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Circular Letter

August 5, 2015

TO: **ALL CALPERS EMPLOYERS**

SUBJECT: **ASSEMBLY BILL 1522 HEALTHY WORKPLACES, HEALTHY FAMILIES ACT OF 2014, ASSEMBLY BILL 304 AND RETIRED ANNUITANTS**

The purpose of this circular letter is to inform you of the impact of Assembly Bill (AB) 1522, the Healthy Workplaces, Healthy Families Act of 2014, and AB 304 on CalPERS' members employed as retired annuitants.

Retired Annuitants and Paid Sick Leave

AB 1522 amended the Labor Code, which generally establishes working conditions for wage earners in the state, to require employers to provide paid sick leave to an employee who, on or after July 1, 2015, works in California for 30 or more days within a year from the commencement of employment. Employees accrue one hour of sick leave for every 30 hours worked and can use the paid sick leave beginning on the 90th day of employment. The bill authorizes an employer to limit an employee's use of paid sick days to 24 hours or 3 days in each year of employment.

AB 1522 defines "employer" to include the state, its political subdivisions, and municipalities, and although the bill specifically excludes certain types of wage earners from its scope, those serving as retired annuitants were originally not excluded.

On July 13, 2015, Governor Brown signed AB 304 (Gonzalez), Chapter 67 of the Statutes of 2015, which revises the definition of employee which was defined in AB 1522 and now excludes retired annuitants from being eligible for sick leave.

If you have any questions, please call our CalPERS Customer Contact Center at **888 CalPERS** (or **888-225-7377**).

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