COVID-19 + MY JOB

All of these rights and protections, except for Unemployment Insurance, are available regardless of immigration status.

**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

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

**FEHA/ADA**
- **CA FAIR EMPLOYMENT & HOUSING ACT**
  - 5+ employees

**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)*

**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

**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.

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

\*Starting in 2025, most workers will receive 90% of their weekly wages.
**California in 2023**

## COVID-19 caregiving + My Job

### These Laws May Help:

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<th>Law</th>
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<th>Who</th>
<th>Because they provide for</th>
<th>Here’s what to do</th>
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<tr>
<td><strong>CA PSD</strong></td>
<td>Worked at least 90 days</td>
<td>Child, Parent, Parent-in-law</td>
<td>Job-protected paid sick leave accrued at a rate of 1 hour for every 30 hours worked</td>
<td>Request from your employer Go to dlse.ca.gov</td>
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<tr>
<td><strong>CFRA</strong></td>
<td>1+ year of service</td>
<td>Child, Parent, Parent-in-law</td>
<td>12 weeks job-protected leave to care for seriously ill family member (can be taken intermittently) Continuation of health benefits</td>
<td>Request from your employer Go to calcivilrights.ca.gov</td>
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<tr>
<td><strong>CA FSPA</strong></td>
<td>25+ employees at worksite</td>
<td>Child</td>
<td>Up to 40 hours of job-protected leave to deal with a child care or school emergency, including COVID-19 closures</td>
<td>Request from your employer Go to dlse.ca.gov</td>
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<tr>
<td><strong>PFL</strong></td>
<td>Care for a seriously ill family member</td>
<td>Child, Parent, Parent-in-law</td>
<td>Up to 60% or 70% of weekly wages, depending on income, for a max. of 8 weeks (can be taken intermittently)*</td>
<td>Apply at <a href="http://www.EDD.ca.gov">www.EDD.ca.gov</a></td>
</tr>
<tr>
<td><strong>UB</strong></td>
<td>Able to work but unemployed or working less through no fault of your own (laid off/fired, leave not granted)</td>
<td></td>
<td>$40 to $450 per week for up 26 weeks</td>
<td>Apply at <a href="http://www.EDD.ca.gov">www.EDD.ca.gov</a></td>
</tr>
</tbody>
</table>

### 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."

### 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 PSD** from her employer for 3 days. Afterwards, she requests **CFRA** from her employer and applies for **PFL** from the EDD.

Anthony requests **CA FSPA** from his employer for 40 hours. If Anthony’s daughter becomes ill with COVID-19, he can use his 3 days of **CA PSD**.

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