July 14, 2020

N O T I C E
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TO: All Concerned Personnel

FROM: Chief of Police

SUBJECT: DEPARTMENT EXPECTATIONS REGARDING EMPLOYEE SICK USE

During the 4th of July weekend, the Department experienced a significant increase in the number of employees calling in sick. Leading up to the weekend, there were rumors that some officers intended to participate in the "blue flu," a term used to describe an organized sick-out protest by police personnel. The Los Angeles Police Protective League (LAPPL) directors and Department command staff reminded our personnel such an action was unlawful.

Although the vast majority of employees responded to work as scheduled, the irregular number of employees calling in sick has raised significant concerns. As a reminder, sick time, or family illness time, is a benefit provided so one may attend to an illness; either to recuperate, or in order to care for a loved one who is ill. Sick time is not to be used as a personal day off or for any other purpose unrelated to an illness.

While the ability to express oneself as an exercise of rights is important, intentional misuse of sick time as a means to do so is never a proper exercise of rights. Any intentional misuse of sick time is unlawful, constitutes misconduct, and may result in serious discipline.

I understand that these are unprecedented and difficult times for all of us in this profession. It is imperative that we honor our oath and continue to build public trust with those we serve. In addition, it is critical that sufficient deployment of officers is of the utmost importance for the safety of our community, as well as the safety of our fellow officers.

In closing, my expectation is that you honor your commitment to work, your oath of service to the public, and to uphold the Core Values of the Los Angeles Police Department. Any questions regarding this notice should be directed to Employee Relations Group, at (213) 486-7600.

APPROVED:

MICHEL R. MOORE
Chief of Police

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