COVID-19 + MY JOB

**I have COVID-19 or have been exposed**

**These Laws May Help:**

<table>
<thead>
<tr>
<th>Act</th>
<th>Details</th>
<th>How to Request or Apply</th>
</tr>
</thead>
</table>
| **FFCRA** | **Families First Coronavirus Response Act**
  - Fewer than 500 employees or health care workers and emergency responders can be excluded through end of 2020 | Request from your employer |
| **CA COVID PSL** | **CA COVID-19 Supplemental Paid Sick Leave**
  - 500+ employees or health care worker or emergency responder excluded from FFCRA through end of 2020 | Request from your employer |
| **CA PSD** | **CA Paid Sick Days**
  - Worked at least 90 days
  - For illness, medical appointments, or preventative care | Request from your employer |
| **CFRA/FMLA** | **California Family Rights Act / Family Medical Leave Act**
  - 1+ year of service
  - 1250+ hours of work in previous year
  - 50+ employees w/in 75 mile radius* | Request from your employer, Go to dfeh.ca.gov |
| **FEHA/ADA** | **California Fair Employment & Housing Act**
  - 5+ employees | Reasonable accommodations or changes to the way you do your job. Can include transfer, remote work, or job-protected leave Request from your employer (See sample letters at legalaidatwork.org) |
| **AP** | **Americans with Disabilities Act**
  - 15+ employees | |
| **SDI** | **State Disability Insurance**
  - Unable to work, or working less, due to disability
  - Paid into SDI during base period | Apply at www.edd.ca.gov |
| **UI** | **Unemployment Insurance**
  - Able to work but unemployed or working less through no fault of your own (laid off/fired, leave not granted) OR unable to work for reasons related to COVID-19 | Up to $450 per week for a max. of 59 weeks (no waiting period if unemployed due to COVID-19) Apply at www.edd.ca.gov |

**Here’s what to do:**

- **In 2021, CFRA will be available to employees working at employers with 5+ employees**
- **Paid Sick Time**
  - (Use this first) Local laws may provide additional paid sick time
- **Job-Protected Leave**
  - “In 2021, CFRA will be available to employees working at employers with 5+ employees”
- **Pay**
  - If you might have contracted COVID-19 at work, you may be eligible for pay through workers’ compensation. Learn more at dir.ca.gov/dwc/

**How This Might Work**

Ed is exposed to COVID-19 and his doctor tells him to get tested and quarantine. Ed tests positive and has lasting symptoms.

**Step 1. Ask For: CA COVID PSL / FFCRA / CA PSD**

Ed tells his employer that he has been exposed to COVID-19 and that his doctor told him to quarantine. Ed asks to use his paid sick time and tells his employer his expected return date.

**Step 2. Request CFRA/FMLA from Employer and Apply for SDI from EDD**

After using up his paid sick leave, Ed asks his employer for more time off under the CFRA/FMLA to protect his job and files for State Disability Insurance (SDI) through the Employment Development Department (EDD) for income.

Legal Aid at Work cannot ensure this information is current or be responsible for any use to which it is put. Legal rights vary based on individual circumstances. This is up to date as of November 2020. Created with support from Ascend at the Aspen Institute, the David and Lucile Packard Foundation, Blue Shield of California Foundation, the Walter and Elise Haas Fund, and The California Wellness Foundation. COVID-19 + My Job was created in collaboration with and informed by community health providers.

**Questions?**

Call 800-880-8047 or visit legalaidatwork.org
COVID-19 caregiving + MY JOB

These laws may help:

**FFCRA**
- Families First Coronavirus Response Act
  - Fewer than 500 employees
  - Health care workers and emergency responders can be excluded
  - Through end of 2020

**CA PSD**
- California Paid Sick Days
  - Worked at least 90 days
  - Immediate family member

**CFRA/FMLA**
- California Family Rights Act / Family Medical Leave Act
  - 1+ year of service
  - 1250+ hrs of work in previous year
  - 50+ employees w/ in 75 mile radius

**CA FSPA**
- California Family School Partnership Act
  - 25+ employees at worksite
  - School or licensed day care provider is unavailable

**PFL**
- California Paid Family Leave
  - Care for a seriously ill family member
  - Paid into SDI during base period

**UI**
- Unemployment Insurance
  - Able to work but unemployed or working less than 2/3 of your regular hours
  - Up to 60% or 70% of weekly wages, depending on income, for a max. of 8 weeks (can be taken intermittently)

**REQUESTS**
- Luisa needs time off because her wife has COVID-19. Anthony needs time off because his daughter's school has closed.
- Luisa requests (FFCRA) from her employer for 2 weeks. Afterwards, she requests (CFRA/FMLA) from her employer and applies for (PFL) from the EDD.
- Anthony requests (FFCRA) from his employer for 12 weeks. After these 12 weeks, he applies for (UI) from the EDD. Anthony asks his employer for additional time off, but his employer is allowed to say "no."

Because they provide for:

- Up to 2 weeks of job-protected paid leave (2/3 pay, up to a cap) to care for a sick or quarantined family member, or care for a child whose school or childcare is closed or unavailable due to COVID-19
- If worked for employer at least 30 days, up to 10 more weeks of job-protected paid leave (2/3 pay, up to a cap) to care for a child whose school or childcare is closed or unavailable due to COVID-19
- Employers with fewer than 50 employees may claim exemption from leave for childcare/school closure/unavailability, if leave would jeopardize the business
- Up to 12 weeks job-protected leave to care for a seriously ill family member (can be taken intermittently)
- Up to 40 hours of job-protected leave to deal with a child care or school emergency, including COVID-19 closures.
- Up to 60% or 70% of weekly wages, depending on income, for a max. of 8 weeks (can be taken intermittently)
- Up to $450 per week for a max. of 59 weeks (no waiting period if unemployed due to COVID-19)

Here's what to do:

- Request from your employer
- Go to dfeh.ca.gov
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- Go to dlse.ca.gov
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- Apply at www.edd.ca.gov
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**PAY**

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