

# Worker Leave and Benefits Related to COVID-19

If you cannot work due to COVID-19, inform your employer immediately. You may be eligible to receive paid time off.

The rights and protections described in the chart below must be provided to workers impacted by COVID-19, regardless of immigration status.

	What it is	What it provides	What you can do
<b>Paid Sick Leave (PSL)</b>	<p>California PSL</p> <ul style="list-style-type: none"> <li>You start accruing when you begin work and can start using it after 90 days</li> <li>For illness, medical or preventive care</li> </ul>	<ul style="list-style-type: none"> <li>Job-protected PSL accrued at a rate of one hour for every 30 hours worked</li> <li>Employer may cap use at three days or 24 hours per year</li> <li>Also available to care for family members</li> <li>Local laws may require additional paid sick time</li> </ul>	<p>Tell your employer you need to use your PSL. If your employer does not provide PSL, you can file a wage claim with the Labor Commissioner's Office at <a href="http://dir.ca.gov/dlse/HowToFileWageClaim.htm">dir.ca.gov/dlse/HowToFileWageClaim.htm</a></p>
<b>Supplemental Paid Sick Leave (SPSL)</b>	<p>2022 COVID-19 SPSL</p> <ul style="list-style-type: none"> <li>Supplemental Paid Sick Leave is available to most workers in California for the period from January 1, 2022 to December 31, 2022 for COVID-19 reasons</li> <li>Employers with 26 or more employees need to provide the hours</li> </ul>	<ul style="list-style-type: none"> <li>Employers are required to provide up to 80 hours leave in addition to PSL, with up to 40 of those hours available only when employee or family member tests positive for COVID-19.</li> <li>For full-time or part-time workers</li> <li>If you took unpaid time for COVID-19 reasons between January 1 and February 19, you can still request pay</li> </ul>	<p>Tell your employer you need to take SPSL or request payment for sick leave you took because of COVID-19 since 1/1/22. If your employer does not provide SPSL, you can file a wage claim at <a href="http://dir.ca.gov/dlse/HowToFileWageClaim.htm">dir.ca.gov/dlse/HowToFileWageClaim.htm</a></p>
<b>Short-term Disability Payments (SDI)</b>	<p>State Disability Insurance (SDI)</p> <ul style="list-style-type: none"> <li>Unable to work or working less due to disability</li> <li>Paid into SDI during base period</li> </ul>	<ul style="list-style-type: none"> <li>Up to 60 or 70 percent of weekly wages, depending on income, for a maximum of 52 weeks (no waiting period for COVID-19 diagnosis)</li> </ul>	<p>Apply at <a href="http://edd.ca.gov/Disability/Disability_Insurance.htm">edd.ca.gov/Disability/Disability_Insurance.htm</a></p>
<p>If you might have contracted COVID-19 at work and need medical treatment or lose wages due to your injury or illness, you may be eligible for workers' compensation or exclusion pay. Learn more at <a href="https://www.dir.ca.gov/covid/paid-sick-leave.html">https://www.dir.ca.gov/covid/paid-sick-leave.html</a></p>			
<b>Paid family Leave (PFL)</b>	<p>Paid Family Leave (PFL)</p> <ul style="list-style-type: none"> <li>Care for a seriously ill family member</li> <li>Paid into SDI during base period</li> </ul>	<ul style="list-style-type: none"> <li>Up to 60 or 70 percent of weekly wages, depending on income, for a maximum of eight weeks (can be taken intermittently)</li> </ul>	<p>Apply at <a href="http://edd.ca.gov/Disability/Paid_Family_Leave.htm">edd.ca.gov/Disability/Paid_Family_Leave.htm</a></p>
<b>Job-Protected Leave (CFRA)</b>	<p>CA Family Rights Act (CFRA)</p> <ul style="list-style-type: none"> <li>One-plus year of service</li> <li>1,250-plus hours of work in previous year</li> <li>Five-plus employees</li> </ul>	<ul style="list-style-type: none"> <li>12 weeks job-protected leave if seriously ill or taking care of seriously ill family member (can be taken intermittently)</li> <li>Continuation of health benefits</li> </ul>	<p>Request from your employer or go to <a href="http://www.dfeh.ca.gov/family-medical-pregnancy-leave/">www.dfeh.ca.gov/family-medical-pregnancy-leave/</a></p>

NOTE: Workers who need additional leave for their own illness may qualify for leave as an accommodation for a disability under the Fair Employment and Housing Act. Visit [www.dfeh.ca.gov/accommodation/](http://www.dfeh.ca.gov/accommodation/) to learn more.



## An example of using leave:

Ed is exposed to COVID-19 and has symptoms, his doctor tells him to stay home and quarantine. Ed tests positive and has lasting symptoms.

## Step 1: Use PSL/SPSL

Ed tells his employer he is using his paid sick leave and his expected return date.



## Step 2: Request CFRA from employer and apply for SDI from EDD

After using up his PSL, Ed asks his employer for more time off under the CFRA to protect his job and files for SDI through EDD for income.

For more information visit [saferatwork.ca.gov](http://saferatwork.ca.gov)

