

Coronavirus “COVID-19” Local & City Updates
Updated 4/17/2020

CALIFORNIA

Los Angeles	
“COVID-19” Supplemental Paid Sick Leave	
What is it?	<p>Employees may take time off for the following:</p> <ul style="list-style-type: none"> - A healthcare provider requires or recommends the employee to isolate or self-quarantine - The employee is age 65 or older or has a health condition such as heart disease, asthma, lung disease, diabetes, kidney disease, or a weakened immune system - To care for a family member who is not sick but public health officials or healthcare providers have required or recommended isolation or self-quarantine - To provide care for a family member whose senior care provider or school or childcare provider (for children under 18) closes in response to a public health or other public official's recommendation <p>Leave must be granted upon request (oral or written) and no documentation is required.</p>
Employer Eligibility	Employers with more than 500 employees nationally.
Employee Eligibility	Employees who were employed from February 3, 2020 to March 4, 2020.
What do employees receive?	Full-time employees receive 80 hours of Supplemental Paid Sick Leave. Employees who work fewer than 40 hours/week (and are not classified as full-time) will receive Supplemental Paid Sick Leave in the amount no greater than the employee's average two-week pay over the period of February 3, 2020 through March 4, 2020. Max \$511/day. Supplemental Paid Sick Leave is reduced for any hour an employer has already provided an employee paid sick leave for any of the reasons above.
San Diego County	
What is it?	Effective March 29, 2020, all small businesses shall suspend any policy or procedure <i>requiring</i> doctor verification for sick or other leave approval. The standard process of requesting certification should continue, but per the Health Officer's order will not require certification.

San Francisco	Public Health Emergency Leave Ordinance (PHELO)
What is it?	Requires employers with 500 or more employees to provide paid public health emergency leave during the COVID-19 public health emergency.
Duration	The ordinance will remain in effect until the 61st day following enactment (unless the timeframe is extended) or the public health emergency is declared over.
Employee Eligibility	Employees must have performed 56 or more hours of work in San Francisco during the 365 days immediately preceding the law's effective date.
What do employees receive?	Full-time employees are entitled to 80 hours of leave. Part-time employees are entitled to a number of hours equal to the number of hours that such employee works, on average, over a 2-week period.
Other	<p>This leave is in addition to any other leave employers were required to provide employees (e.g. SF Paid Sick Leave and/or leave for a non COVID-19 reason).</p> <p>Employees can use this leave before using other accrued time off or may voluntarily choose to use other employer-provided accrued paid time off before using this leave (employers may not require this).</p> <p>Employers may not change any paid time off policies on or after the ordinance's effective date, unless they are providing additional paid leave.</p> <p>Leave is available to employees who have been furloughed and have experienced a qualifying event.</p>
San Jose	San Jose "COVID-19" Paid Sick Leave Ordinance
What is it?	Requires employers with 1) more than 500 employees or 2) less than 50 employees to provide 80 hours of paid leave to employees providing essential services to the City.
Duration	Effective immediately until December 31, 2020.
Employee Eligibility	The benefit is only available to employees who leave their residence to perform essential work. No length of service requirement.
What do employees receive?	Full-time employees receive 80 hours. Part-time employees receive the average number of hours worked over a 2-week period

Other

IMPORTANT: if an employer already provides employees with paid personal leave equivalent to the paid sick time required by the San Jose Ordinance, they do not need to provide additional paid sick leave.