.
- An Employer may ask an Employee to provide verification of receipt of the COVID-19 vaccine in order to receive the COVID-19 Vaccine Leave.

COVID-19 Vaccine Paid Leave is different from Paid Sick Leave:

The total number of hours of COVID-19 Vaccine Paid Leave to which an Employee is entitled to shall be in addition to any Paid Sick Leave that may be available to the Employee under Labor Code section 246, et seq.

See Los Angeles County Code Chapter 8.205 for specific information about covered Employees and Employers

EMPLOYER NOTIFICATION REQUIREMENTS

Los Angeles County Code Section 8.205.040

Every Employer must display this poster in a conspicuous and accessible place in order to inform Employees of the Employee Paid Leave for Expanded COVID-19 Vaccine Access Ordinance and of their rights under this Ordinance.

RETALIATION IS PROHIBITED

Los Angeles County Code Section 8.205.60

You have the protected right to:

- File a complaint
- Inform any person of their potential rights
- Assert your rights under this ordinance

Adverse actions against you are prohibited as retaliation for exercising your rights. Retaliation includes but is not limited to the following actions:

- Fire you
- Refuse to employ you
- Reduce your pay
- Discriminate against you
- Threaten you or your immediate family members

ENFORCEMENT

Los Angeles County Code Section 8.205.080

The Department of Consumer and Business Affairs (DCBA) is authorized to investigate complaints of alleged violations of the Employee Paid Leave for Expanded COVID-19 Vaccine Access Ordinance.

Call DCBA at (800) 593-8222.

More info: dcba.lacounty.gov

EMPLOYEE REMEDIES

Los Angeles County Code Section 8.205.070

An Employee claiming a violation of this Chapter may file an action in the Superior Court of the State of California against an Employer, within three years of the occurrence of the alleged violation.

Updated August 31, 2021