

California COVID-19 Supplemental Paid Sick Leave

Ends December 31, 2020

What is California COVID-19 Supplemental Paid Sick Leave?

COVID-19 Supplemental Paid Sick Leave provides 2 weeks (up to 80 hours) of COVID-19 related paid sick leave for employees who leave home to work and either:

- work for an employer with 500 or more employees nationwide; or
- work as a healthcare worker or first responder and they were not covered by the federal FFCRA.

Non-employees who work in the food industry may also be covered, if the entity they work for has over 500 employees

This leave is only available until the end of 2020, unless the federal FFCRA is extended. Go to the Department Of Labor's [website](#) to learn more about the FFCRA. Remember, this leave is only available to workers who leave home to work. Therefore it does not provide paid sick leave to those who telework, even if they are unable to work due to COVID-19.

COVID-19 Supplemental Paid Sick Leave is on top of your normal paid sick leave and should be used first.

When can I take COVID-19 Supplemental Paid Sick Leave? Who decides when I can take the leave?

You can take COVID-19 Supplemental Paid Sick Leave if:

- you are subject to a quarantine or isolation order,
- your healthcare provider tells you to quarantine or isolate; or
- your employer requires you to stay home for health concerns related to COVID-19.

It is up to you to decide how many hours of COVID-19 Supplemental Paid Sick Leave to use. You should tell your employer as soon as possible about your need for leave. Put your request in a text, email or letter if possible. You do not need to give your employer a doctor's note.

How much will I be paid?

Your employer must pay you your regular rate of pay, up to \$511 per day. However, your employer can choose to pay you more. This leave is paid directly by your employer in the same way you are usually paid.

My employer is not allowing me to take COVID-19 Supplemental Paid Sick Leave or is retaliating against me for taking leave. What can I do?

If your employer won't let you take COVID-19 Supplemental Paid Sick Leave, will not pay you for your leave, punishes you for taking leave, or treats you worse than other employees who did not take leave, you can [file a claim](#) or a [report of a labor law violation](#) with the Labor Commissioner's Office. If you need further help, please call our Work & Family Helpline at 1-800-880-8047.

For more information, please visit:
www.legalaidatwork.org/wf

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