



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

in **CALIFORNIA**

# COVID-19 + MY JOB

All of these rights and protections, except for Unemployment Insurance, are available regardless of immigration status.



## PAID SICK TIME

(Use this first)

Local laws may provide additional paid sick time



## JOB-PROTECTED LEAVE



## PAY

If you might have been exposed to or contracted COVID-19 at work, you may be eligible for exclusion pay or pay through workers' compensation. Learn more at [dir.ca.gov/dosh/](http://dir.ca.gov/dosh/) and [dir.ca.gov/dwc/](http://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.

### THESE LAWS MAY HELP:

### Because they provide for:

### Here's what to do:

#### CA COVID SPSL

##### CA COVID-19 SUPPLEMENTAL PAID SICK LEAVE

- more than 25 employees
- January 2021 through September 2021

- 2 weeks job-protected paid sick leave if subject to quarantine or isolation order, advised by health care provider to quarantine, experiencing symptoms and seeking a diagnosis, attending a vaccination appointment, or recovering from vaccination

**Request from your employer**

**Go to [dlse.ca.gov](http://dlse.ca.gov)**

#### CA PSD

##### CA PAID SICK DAYS

- Worked at least 90 days
- For illness, medical appointments, or preventative care

- Job-protected paid sick leave accrued at a rate of 1 hour for every 30 hours worked
- Employer may cap use at 3 days per year

**Request from your employer**

**Go to [dlse.ca.gov](http://dlse.ca.gov)**

#### CFRA

##### CALIFORNIA FAMILY RIGHTS ACT

- 1+ year of service
- 1250+ hours of work in previous year
- 5+ employees

- 12 weeks job-protected leave if seriously ill (can be taken intermittently)
- Continuation of health benefits

**Request from your employer**

**Go to [dfeh.ca.gov](http://dfeh.ca.gov)**

#### FEHA/ADA

##### CA FAIR EMPLOYMENT & HOUSING ACT

- 5+ employees

##### AMERICANS WITH DISABILITIES ACT

- 15+ 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](http://legalaidthatwork.org))**

#### SDI

##### STATE DISABILITY INSURANCE

- Unable to work, or working less, due to disability
- Paid into SDI during base period

- Up to 60% or 70% of weekly wages, depending on income, for a max. of 52 weeks (no waiting period if have COVID-19 diagnosis)

**Apply at [www.EDD.ca.gov](http://www.EDD.ca.gov)**

#### UB

##### UNEMPLOYMENT BENEFITS

- 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
- End dates of COVID-19 related Unemployment Benefits vary

- \$40 to \$450 per week for up to 99 weeks - 26 weeks (traditional CA weekly benefit max) + 53 weeks (extensions provided under new COVID-19-related federal laws) + 20 weeks (extended benefits while unemployment rate is above a certain rate) plus additional \$300 weekly

**Apply at [www.EDD.ca.gov](http://www.EDD.ca.gov)**

### STEP 1. ASK FOR **CA COVID SPSL** THEN **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** 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 to protect his job and files for State Disability Insurance (SDI) through the **Employment Development Department (EDD)** for income.

I'm a  
COVID-19  
caregiver

in **CALIFORNIA**

see other  
side for

# COVID-19 caregiving + MY JOB

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## PAID SICK TIME

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## JOB-PROTECTED LEAVE



## PAY

### HOW THIS MIGHT WORK

**Luisa** needs time off because her wife has COVID-19.  
**Anthony** needs time off because his daughter's school has closed due to a COVID-19 exposure on site.

### THESE LAWS MAY HELP:

#### CA COVID SPSSL

child parent parent-in-law spouse domestic partner sibling

#### CA COVID-19 SUPPLEMENTAL PAID SICK LEAVE

- more than 25 employees
- January 2021 through September 2021

### Because they provide for:

- Up to 2 weeks of job-protected paid leave 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 on the premises

### Here's what to do:

grandparent grandchild

Request from your employer

Go to [dlse.ca.gov](https://www.dir.ca.gov/dlse)

#### CA PSD

child parent parent-in-law spouse domestic partner sibling

#### CA PAID SICK DAYS

- Worked at least 90 days
- Family member is ill, has medical appointments, or needs preventative care

- Job-protected paid sick leave accrued at a rate of 1 hour for every 30 hours worked
- Employer may cap use at 3 days per year

grandparent grandchild

Request from your employer

Go to [dlse.ca.gov](https://www.dir.ca.gov/dlse)

#### CFRA

child parent spouse domestic partner sibling grandparent grandchild

#### CALIFORNIA FAMILY RIGHTS ACT

- 1+ year of service
- 1250+ hrs of work in previous year
- 5+ employees

- 12 weeks job-protected leave to care for seriously ill family member (can be taken intermittently)
- Continuation of health benefits

Request from your employer

Go to [dfef.ca.gov](https://www.cdph.ca.gov/dfef)

#### CA FSPA

child

#### CA FAMILY SCHOOL PARTNERSHIP ACT

- 25+ employees at worksite
- School or licensed day care provider is unavailable

- Up to 40 hours of job-protected leave to deal with a child care or school emergency, including COVID-19 closures.

Request from your employer

Go to [dlse.ca.gov](https://www.dir.ca.gov/dlse)

#### PFL

child parent parent-in-law spouse domestic partner sibling grandparent grandchild

#### CA PAID FAMILY LEAVE

- Care for a seriously ill family member
- Paid into SDI during base period

- Up to 60% or 70% of weekly wages, depending on income, for a max. of 8 weeks, (can be taken intermittently)

Apply at [www.EDD.ca.gov](https://www.edd.ca.gov)

#### UB

#### UNEMPLOYMENT BENEFITS

- 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 reason related to COVID-19
- End dates of COVID-19 related Unemployment Benefits vary

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Apply at [www.EDD.ca.gov](https://www.edd.ca.gov)

**Luisa** requests **CA COVID SPSSL** from her employer for 2 weeks. Afterwards, she requests **CFRA** from her employer and applies for **PFL** from the EDD.

**Anthony** requests **CA COVID SPSSL** from his employer for 2 weeks. After these 2 weeks, he applies for **UB** from the EDD. Anthony asks his employer for additional time off, but his employer is allowed to say "no."