

CALIFORNIA

Los Angeles Employers Must Provide Leave for Vaccination

Los Angeles employers are now required to allow paid leave for obtaining and recovering from the COVID-19 vaccine, per June 24, 2021, orders by Mayor Eric Garcetti. The mandate applies retroactively to Jan. 1, 2021, and continues through Sept. 30, 2021.

Covered Employers

Under the city's new [Vaccine Paid Sick Leave Due to COVID-19](#), all private employers must provide employees with paid vaccine leave as follows:

- **Employers with 25 or fewer employees:** four hours per injection and up to eight hours to recover from side effects that prevent a full-time employee from working or teleworking. Part-time employees receive a prorated amount of vaccine leave.
- **Employers with more than 25 employees:** for full-time employees who have exhausted all existing [state](#) and [city](#) COVID-19 supplemental paid sick leave, four hours of paid leave per injection and up to eight paid hours for recovery from side effects. Part-time employees who have exhausted all existing state and city COVID-19 supplemental paid sick leave receive a prorated amount of leave.

Employers may require verification of vaccination. Collective bargaining agreements with COVID-19 vaccine leave provisions may be exempt.

The mayor also expanded the city's existing [supplemental COVID-19 paid sick leave](#) requirement to cover vaccine-related leave.

Interaction With Other Employee Leaves

Vaccine Paid Sick Leave is in addition to other paid leave, and employers may not require other leaves to be used first. However, certain paid leave provided by employers for COVID-19 vaccination may offset the new requirement.

Highlights

Retroactivity

Employees may request payment for leave already taken for vaccination beginning Jan. 1, 2021.

Compensation Caps

Payment for the leave is limited to \$511 per day (\$255.50 per each four hours) or \$1,022 total.

Credit for Leave Provided

Paid leave provided for COVID-19 vaccination may be used to offset the new mandated leave if it satisfies specific criteria.

Employers must provide the new paid vaccine leave in addition to other paid employee leave.

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