Executive Order N-51-20 requires hiring entities with **500 or more employees** to provide supplemental paid sick leave to food sector workers for specified reasons related to COVID-19.

### Qualifying Reasons for Taking COVID-19 Supplemental Paid Sick Leave

*A food sector worker may take leave if the worker is unable to work for any of the following reasons:*

1. The worker is subject to a Federal, State, or local quarantine or isolation order related to COVID-19.
2. The worker is advised by a health care provider to self-quarantine or self-isolate due to COVID-19 related concerns.
3. The worker is prohibited from working by the worker’s hiring entity due to health concerns related to the potential transmission of COVID-19.

### Workers Are Covered if They Meet the Following Criteria:

- Work for an employer with 500 or more employees nationwide, and
- Qualify as a “food sector worker,” which means that they:
  - Perform work in a certain food-related industry or in the retail food supply chain, including pick-up, delivery, warehousing, packaging, retail, or preparation;
  - Perform work outside the worker’s home; AND
  - Are exempt as critical infrastructure workers from any statewide stay-at-home order
- Workers do not have to be classified by the hiring entity as an employee in order to be covered.
- Examples of covered workers: farm workers, grocery store workers, food pick-up and food delivery workers

### Paid Leave Entitlement

- **Amount of Hours of COVID-19 Supplemental Paid Sick Leave:**
  - 80 hours for those considered full-time workers, in addition to any other accrued paid sick leave.
  - For part-time workers with a normal weekly schedule, the number of hours the employee is normally scheduled to work over two workweeks.
  - For part-time workers with variable schedules, 14 times the average number of hours worked per day over the past 6 months.
- **Rate of Pay for COVID-19 Supplemental Paid Sick Leave:**
  - Highest of (1) regular rate of pay for last pay period, (2) State minimum wage, or (3) local minimum wage,
  - Not to exceed $511 per day and $5,110 in total

### Enforcement:

- Any food sector worker denied COVID-19 supplemental paid sick leave can file a claim with the Labor Commissioner’s Office. Leave must be made available for use immediately upon oral or written requests of the worker.
- Retaliation or discrimination against a food sector worker requesting or using COVID-19 supplemental paid sick leave is strictly prohibited. A worker who experiences such retaliation or discrimination can file a claim with the Labor Commissioner’s Office.

This poster must be displayed where workers can easily read it. If workers do not frequent a physical workplace, it may be disseminated to workers electronically.

For additional information you may contact your employer or the Labor Commissioner’s Office. Call the Labor Commissioner’s Office at (760) 353-0607 or locate a local office by looking at the list of offices on our website [http://www.dir.ca.gov/dlse/DistrictOffices.htm](http://www.dir.ca.gov/dlse/DistrictOffices.htm).