

**Coronavirus “COVID-19” Local & City Updates**

*Updated 5.1.2020*

**CALIFORNIA**

**Los Angeles**

**“COVID-19” Supplemental Paid Sick Leave**

**What is it?**

Employees may take time off for the following:

- 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

Leave must be granted upon request (oral or written) and no documentation is required.

**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.

**Los Angeles County**

**Interim Urgency Ordinance for Supplemental Paid Sick Leave**

**What is it?**

Employees can use SPSL if they cannot work or telework because:

- A public health official or healthcare provider requires or recommends the employee isolate or self-quarantine to prevent the spread of COVID-19;
- The employee is subject to a federal, state, or local quarantine or isolation order related to COVID-19.
- The employee needs to care for a family member (*i.e.*, an employee's child, parent, or spouse) who is subject to a federal, state, or local quarantine or

	<p>isolation order related to COVID-19 or has been advised by a health care provider to self-quarantine related to COVID-19; or</p> <ul style="list-style-type: none"> <li>The employee needs to provide care for a family member whose senior care provider or whose school or childcare provider ceases operations in response to a public health or other public official's recommendation.</li> </ul>
<b>Employer Eligibility</b>	Private employers with more than 500 employees nationally.
<b>Employee Eligibility</b>	<p>Employees who were employed on and after April 28, 2020.</p> <p>*Food sector workers, emergency responders, and health care providers are excluded.</p>
<b>What do employees receive?</b>	<p>Full-time employees-working 40 hours per week- receive 80 hours of SPSL. Employees who work fewer than 40 hours/week (and are not classified as full-time) will receive SPSL in the amount no greater than the employee's average two-week pay over the period of January 1, 2020 through April 28, 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 under the ordinance.</p>
<b>Other</b>	<p>This leave is in addition to any paid sick leave provided under non-COVID-19 paid sick leave law or the Healthy Workplace Healthy Family act of 2014. Employers may not require employees to use other paid or unpaid leave, PTO, or vacation in lieu of or before SPSL.</p>
<b>San Diego County</b>	
<b>What is it?</b>	<p>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.</p>
<b>San Francisco</b>	<b>Public Health Emergency Leave Ordinance (PHELO)</b>
<b>What is it?</b>	<p>Requires employers with 500 or more employees worldwide to provide paid public health emergency leave to each employee who performs work in San Francisco during the COVID-19 public health emergency.</p>
<b>Duration</b>	<p>The ordinance will remain in effect until the 61st day following enactment- June 17, 2020 (unless the timeframe is extended) or the public health emergency is declared over.</p>

<b>Employee Eligibility</b>	Employees must have performed 56 or more hours of work in San Francisco during the 365 days immediately preceding the law's effective date.
<b>What do employees receive?</b>	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.
<b>Other</b>	<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>
<b>San Jose</b>	<b>San Jose "COVID-19" Paid Sick Leave Ordinance</b>
<b>What is it?</b>	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.
<b>Duration</b>	Effective immediately until December 31, 2020.
<b>Employee Eligibility</b>	The benefit is only available to employees who leave their residence to perform essential work. No length of service requirement.
<b>What do employees receive?</b>	Full-time employees receive 80 hours. Part-time employees receive the average number of hours worked over a 2-week period
<b>Other</b>	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.