**COVID-19 + MY JOB**

COVID-19 Supplemental Paid Sick Leave expired on Sept. 30, 2021. The rights included in this factsheet continue to be available.

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### THESE LAWS MAY HELP:

#### CA PSD

**CA PAID SICK DAYS**
- Worked at least 90 days
- For illness, medical appointments, or preventative care, including vaccination and recovery from side effects
- 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)

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#### 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)

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#### FEHA/ADA

**CA 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)

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#### 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

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

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#### UB

**UNEMPLOYMENT BENEFITS**
- Able to work but unemployed or working less through no fault of your own (laid off/fired, leave not granted)
- $40 to $450 per week for up to 26 weeks

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

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### HOW THIS MIGHT WORK

**STEP 1. ASK FOR 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.

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**COVID-19 caregiving + MY JOB**

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### THESE LAWS MAY HELP:

#### CA PSD (Paid Sick Days)
- **Because they provide for:**
  - 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.
- **Here’s what to do:**
  - Request from your employer.
  - Go to dfeh.ca.gov.

#### CA FSPA (Family School Partnership Act)
- **Because they provide for:**
  - Up to 40 hours of job-protected leave to deal with a child care or school emergency, including COVID-19 closures.
- **Here’s what to do:**
  - Request from your employer.
  - Go to dfeh.ca.gov.

#### CFRA (California Family Rights Act)
- **Because they provide for:**
  - 12 weeks job-protected leave to care for seriously ill family member (can be taken intermittently).
  - Continuation of health benefits.
- **Here’s what to do:**
  - Request from your employer.
  - Go to dfeh.ca.gov.

#### PFL (Paid Family Leave)
- **Because they provide for:**
  - Up to 60% or 70% of weekly wages, depending on income, for a max. of 8 weeks, (can be taken intermittently).
- **Here’s what to do:**
  - Apply at www.EDD.ca.gov.

#### UB (Unemployment Benefits)
- **Because they provide for:**
  - $40 to $450 per week for up 26 weeks.
- **Here’s what to do:**
  - Apply at www.EDD.ca.gov.

### 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.

Luisa requests **CA PSD** from her employer. Afterwards, she requests **CFRA** from her employer and applies for **PFL** through the Employment Development Department (EDD).

Anthony requests **CA FSPA** from his employer for 40 hours. He applies for **UB** from the EDD for income. Anthony asks his employer for additional time off, but his employer is allowed to say "no." If Anthony’s daughter was exposed, Anthony can also request to use his **CA PSD**. If Anthony’s daughter becomes seriously ill, he can request **CFRA** leave and apply for **PFL** for income through the Employment Development Department (EDD).

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QUESTIONS?
Call 800-880-8047
or visit legalaidatwork.org