

Chico State Enterprises Announcements

Tuesday, January 23, 2024

Amendment to the Expanded Paid Sick Leave Announcement: CSE Transitions to Sick Leave Accrual Method for Non-Benefited Employees Effective January 1, 2024

Chico State Enterprises (CSE) announced on [December 13, 2023](#), that effective January 1, 2024, an amendment to California's Healthy Workplaces, Healthy Families Act increased sick leave to a minimum of 5 days or 40 hours, up from 3 days or 24 hours. Given the total increased amount of paid leave, and to provide more continuity between our benefited and non-benefited employees, CSE has decided to transition from a "front-loaded" method of accounting for the eligible annual paid leave, to a sick leave monthly accrual method with carryover for non-benefited (part-time) employees.

Beginning with the January 1 – 15 pay period, non-benefited (part-time) employees will begin to accrue sick leave at a rate of 0.0333 per hour worked, with accrual and carryover capped at 40 hours. Sick leave hours will accrue and post each pay period and will be eligible for use once they have been posted. In addition, any sick leave hours that were accrued and unused in 2023 will be rolled over to 2024. This method is consistent with the CSE benefited (full-time) employee sick leave accrual and carryover policy.

There will be no changes to the CSE benefited (full-time) employee sick leave accrual or carry over policy as CSE's benefited employees' sick leave accrual benefit exceeds California's paid sick leave minimum requirement. As a reminder, CSE does not allow for employees (full or part-time) to carry a negative leave (sick and vacation) balance.

Please contact CSE Human Resources at csehr@csuchico.edu or 530-898-3536 if you have any questions.

Thank you.

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