



**February 17, 2022**

## **COVID-19 Supplemental Paid Sick Leave (SB 114) - Notice Requirement**

As previously reported, Governor Gavin Newsom signed legislation (SB 114) on February 9, 2022, which reinstated COVID-19 Supplemental Paid Sick Leave (SPSL); providing eligible employees up to 80 hours of paid leave for COVID-19-related issues. As the measure was passed using early budget action, there was a 10-day grace period before employers had to comply with the new law on **February 19, 2022**. The SPSL is retroactive to January 1, 2022 and will remain in effect through September 30, 2022.

**In addition to complying with the leave requirements by February 19, 2022, employers must also include certain information on employee paystubs and post notice about the law in the workplace.**

### **PAYSTUBS**

Employers must provide employees with written notice that sets forth the amount of SPSL the employee has **used** through the pay period on either the employee's itemized wage statement or in a separate writing provided on each pay day. The employer shall list zero hours used if a worker has not used any SPSL.

### **WORKPLACE POSTING**

The law requires the Labor Commissioner's office to create and make available, no later than February 16<sup>th</sup>, a workplace posting notice. That posting is now available on the Labor Commissioner's [website](#).

Employers must post the notice in a conspicuous location at their worksite and provide it to employees working remotely. Under the law, employers are expressly authorized to electronically distribute the poster to their remote workforce using email.

We continue to pursue a tax credit to offset the costs of the SPSL mandate that is usable by construction employers. To assist in that effort, we have developed a grassroots platform to allow individual contractors to be heard. If you haven't already, please go to [www.unioncontractorvoice.com](http://www.unioncontractorvoice.com) to alert Governor Newsom and your legislative representatives that you support a dollar-for-dollar tax credit for high wage paying employers to offset the cost of the leave.