

http://www.dir.ca.gov/dlse/Sick_Leave_Law_FAQs.pdf

For what purposes can an employee take paid sick leave

21. WHAT CAN I USE PAID SICK LEAVE FOR?

You can take paid sick leave for yourself or a family member, for preventive care or diagnosis, care or treatment of an existing health condition, or for specified purposes if you are a victim of domestic violence, sexual assault or stalking.

- Family members include the employee's parent, child, spouse, registered domestic partner, grandparent, grandchild, and sibling.
- Preventive care would include annual physicals or flu shots.

The employee may decide how much paid sick leave he or she wants to use (for example, whether you want to take an entire day, or only part of a day). Your employer can require you to take a minimum of at least two hours of paid sick leave at a time, but otherwise the determination of how much time is needed is left to the employee.

22. DO I HAVE TO NOTIFY MY EMPLOYER BEFORE TAKING SICK LEAVE?

The employee must notify the employer in advance if the sick leave is planned, as may be the case with scheduled doctors' visits. If the need is unforeseeable, the employee need only give notice as soon as practical, as may occur in the case of unanticipated illness or a medical emergency.

26. DOES MY EMPLOYER HAVE TO DOCUMENT THE REASON I USE PAID SICK LEAVE?

The law states that an employer is not obligated to inquire into, or record, the purposes for which an employee uses paid sick leave or paid time off.