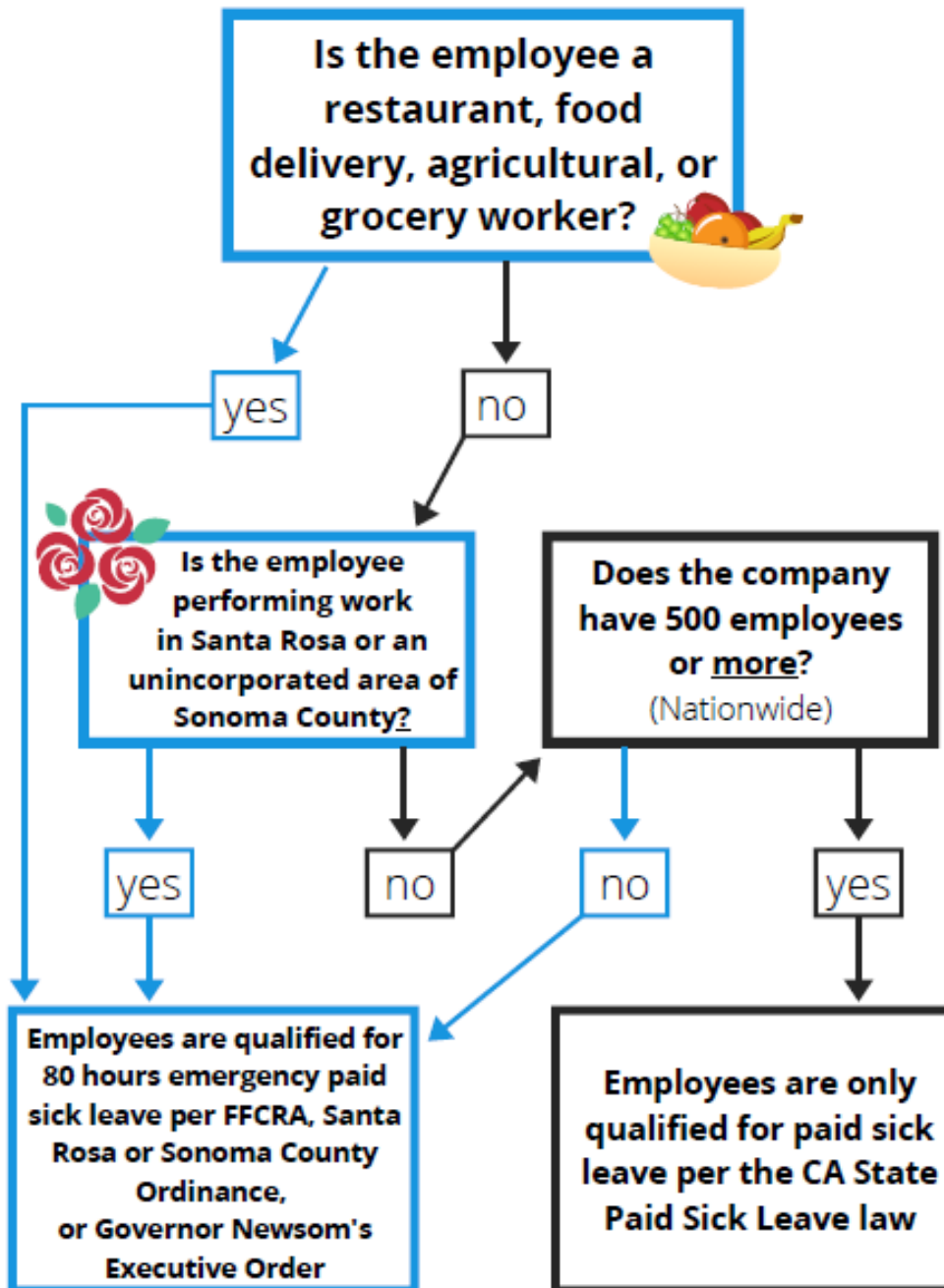


COVID-19 Emergency Paid Sick Leave Flow Chart



For more information about FFCRA, CA Governor Newsom's Executive Order, and other paid sick leave policies, see reverse side.



This information compiled and presented courtesy of North Bay Jobs with Justice: NorthBayJobsWithJustice.org and North Bay Labor Council: unionhall.aflcio.org/nblc



COVID-19 Emergency Paid Sick Leave Fact Sheet

Family First Coronavirus Response Act (FFCRA) – You work for an employer with 500 workers or fewer (nationally) and you do not: work in the food sector, work in Santa Rosa, nor work in unincorporated areas of Sonoma County

- 80 hours of emergency paid sick leave
- May use this for three reasons:
 1. You yourself are sick, are getting tested for COVID, you're under quarantine orders, you live or work with someone who has had or is likely to have COVID-19, you've been identified by a contact tracer as a "close contact", or you've been advised by a medical provider to self-isolate
 2. You are caring for someone who is sick, getting tested for COVID, or has been advised by a medical provider to self-quarantine
 3. You've lost childcare due to COVID-19 school or childcare closures and need time off to make other childcare arrangements
- If you take time off for reason #1, you are entitled to 100% of your wages up to a cap of \$511 a day
- If you take time off for reason #2 or #3, you are entitled to 67% of your wages up to a cap of \$200 a day.
- If you take time off for reason #3 and your employer has less than 50 employees nationwide, they may be able to claim a financial hardship
- Employers may not deny use of this sick time for any reason
- Government and healthcare workers may be exempt

Governor Newsom's Executive Order: You work at a grocery store, a restaurant, you deliver food, or you work in agriculture

- May use this if you have tested positive for COVID-19, or you're under quarantine orders, you've been advised by a medical provider to self-isolate, or your employer has prohibited working for a COVID-19 related reason
- Includes all restaurant, grocery, agriculture and food deliver workers with more than 500 employees nationally (it covers the businesses not covered by the FFCRA above)

Paid Sick Leave Ordinances of Santa Rosa and Sonoma County: You work at least 2 hours within the limits of the City of Santa Rosa or the unincorporated areas of Sonoma County

- Includes everything the FFCRA does, and additionally:
- Includes **all** workers whose employer has 500 or more workers nationally;
- Includes **all** healthcare workers, first responders, and anyone who works for a healthcare institution;
- Mandates **all** workers in Santa Rosa city limits, regardless of business size, are entitled to 100% of wages up to a cap of \$511 for taking any form of paid sick leave per the guidelines set above in FFCRA
- Includes taking emergency paid sick time to care for any family member whose care facilities closes down or whose caretaker is no longer available due to COVID-19 (example: elder care)

CA State Paid Sick Leave: You've worked at your employer for at least 90 days

- Workers accrue 1 hour for every 30 hours worked (3 accrued days)
- Workers receive a minimum of 3 days a year
- Workers receive this after 90 days of employment
- Employees may use this leave for yourself or a family member for any illness or any healthcare appointment, or if you are a victim of domestic violence, sexual assault or stalking.
- Employers may not deny use of this sick time for any reason
- Employers must post this law in the workplace and provide periodic records for each employee.

If you are not receiving the sick pay benefits you are entitled to, please contact California Rural Legal Assistance at (800)357-9513 or Legal Aid of Sonoma County at (707) 308-2512 to learn about your options. You may be entitled to back pay and additional money.



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