COVID-19 + MY JOB

I have COVID-19 or have been exposed

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.

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

**COVID-19 caregiving + MY JOB**

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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.

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**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

**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

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

**CALIFORNIA FAMILY SCHOOL PARTNERSHIP ACT (CPSA)**
- 25+ employees at worksite
- School or licensed day care provider is unavailable

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

**UNEMPLOYMENT BENEFITS**
- Able to work but unemployed or working less through no fault of your own (laid off/fired, leave not granted)

**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

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