

California Covid-19 Federal & State Employee Leave Benefits

The Program	Who Qualifies?	Maximum Time Periods	The Benefits	More Information; How to File	Exceptions
<p align="center">Federal Families First Coronavirus Response Act (FFCRA) Emergency Paid Sick Leave</p>	<p>If you are an employee who has been unable to work because:</p> <ol style="list-style-type: none"> 1. You are subject to Federal, State, or local quarantine or isolation orders related to COVID-19. 2. You have been advised by a healthcare provider to self-quarantine due to concerns related to COVID-19. 3. You are experiencing symptoms of COVID-19 and are seeking a medical diagnosis. 4. You are experiencing any other substantially similar condition specified by the Secretary of Health and Human Services. 	<ol style="list-style-type: none"> 1. <u>Full-time Employees</u> = Up to 80 hours of paid sick leave 2. <u>Part-time Employees</u> = The number of hours the employee is normally scheduled to work in a two-week period; <i>or</i> 14 times the average number of hours worked each day over a 6-month period <p>Effective Period: April 1, 2020 through December 31, 2020 or upon the expiration of any federal extension.</p>	<p>You are entitled to the higher between:</p> <ol style="list-style-type: none"> 1. Your regular rate; <i>or</i> 2. The minimum wage rate. <p>Note: Cannot exceed:</p> <ol style="list-style-type: none"> 1. \$511 per day, <i>and</i> 2. \$5,110 total. 	<p>The employee must either:</p> <ol style="list-style-type: none"> 1. Work for a public employer; <i>or</i> 2. Work for a private employer with less than 500. <p>You can learn more about your eligibility for FFCRA Emergency Paid Sick Leave here.</p>	<p>Businesses with fewer than 50 employees can claim an exception under the FFCRA.</p> <p>Employers of health care providers and emergency responders can elect to exclude such providers from paid sick leave under the FFCRA [see (2.) under Paid Sick Leave for “Covered Workers” → “Who Qualifies?”]</p>

<p>California COVID-19 Supplemental Paid Sick Leave for Food Sector Workers</p>	<p>Any person who is a “<u>Food Sector Worker</u>”, defined as:</p> <ol style="list-style-type: none"> 1. A person works in an industry or occupation defined in paragraphs B, H, or D of Section 2 of IWC Wage Order 8-2001; <i>or</i> 2. Works for a hiring entity that operates a food facility; <i>or</i> 3. Delivers food from a food facility. <p>AND</p> <ol style="list-style-type: none"> 1. Is subject to a governmental quarantine or isolation order related to COVID-19. 2. Is advised by a health care provider to self-quarantine or self-isolate due to COVID-19 concerns. <ol style="list-style-type: none"> 1. Is prohibited from working by the Worker’s Hiring Entity due to COVID-19-related health concerns. 	<ol style="list-style-type: none"> 1. <u>Full-time Employees</u> = Up to 80 hours of supplemental paid sick leave for Food Sector Workers 2. <u>Part-time Employees</u> = The number of hours the worker is normally scheduled to work; <i>or</i> 14 times the average number of hours worked each day over a 6-month period. <p>Effective Period: April 16, 2020 through December 31, 2020 or upon the expiration of any federal extension.</p>	<p>You are paid the highest wage between:</p> <ol style="list-style-type: none"> 1. Your regular rate of pay; 2. The state minimum wage; <i>or</i> 3. The local minimum wage. <p>Note: Cannot exceed</p> <ol style="list-style-type: none"> 1. \$511 per day, <i>and</i> 2. \$5,110 total. 		<p>If the hiring entity already provides the worker with a supplemental benefit (such as paid leave) that would compensate the worker in an amount equal to or greater than the amount of compensation for taking COVID-19 food sector supplemental paid sick leave, then the hiring entity may count the hours of the other paid benefit or leave toward the total number of hours of COVID-19 food sector supplemental paid sick leave that the hiring entity is required to provide.</p>
<p>California COVID-19 Supplement</p>	<p>Any person who:</p> <ol style="list-style-type: none"> 1. Is employed by a “hiring entity”, defined as: (a) a private sole proprietorship; <i>or</i> 	<ol style="list-style-type: none"> 1. <u>Full-time Employees</u> = Up to 80 hours of supplemental paid sick leave 	<p>You are paid the highest wage between:</p> <ol style="list-style-type: none"> 1. Your regular rate of pay 		<p>Does <u>NOT</u> apply to a person:</p> <ol style="list-style-type: none"> 1. Defined as a “Food Sector Worker”

Paid Sick Leave for “Covered Workers”

(b) any kind of private entity; *or*
 (c) any kind of enterprise that has 500 or more employees in the U.S.

2. Is employed as a health care provider or emergency responder by a “hiring entity” that has elected to exclude such employees from emergency sick leave under the Federal FFCRA.
3. Is NOT an industry or occupation defined in paragraphs B, H, or D of Section 2 of IWC Wage Order 8-2001.

AND

1. Is subject to a governmental quarantine or isolation order related to COVID-19.
2. Is advised by a health care provider to self-quarantine or self-isolate due to COVID-19 concerns.
3. Prohibited from working by the Worker’s Hiring Entity due to COVID-19-related health concerns.

for Food Sector Workers

2. Part-time Employees =
 The number of hours the worker is normally scheduled to work; *or* 14 times the average number of hours worked each day over a 6-month period.

Effective Period:

April 16, 2020 through December 31, 2020 or upon the expiration of any federal extension.

for your last pay period;

2. The state minimum wage;
- or*
3. The local minimum wage to which you are entitled.

Note: Cannot exceed

1. \$511 per day, *and*
2. \$5,110 total.

2. Who works for a hiring entity that operates a food facility
3. Who delivers food from a food facility

An active firefighter scheduled to work more than 80 hours for the hiring entity in the 2 weeks prior to the date the covered worker took COVID-19 supplemental paid sick leave is entitled to leave equal to the total number of hours worked.

If a hiring entity already provides a covered worker with a supplemental benefit (such as paid sick leave) that would compensate the worker in an amount equal to or greater than the amount of compensation for taking COVID-19 supplemental paid sick

					leave, then the hiring entity may count the hours of the other paid benefit or leave toward the total number of hours of COVID-19 supplemental paid sick leave that the hiring entity is required to provide.
<p>Local Government Supplemental Paid Sick Leave for COVID-19</p>	<p>If you <u>are not covered by the FFCRA</u>, <i>and</i> you live in the cities of:</p> <ol style="list-style-type: none"> 1. Los Angeles; 2. Unincorporated areas of Los Angeles County; 3. San Francisco; <i>or</i> 4. San Jose 5. Oakland 6. Long Beach 7. City of Sacramento 8. Santa Rosa 9. Unincorporated San Mateo County 10. City of Sonoma <p>You may be eligible for supplemental paid sick leave if you are unable to work for COVID-19 related reasons.</p>	<ol style="list-style-type: none"> 1. <u>Full-time Employees</u> = Up to 80 hours of supplemental paid sick leave. 2. <u>Part-time Employees</u> = supplemental paid sick leave equal to the amount of hours worked on average over a 2-week period. 	<p>Employees are entitled to their regular rate of pay.</p> <p>Note: Cannot exceed</p> <ol style="list-style-type: none"> 1. \$511 per day, <i>and</i> 2. \$5,110 total. 	<ol style="list-style-type: none"> 1. Applies to employers with 500 or more employees in Los Angeles; <i>or</i> 2000 or more employees in the U.S. More information on Los Angeles can be found here. 2. Applies to employers with 500 or more employees in the U.S. More information on unincorporated areas of Los Angeles County can be found here. 3. Applies to employers with 500 or more employees worldwide. More information on San Francisco can be found here. 4. Applies to “essential businesses” located in San Jose; <i>or</i> who have 	

employees performing work within the City's geographical boundaries.

[More information on San Jose can be found here.](#)

5. Applies to all employers not covered by the FFCRA except for employers with less than 50 employees.

[More information on Oakland can be found here.](#)

6. Applies to employers with 500 or more employees nationally who are not required to provide paid sick leave under the FFCRA.

[More information on Long Beach can be found here.](#)

7. Applies to employers exempt under the FFCRA.

[More information on the City of Sacramento can be found here.](#)

8. Applies to all private employers (including those already covered under the FFCRA) except for employers with less than 50 employees.

[More information on Santa Rosa can be found here.](#)

				<p>9. Applies to private employers with 500 or more employees in the U.S. More information on Unincorporated San Mateo County can be found here.</p> <p>10. Applies to private employers with 500 or more employees either nationally or locally not already covered by the FFCRA. More information on Sonoma County can be found here.</p>	
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