

RESOLUTION NO. 706

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE IDYLLWILD WATER DISTRICT ADOPTING A PAID SICK LEAVE POLICY PURSUANT TO AB 1522 FOR PART-TIME AND TEMPORARY HOURLY RATED EMPLOYEES ESTABLISHING THE ACCRUAL METHOD AND THE MINIMUM PAID SICK LEAVE USAGE INCREMENT

WHEREAS, on September 10, 2014 the Governor of the State of California signed the Healthy Workplaces, Healthy Families Act of 2014 (AB 1522) providing paid sick leave for covered employees effective January 1, 2015; and

WHEREAS, the AB 1522 paid sick leave provisions are to take effect July 1, 2015; and

WHEREAS, the Idyllwild Water District wishes to establish a paid sick leave policy pursuant to AB 1522 for part-time and temporary hourly employees; and

WHEREAS, part-time and temporary hourly rated employees are not covered by an existing collective bargaining agreement, benefits resolution nor any other benefits policy; and

WHEREAS, AB 1522 allows the Idyllwild Water District to establish the accrual method and the minimum usage increment for paid sick leave;

NOW, THEREFORE, BE IT RESOLVED by the Idyllwild Water District's Board of Directors as follows:

1. Paid sick leave shall be credited at the beginning of each fiscal year on July 1st at the rate of twenty-four (24) hours for the fiscal year. No unused sick leave accrual shall be carried over to the following fiscal year; and
2. An employee shall be entitled to use accrued paid sick time beginning on the 90th day of employment, defined as the number of day worked. Employees who have not worked in a 12 month period shall be considered a new employee for purposes of sick leave accrual and usage.
3. Paid sick leave benefits shall be taken in increments of not less than two (2) hours.
4. Paid sick leave benefits shall be effective July 1, 2015 and shall remain in effect until modified, terminated, or rescinded by subsequent resolution of the Idyllwild Water District's Board of Directors, or by changes to applicable State or Federal law.

The foregoing Resolution was duly passed, approved and adopted on May 20, 2015, by the following vote:

AYES: Jim Billman, John Cook, Mike Freitas, Warren Monroe, Dean Lattin

NOES:

ABSTAIN:

ABSENT:

ATTEST:


Secretary, Board of Directors


President, Board of Directors