

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

Updated 5.22.2020

**CALIFORNIA**

Long Beach, California	“COVID-19” Supplemental Paid Sick Leave
<p><b>What is it?</b></p>	<p>Employees may take time off for the following:</p> <ul style="list-style-type: none"> <li>• Employee is subject to quarantine or isolation by federal, state, or local order due to COVID-19, or is caring for someone who is quarantined or isolated due to COVID-19;</li> <li>• Employee is advised by a health-care provider to self-quarantine due to COVID-19 or is caring for someone who is so advised by a health-care provider;</li> <li>• Employee experiences symptoms of COVID-19 and is seeking medical diagnosis;</li> <li>• Employee is caring for a minor child because the child's school, daycare, or childcare provider is closed or unavailable because of COVID-19 and the employee is unable to secure a reasonable alternative caregiver.</li> </ul> <p>Employees must provide reasonable notice for foreseeable leaves, but no documentation is required.</p>
<p><b>Employer Eligibility</b></p>	<p>Employers with more than 500 employees nationally.</p> <ul style="list-style-type: none"> <li>• Excludes employers who must provide paid sick leave benefits under EPSLA</li> <li>• Excludes employers who provide 160 or more hours of paid leave</li> </ul>
<p><b>Employee Eligibility</b></p>	<p>Any employee, as defined by “AB 5” who was employed by the covered employer and performs work in Long Beach.</p>
<p><b>What do employees receive?</b></p>	<p>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 hours worked over a two-week period.</p> <p>Employee's receive their regular rate of pay for their own sickness and two-thirds of their regular rate to care for another. The maximum value of "personal use" leave is \$511 per day (\$5,100 overall), and \$200 per day (\$2,000 overall) for "caregiver" leave.</p> <p>Any paid leave time off provided by the employer, excluding previously accrued hours, on or after March 4<sup>th</sup> due to covid-19 related reasons may be offset from the time an employee can receive under the ordinance.</p>

Los Angeles County	Interim Urgency Ordinance for Supplemental Paid Sick Leave
<b>What is it?</b>	<p>Employees can use SPSL if they cannot work or telework because:</p> <ul style="list-style-type: none"> <li>• A public health official or healthcare provider requires or recommends the employee isolate or self-quarantine to prevent the spread of COVID-19;</li> <li>• The employee is subject to a federal, state, or local quarantine or isolation order related to COVID-19.</li> <li>• The employee needs to care for a family member (<i>i.e.</i>, an employee's child, parent, or spouse) who is subject to a federal, state, or local quarantine or isolation order related to COVID-19 or has been advised by a health care provider to self-quarantine related to COVID-19; or</li> <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. *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>

Oakland, California	"COVID-19" Supplemental Paid Sick Leave
<b>What is it?</b>	<p>Employees may take time off for the following:</p> <ol style="list-style-type: none"> <li>1. Employee is subject to a federal, state, or local quarantine or isolation order related to COVID-19;</li> <li>2. Employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19;</li> <li>3. Employee is experiencing symptoms of COVID-19 and is seeking a medical diagnosis;</li> </ol>

	<ol style="list-style-type: none"> <li>4. Employee is caring for an individual who is subject to a federal, state, or local quarantine or isolation order or has been advised by a health care provider to self-quarantine due to concerns related to COVID-19;</li> <li>5. Employee is caring for their son or daughter if the school or place of care has been closed, or the childcare provider is unavailable, due to COVID-19 precautions;</li> <li>6. Employee is experiencing any other substantially similar condition specified by the U.S. Secretary of Health and Human Services in consultation with the Secretary of Labor and Secretary of the Treasury;</li> <li>7. Employee needs to care for a family member who has been diagnosed with COVID-19 or is experiencing symptoms of COVID-19; or</li> <li>8. Employee: a) Is at least 65 years old; b) Has a health condition such as heart disease, asthma, lung disease, diabetes, kidney disease, or weakened immune system; c) Has any condition identified by an Alameda County, California or federal public health official as putting the public at heightened risk of serious illness or death if exposed to COVID-19; or d) Has any condition certified by a healthcare professional as putting the employee at a heightened risk of serious illness or death if exposed to COVID-19.</li> </ol>
<p><b>Employer Eligibility</b></p>	<p>All private employers, included those covered by the FFCRA</p> <ul style="list-style-type: none"> <li>• Employers who employed fewer than 50 employees between February 3, 2020 through March 4, 2020 are exempt from the ordinance</li> </ul>
<p><b>Employee Eligibility</b></p>	<p>Employees ( as defined under “AB 5”) who were employed from February 3, 2020 to March 4, 2020.</p>
<p><b>What do employees receive?</b></p>	<p>Employers must provide 80 hours of COVID-19 emergency paid sick leave (ESPL) to employees who worked at least 40 hours per week (or who the employer classifies as full-time) between February 3, 2020 through March 4, 2020 or at any point thereafter. Other employees must receive an amount of leave equal to the average number of hours they worked in Oakland over 14 days during the period of February 3, 2020 through March 4, 2020. The 14 days must be the 14 days with the highest number of hours worked in Oakland.</p> <p>FFCRA-covered employers may, however, offset their Oakland leave obligation by FFCRA sick leave hours they provide.</p> <p>Employees may elect to use COVID-19 EPSL before using any other leave the employer provides voluntarily or per the pre-existing Oakland paid sick leave ordinance. However, employers cannot require employees to use other leave before they use COVID-19 EPSL.</p>

San Diego County	
<b>What is it?</b>	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, California	Public Health Emergency Leave Ordinance (PHELO)
<b>What is it?</b>	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.
<b>Duration</b>	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.
<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>

San Jose, California	San Jose "COVID-19" Paid Sick Leave Ordinance
<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.