

RESOLUTION NO. 6657

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GARDENA, CALIFORNIA, ADOPTING AN AMENDED PAID SICK LEAVE POLICY FOR NON-REPRESENTED, PART-TIME, TEMPORARY, AND SEASONAL EMPLOYEES, IN ORDER TO COMPLY WITH AB 1041 AND SB 616.

WHEREAS, on September 29, 2022, the Governor of the State of California signed AB 1041 into law, amending the *Healthy Workplaces, Healthy Families Act of 2014* to allow employees to use paid sick leave for the diagnosis, care, or treatment of an existing health condition of, or preventative care for, a “designated person”; and

WHEREAS, on October 4, 2023, the Governor of the State of California signed SB 616 into law, amending the *Healthy Workplaces, Healthy Families Act of 2014* to increase the amount of paid sick leave to which eligible employees are entitled.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF GARDENA, CALIFORNIA, DOES HEREBY FIND, DETERMINE, AND RESOLVE AS FOLLOWS:

SECTION 1. Non-represented employees, other than those covered by a benefits resolution, shall be credited with paid sick leave at the rate of forty (40) hours for the year. No unused sick leave accrual shall be carried over to the following year.

SECTION 2. An employee shall be permitted to use paid sick leave for the diagnosis, care, or treatment of an existing health condition of, or preventative care for, a “designated person,” defined as “a person identified by the employee at the time the employee requests paid sick leave.” The employee is not required to have any particular relationship to the designated person. However, an employee may only designate one designated person per 12-month period.

SECTION 3. Paid sick leave benefits shall be effective January 1, 2024 and shall remain in effect until modified, terminated, or rescinded by subsequent resolution of the City Council, or by changes to applicable State or Federal law.

BE IT FURTHER RESOLVED that the City Clerk shall certify to the passage and adoption of this Resolution; shall cause the same to be entered among the original Resolutions of said City; and shall make a minute of the passage and adoption thereof in the records of the proceedings of the City Council of said City in the minutes of the meeting at which the same is passed and adopted.

Passed, approved, and adopted this 13th day of February, 2024.

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Tasha Cerda, Mayor

TASHA CERDA, Mayor

ATTEST:

Mina Semenza

MINA SEMENZA, City Clerk

APPROVED AS TO FORM:

Carmen Vasquez

CARMEN VASQUEZ, City Attorney

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) SS:
CITY OF GARDENA)

I, **MINA SEMENZA**, City Clerk of the City of Gardena, do hereby certify that the whole number of members of the City Council of said City is five; that the foregoing Resolution, being **Resolution No. 6657** duly passed and adopted by the City Council of said City of Gardena, approved and signed by the Mayor of said City, and attested by the City Clerk, all at a regular meeting of said City Council held on the **13th day of February 2024**, and that the same was so passed and adopted by the following roll call vote:

AYES: COUNCIL MEMBER FRANCIS, MAYOR PRO TEM HENDERSON,
 COUNCIL MEMBERS TANAKA AND LOVE, AND MAYOR CERDA

NOES: NONE

ABSENT: NONE

for Becky Romero
City Clerk of the City of Gardena, California

(SEAL)