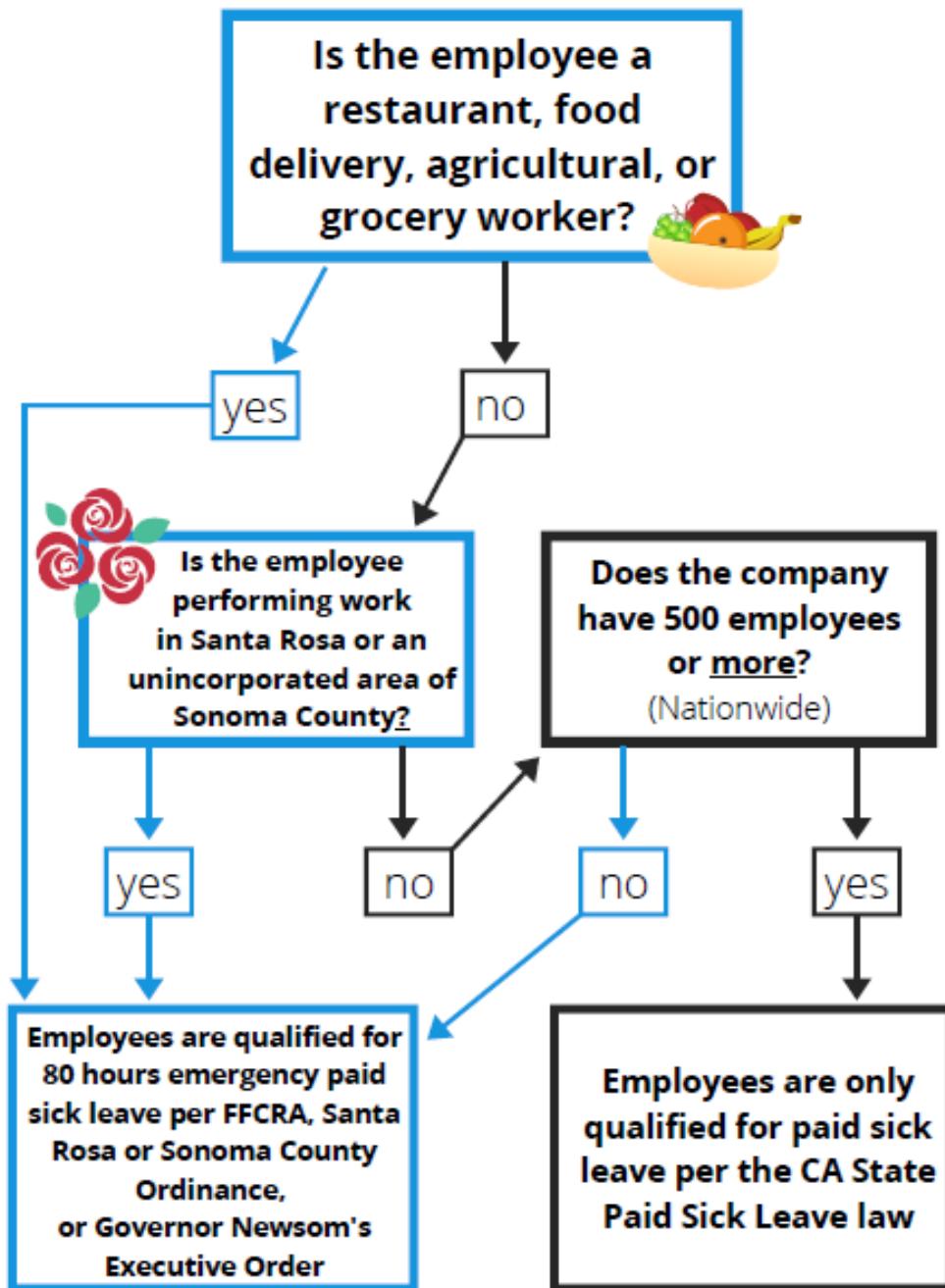


# COVID-19 Emergency Paid Sick Leave Flow Chart



*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](http://NorthBayJobswithJustice.org) and North Bay Labor Council: [unionhall.aflcio.org/nblc](http://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.***



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

