



Smith Marion & Company, LLP

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FOR IMMEDIATE RELEASE

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Mandatory California Law takes Effect July 1st, 2015

June 23, 2015 — On July 1, employees will begin to accrue paid sick leave under the **Healthy Workplaces, Healthy Families Act, also known as the California Paid Sick Leave Law**. The new law mandates that employees who work 30 or more days within a year in California be given 1 hour paid sick leave for every 30 hours worked up to 24 hours of paid sick leave annually. Alternately, employees can be provided a lump sum 24 hours paid sick leave annually. The law applies to all sizes of employers and includes part-time and temporary workers.

Employers who already have paid sick leave or PTO policies in place should determine if their current policies meet the requirements of the law. Employers who do not currently offer paid sick leave should determine how they plan to implement the new requirements, including whether they plan to incorporate an accrual or lump sum method for providing the required leave. All employers should ensure that they have the appropriate notice and recordkeeping procedures in place.

What does this mean for you and how can you better understand the law? Niki Matthews, Manager at Smith Marion & Co. has the answers to your questions! Visit <http://smcocpa.com/videos/> to view her webinar as she answers the questions you have about the California Paid Sick Leave Law and how it will affect you.

Niki Matthews has been with Smith Marion & Co. since they merged with Streit and Peters in 2012. Previously, she had been with Streit and Peters since 1997. Matthews specializes in bookkeeping services, payroll processing, tax return preparation and QuickBooks support. She provides these services to businesses and non-profits of varying sizes.

ABOUT SMITH MARION & CO., LLP

Smith Marion & Co., LLP was founded in 1983 by William P. Smith and David B. Marion. Over the last several years, the company has experienced tremendous growth. In November 2012, the firm merged with Streit and Peters, CPAs, a California firm. Marion credits their staff of high-quality, committed professionals, who have invested in their training, development and growth, to the success of the company. The firm also takes pride in the growth of their client base, which has grown mainly from positive client referrals. The firm is licensed to operate in California, Tennessee, and Kentucky, with practice privileges in Idaho and Utah. The company services clients nationwide.

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