## COVID-19 + MY JOB

### THESE LAWS MAY HELP:

**CA COVID PSL**
- **CA COVID-19 SUPPLEMENTAL PAID SICK LEAVE**
  - more than 25 employees
  - January 2022 through September 2022
  - 1 week job-protected paid sick leave if subject to quarantine or isolation order, advised by healthcare provider to quarantine, experiencing symptoms and seeking a diagnosis, or attending or recovering from a vaccination/booster appointment
  - Request from your employer
  - Go to dlse.ca.gov
  - Tip: if you have a positive COVID-19 test, offer to show it to your employer and tell them you want to use your sick leave reserved for illness

**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

**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

**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)

**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 (after a 1 week waiting period)
  - Apply at 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)
  - $40 to $450 per week for up to 26 weeks
  - Apply at www.EDD.ca.gov

### 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) 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.

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**COVID-19 caregiving + MY JOB**

### THESE LAWS MAY HELP:

#### CA COVID PSL

**CA COVID-19 SUPPLEMENTAL PAID SICK LEAVE**
- more than 25 employees
- January 2022 through September 2022

**Here’s what to do:**
- Request from your employer
- Go to [dlse.ca.gov](http://dlse.ca.gov)

### CA PSD

**CA PAID SICK DAYS**
- Worked at least 90 days
- Family member is ill, has medical appointments, or needs preventative care, including vaccination and recovery from side effects

**Here’s what to do:**
- Request from your employer
- Go to [dlse.ca.gov](http://dlse.ca.gov)

### CFRA

**CALIFORNIA FAMILY RIGHTS ACT**
- 1+ year of service
- 1250+ hrs of work in previous year
- 5+ employees

**Here’s what to do:**
- Request from your employer
- Go to [dfeh.ca.gov](http://dfeh.ca.gov)

### CA FSPA

**CA FAMILY SCHOOL PARTNERSHIP ACT**
- 25+ employees at worksite
- School or licensed day care provider is unavailable

**Here’s what to do:**
- Request from your employer
- Go to [dlse.ca.gov](http://dlse.ca.gov)

### PFL

**CA PAID FAMILY LEAVE**
- Care for a seriously ill family member
- Paid into SDI during base period

**Here’s what to do:**
- 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/terminated, leave not granted)

**Here’s what to do:**
- Apply at [www.EDD.ca.gov](http://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.

**Luisa** requests **CA COVID PSL** and **CA PSD** from her employer for 2 weeks and 3 days. Afterwards, she requests **CFRA** from her employer and applies for **PFL** from the EDD.

**Anthony** requests **CA COVID PSL** from his employer for 1 week. If Anthony's daughter becomes ill with COVID-19, he can use his other week of **CA COVID PSL** and his 3 **CA PSD**.

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**QUESTIONS?**
Call 800-880-8047 or visit [legalaidatwork.org](http://legalaidatwork.org)