



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/ and dir.ca.gov/dwc/. Use exclusion pay before Paid Sick Time.

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 PSL

CA COVID-19 SUPPLEMENTAL PAID SICK LEAVE

- more than 25 employees
- January 2022 through December 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
- 1 week job protected paid sick leave if test positive for COVID-19. Employer may require positive test before payment

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](http://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

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.

I'm a
COVID-19
caregiver

in **CALIFORNIA**

see other
side for

COVID-19 caregiving + MY JOB

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COVID-19
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PAID SICK TIME

(Use this first)

Local laws may provide additional paid sick time

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.

THESE LAWS MAY HELP:

CA COVID PSL

child

parent

parent-in-law

spouse

domestic partner

sibling

grandparent

grandchild

CA COVID-19 SUPPLEMENTAL PAID SICK LEAVE

- more than 25 employees
- January 2022 through December 2022

Because they provide for:

- 1 week of job-protected paid leave to care for a sick or quarantined family member, care for a child whose school or childcare is closed or unavailable due to COVID-19 on the premises, or help a family member get/recover from a vaccine/booster
- 1 week job protected paid sick leave if family member tests positive for COVID-19. Employer may require positive test before payment

Here's what to do:

Request from your employer

Go to dlse.ca.gov

Tip: if they 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

child

parent

parent-in-law

spouse

domestic partner

sibling

grandparent

grandchild

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

- 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

child

parent

parent-in-law

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

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

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

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 26 weeks

Apply at www.EDD.ca.gov

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**.