

I have
COVID-19
or have
been
exposed

in **CALIFORNIA** 2023

see other
side for

COVID-19
care-
giver

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

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

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 dlse.ca.gov



JOB-PROTECTED LEAVE

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 calcivilrights.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)



PAY

If you took unpaid time off for COVID-19 in 2022, and your employer has 26 or more employees, ask your employer about COVID-19 Supplemental Paid Sick Leave.

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

*Starting in 2025, most workers will receive 90% of their weekly wages

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 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. Ed's eligibility will depend on whether he has a serious health condition and whether he is unable to work.

I'm a
COVID-19
caregiver

in **CALIFORNIA** 2023

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side for

I have
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COVID-19 caregiving + MY JOB



PAID SICK TIME

(Use this first)

Local laws may provide additional paid sick time.

Starting in 2023, **CA PSD** and **CFRA** can be used to care for one additional loved one besides the family members listed - a "designated person."



JOB- PROTECTED LEAVE



PAY

If you took unpaid time off for COVID-19 in 2022, and your employer has 26 or more employees, ask your employer about COVID-19 Supplemental Paid Sick Leave.

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:

Because they provide for:

Here's what to do:

CA PSD child parent / parent-in-law spouse / domestic partner sibling grandparent grandchild designated person

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 designated person

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 calcivilrights.ca.gov

CA FSPA

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

child

PFL

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)*

*Starting in 2025, most workers will receive 90% of their weekly wages

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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

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