



## Coronavirus “COVID-19” Statewide, Local & City Leave Law Updates

Updated 9.14.2020

### CALIFORNIA

#### Statewide COVID-19 Supplemental Paid Sick Leave- AB 1867

<b>What is it?</b>	<p>COVID-19 supplemental paid sick leave requires covered employers to provide full-time employees eighty (80) hours of paid time off and part-time employees a proportionate time off for the following reasons:</p> <ul style="list-style-type: none"><li>• The employee is subject to a federal, state, or local quarantine or isolation order related to COVID-19.</li><li>• The employee is advised by a health care provider to self-quarantine or self-isolate due to concerns related to COVID-19.</li><li>• The employee is prohibited from working by the covered worker’s hiring entity due to health concerns related to the potential transmission of COVID-19.</li></ul>
<b>Eligibility</b>	<p>All employees, outside of the food sector, employed by private businesses with 500 or more employees in the United States.</p>
<b>Duration</b>	<p>Expires December 31, 2020, or upon the expiration of any federal extension of the Emergency Paid Sick Leave Act established by the FFCRA, whichever is later.</p>
<b>Other</b>	<p>Unlike the Families First Coronavirus Response Act (“FFCRA”) and other supplemental paid sick leave ordinances in California, AB 1867 <b>does not provide</b> leave for those caring for a family member who is quarantined or sick or caring for a minor child whose school or childcare has closed due to COVID-19</p>

#### Food Service Worker COVID-19 Supplemental Paid Sick Leave- AB 1867

<b>What is it?</b>	<p>Like the Food Worker Sick leave EO, AB 1867 requires covered employers to provide full-timeworkers eighty (80) hours of paid time off and part-time workers a proportionate time off for the following reasons:</p> <ul style="list-style-type: none"><li>• The food sector worker is subject to a federal, state, or local quarantine or isolation order related to COVID-19.</li><li>• The food sector worker is advised by a health care provider to self-quarantine or self-isolate due to concerns related to COVID-19.</li><li>• The food sector worker is prohibited from working by the food sector worker’s hiring entity due to health concerns related to the potential transmission of COVID-19.</li></ul>
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**Long Beach  
COVID-19" Supplemental Paid Sick Leave**

**What is it?**

Employees may take time off for the following:

- 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;
- 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;
- Employee experiences symptoms of COVID-19 and is seeking medical diagnosis;
- 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.

Employees must provide reasonable notice for foreseeable leaves, but no documentation is required.

**Eligibility**

Employees who work for an employer with more than 500 employees nationally and performs work in the Long Beach area. Excludes employers who must provide paid sick leave benefits under EPSLA and employers who provide 160 or more hours of paid leave.

**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 hours worked over a two-week period.

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.

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.

**Los Angeles  
COVID-19 Supplemental Paid Sick Leave**

<b>What is it?</b>	<p>Leave must be granted upon request (oral or written) and no documentation is required. Employees may take time off for the following:</p> <ol style="list-style-type: none"> <li>1. A healthcare provider requires or recommends the employee to isolate or self-quarantine.</li> <li>2. 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.</li> <li>3. 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.</li> <li>4. 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.</li> </ol>
<b>Employer Eligibility</b>	<p>Employees who were employed from January 1, 2020 to April 28, 2020 by an employer with more than 500 employees in Los Angeles or employers with more than 2,000 employees in the US- based on the previous calendar year.</p>
<b>What do employees receive?</b>	<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 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 above.</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>Eligibility</b>	<p>Employee who was employed by a private employer with more than 500 employees nationally on or after April 28, 2020. *excludes food sector workers, emergency responders, and health care providers</p>

<p><b>What do employees receive?</b></p>	<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>
<p><b>Other</b></p>	<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***  
**COVID-19 Supplemental Paid Sick Leave**

<p><b>What is it?</b></p>	<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> <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>Eligibility</b></p>	<p>All employees who were employed between February 3, 2020 and March 3, 2020 by a private employer, including 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>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>
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**Sacramento  
Worker Protection, Health and Safety Act**

<p><b>What is it?</b></p>	<p>The Sacramento Worker Protection, Health, and Safety Act provide up to 80 hours of supplemental paid sick leave (SPSL) to eligible full-time employees or SPSL hours equal to the number of average hours worked over a two-week period for part time employees working less than 40 hours.</p> <p>An employee who is unable to work or telework may use SPSL for the following purposes:</p> <ol style="list-style-type: none"> <li>1. employee is subject to quarantine or isolation by federal, state, or local order due to COVID-19, or is caring for a family member who is quarantined or isolated due to COVID-19;</li> <li>2. a health care provider advises an employee to self-quarantine due to COVID-19 or the employee is caring for a family member who is so advised;</li> <li>3. employee chooses to take off work because the employee is over the age of 65 or is considered vulnerable due to a compromised immune system;</li> <li>4. employee is off work because the employer it works for or a specific work location temporarily ceases operation due to a public health order or other public official's recommendation;</li> <li>5. employee is experiencing symptoms of COVID-19 and is seeking a medical diagnosis; or</li> <li>6. employee is caring for a minor child because a school or daycare is closed due to COVID-19.</li> </ol>
<p><b>Duration</b></p>	<p>Effective July 15, 2020, until December 31, 2020</p>
<p><b>Eligibility</b></p>	<p><b>Employees who work for an employer with 500 or more employees nationally and work in Sacramento.</b> Health care providers or emergency responders may be excluded from the ordinance's requirements.</p>
<p><b>What do employees receive?</b></p>	<p>Employee receives regular rate; except for an employee who uses SPSL to care for a family member, the employer may pay two-thirds of the employee's regular rate of pay. The maximum amount an employer must pay is \$511 per day or \$5,110 overall; however, for an employee who uses SPSL to care for a family member, the maximum</p>

	amounts are \$200 per day and \$2,000 overall. Employers need not cash out any unused SPSL.
<b>Other</b>	<ul style="list-style-type: none"> <li>• SPSL should be provided in addition to any other paid sick, vacation or time off the employee is entitled to, and Employers cannot require accrued leave to be used prior to using SPSL.</li> <li>• Employers can require basis for requesting leave and reasonable notification, but documentation and doctors note is not allowed.</li> <li>• Employers may not discharge, discipline, discriminate against, retaliate against, or reduce the compensation of any employee for seeking to exercise the employee's rights under the law by any lawful means by participating in proceedings related to the law.</li> </ul>

**San Francisco  
Public Health Emergency Leave Ordinance (PHELO)**

<b>What is it?</b>	PHELO requires employers with 500 or more employees worldwide to provide 80 hours of paid public health emergency leave to each employee who performs work in San Francisco during the COVID-19 public health emergency.
<b>Duration</b>	Retroactive to 4/17/2020, until the end of the public health emergency
<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 at regular rate. 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>	<ul style="list-style-type: none"> <li>• PHELO 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).</li> <li>• 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).</li> <li>• Employers may not change any paid time off policies on or after the ordinance's effective date, unless they are providing additional paid leave.</li> <li>• Leave is available to employees who have been furloughed and have experienced a qualifying event.</li> </ul>

**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 Ordinance, they do not need to provide additional paid sick leave.

**San Mateo County  
Supplemental Paid Sick Leave (SPSL) Ordinance**

<b>What is it?</b>	<p>The Ordinance requires all covered employers to provide full-time employees 80 SPSL hours. Part-time employees receive the average number of hours they work in a two-week period, which employers calculate using the period of January 1 through July 7, 2020.</p> <p>Employees can use leave if they cannot work or telework because:</p> <ol style="list-style-type: none"> <li>1. a health care provider advises an employee to isolate or self-quarantine to prevent the spread of COVID-19;</li> <li>2. an employee is experiencing COVID-19 symptoms and is seeking a medical diagnosis;</li> <li>3. the employee needs to care for an individual who is subject to a federal, state, or local quarantine or isolation order related to COVID-19, or a health care provider advises the individual to self-quarantine related to COVID-19, or the individual is experiencing COVID-19 symptoms and is seeking a medical diagnosis; or</li> <li>4. the employee takes time off work because of a need to provide care for an individual whose senior care provider or whose school or childcare provider is closed or is unavailable in response to a public health or other public official's recommendation.</li> </ol>
<b>Duration</b>	Effective July 8th through December 31, 2020
<b>Eligibility</b>	Employees who work for an employer with 500 or more employees in the United States, the District of Columbia, or any U.S. territory or possession and who worked since January 1, 2020.

<b>What do employees receive?</b>	When an employee use SPSL, employers must pay them their regular rate of pay similar to the pay due under the FFCRA. However, unlike the FFCRA, there is no lower two-thirds the regular rate of pay amount for certain absences. The maximum amount of SPSL is \$511 per day and \$5,110 in the aggregate.
<b>Other</b>	Must provide SPSL in addition to any other accrued or paid time the employee is eligible for-but may offset time already taken or available to employees for COVID-19 purposes.

**Santa Rosa  
Santa Rosa Temporary Sick Leave Ordinance**

<b>What is it?</b>	<p>The Santa Rosa Temporary Sick Leave Ordinance requires covered private employers to provide 80 paid sick leave hours or an amount equal to the average hours worked over a two-week period for part-time employees.</p> <p>Employees may take leave for the following:</p> <ol style="list-style-type: none"> <li>1. employee is subject to quarantine or isolation by federal, state, or local order due to COVID-19;</li> <li>2. 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>3. employee experiences symptoms of COVID-19 and is seeking medical diagnosis;</li> <li>4. employee is caring for someone who is quarantined or isolated, or otherwise unable to receive care, due to COVID-19; or</li> <li>5. employee is caring for a minor child because a school or daycare is closed, or childcare provider is unavailable, due to COVID-19.</li> </ol>
<b>Duration</b>	Effective July 7th through December 31, 2020
<b>Eligibility</b>	All private employers with 500 or more employee nationally, i.e., those the federal Emergency Paid Sick Leave Act (EPSLA) <i>does not</i> cover. Additionally, the ordinance covers employees who are health care providers and emergency responders. Employees who work at least two (2) hours in Santa Rosa are eligible for SPSL under the ordinance.
<b>What do employees receive?</b>	Employers must pay employees at their regular rate, up to \$511 a day, not to exceed an aggregate amount of \$5,110. There is no lower two-thirds the regular rate amount for certain absences, so employers covered by the federal EPSLA and this ordinance must pay the ordinance's higher rate. No requirement to cash out unused SPSL.

## COLORADO

### Healthy Families and Workplace Act (HFWA)

#### What is it?

All Colorado employers are required to comply with the federal Emergency Paid Sick Leave Act in the Families First Coronavirus Response Act (FFCRA).

*“Regardless of employer size”*

#### Other

- Enacted July 14, 2020- Effective immediately
- Replaces Colorado’s Health Emergency Leave with Pay (HELP) rules which terminated July 14<sup>th</sup>. Doctor’s note and documentation is not required.
- Unlike the federal EPSLA and numerous mini-FFCRA ordinances, there is no requirement that an employee be unable to work and/or telework to use leave.

## NEW JERSEY

### Earned Sick and Safe Leave Law- Covid-19 Expansion

#### What is it?

Employers must now allow employees to use their earned leave when they cannot work due to:

- School, childcare, or workplace closure
- Declaration of State of Emergency by the governor or issuance by a HCP or public health authority that the employee’s presence in the community (or a family member needing care) would jeopardize the health of others
- Recommendation or direction/order of a HCP or authorized public official that the employee undergoes isolation/quarantine or cares for a family member in quarantine, as a result of suspected exposure to a communicable disease

Individuals who are subject to quarantine, even if they do not have COVID-19, are entitled to use earned sick and safe time.

Covered employees can accrue up to 40 hours

### New Jersey Family Leave Act (NJFLA)- Covid-19 Expansion

#### What is it?

Under the Act, a qualifying employee may take up to 12 weeks of unpaid family leave in a 24-month period for the birth or adoption of a child or to care for a family member with a Serious Health Condition (SHC).

During the state of emergency the definition of SHC under the Act is expanded to include an illness caused by an epidemic of a communicable disease, a known or suspected exposure to a communicable disease, or efforts to prevent spread of a communicable disease, which requires in-home care or treatment of a family member of the employee due to:

- Issuance by a Health Care Provider or the commissioner or other public health authority of a determination that the presence of the family member may jeopardize the health of others

	<ul style="list-style-type: none"> <li>• Recommendation, direction, or order that the family member be isolated/quarantined because of suspected exposure to a communicable disease</li> </ul>
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**NJ Temporary Disability Benefits Law (NJ DBL)**

<b>What is it?</b>	<p>Provides wage replacement for covered employees with qualifying conditions or reasons.</p> <p>Due to the state of emergency the law is amendment as follows:</p> <ul style="list-style-type: none"> <li>• Definition of SHC is expanded in same manner and period as under the NJFLA</li> <li>• Definition of “compensable disability” now includes leave to care for a family member suffering from accident or sickness</li> <li>• 7-day waiting period is eliminated when benefits are sought related to an employee’s own SHC if it falls within the newly expanded definition (i.e.: Covid-19 related)</li> </ul> <p><b>These are <u>permanent</u> amendments to this law. Employers should update their policies and notices to ensure compliance.</b></p>
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**NEW YORK**

**COVID-19 Emergency Leave Entitlements**

<b>What is it?</b>	<p>New York provides employees, who are subject to a COVID-19 mandatory or precautionary isolation/quarantine order, with immediate paid or unpaid time off specific to the current crisis.</p> <p>New York Paid Family Leave (PFL) and Disability Leave Benefits (DBL) may be available depending on the employer.</p>
<b>Employers with less than 10 employees and a net income of equal to or less than \$1 million</b>	<p>Unpaid protection for duration of mandatory isolation/quarantine order.</p> <p>NY PFL and DBL is available for eligible employees during the entire period.</p>
<b>Employers with less than 10 employees and a net income of more than \$1 million OR employers with 11-99 employees</b>	<p>At least 5 days of paid sick leave (the rest unpaid) and job protection for duration of mandatory isolation/quarantine order.</p> <p>NY PFL and DBL become available for eligible employees after the 5 days of paid sick leave is exhausted.</p>
<b>Employers with 100+ employees</b>	<p>At least 14 days of paid sick leave (the rest unpaid) and job protection for duration of mandatory isolation/quarantine order.</p>

***New York Statewide Paid Sick Leave Law***

<b>What is it?</b>	Beginning September 30, 2020, employees may begin accruing sick leave or when employment begins, whichever is later. Employees shall accrue sick leave at a rate of one hour for every 30 hours worked.  Employees may not use accrued sick leave until January 1, 2021.
<b>Employers with 4 or fewer employees in any calendar year and a net income of less than \$1 million in the previous tax year</b>	At least 40 hours of unpaid sick leave in each calendar year.
<b>Employers with 4 or fewer employees in any calendar year and a net income of greater than \$1 million in the previous tax year</b>	At least 40 hours of paid sick leave in each calendar year.
<b>Between 5 and 99 employees in any calendar year</b>	At least 40 hours of paid sick leave in each calendar year.
<b>100 or more employees in any calendar year</b>	At least 56 hours of paid sick leave in each calendar year.

## OREGON

### Oregon Family Leave Act (OFLA)- Covid-19 Expansion

<b>What is it?</b>	Allows employees to utilize OFLA to care for their child whose school or place of care has been closed due to COVID-19.  Similar to FMLA, employees are entitled to 12 weeks of job-protected leave.
<b>Employer Eligibility</b>	Must be employed at least 180 days and also work at least an average of 25 hours/week during the 180 days before leave begins (this is for all leaves except parental) for an Employer with 25+ employees  (Standard OFLA eligibility requirements)
<b>Duration</b>	Covid-19 expansion amendments were made permanent September 2020.

## WASHINGTON STATE

### Seattle Paid Sick and Safe Time (PSST) “Amended/Expanded due to Covid-19 public emergency”

#### What is it?

Paid sick and safe time is employer-paid time off that employees can use:

- To care for themselves or a family member for an illness, injury, or health condition
- To go to the doctor to get medical and preventative care for themselves or a family member
- When employees are recommended by public health officials to self-quarantine
- When their family member’s school or place of care closes
- When their place of business has been closed by order of public official for health-related reasons
- For a business of 250 or more full-time equivalent employees worldwide: when their place of business closes for any health or safety reason

#### Eligibility

All employers must provide PSST to all employees include full time, part-time, temporary, exempt and non-exempt employees.

#### Other

Employees accrue PSST over time, amount available to earn depends on hours worked and employer size.

Once earned, employee can use any and all the hours that they have accrued and in increments as small as the smallest amount of time that an employer tracks work time (but no longer than an hour).

### Seattle Gig Worker Paid Sick and Safe Time (PSST) Ordinance

#### What is it?

The Ordinance temporarily provides paid sick leave for gig workers during the Covid-19 emergency. This temporary law went into effect on July 13 and allows certain gig workers access to paid sick and paid safe time (PSST) from transportation network companies (such as Uber, Lyft) and food delivery network companies (FDNCs) that arrange for delivery of groceries or prepared food using an app-based or online platform.

A gig worker can start using Gig Worker PSST after they have accrued their first day, if they have worked for the hiring entity in Seattle within the previous 90 days. A gig worker can use paid sick and safe time to care for themselves or a family member under the following circumstances:

- For care related to mental or physical illness, injury or health condition, medical appointment, or preventive medical care;

	<ul style="list-style-type: none"> <li>• When the hiring entity has suspended or discontinued operations by order of a public official to limit exposure to an infectious agent, biological toxin, or hazardous material;</li> <li>• When a gig worker's family member's school or place of care has been closed;</li> <li>• When the hiring entity has reduced, suspended, or otherwise discontinued operations for any health- or safety-related reason; or</li> <li>• For reasons related to domestic violence, sexual assault or stalking that affect the gig worker or the gig worker's family or household member.</li> </ul>
<b>Eligibility</b>	Employees who make deliveries or perform pickups in the Seattle area, and who are employed by a food delivery network and transportation network companies with 250 or more gig workers worldwide.
<b>What does employee receive?</b>	<p><i>Accrual:</i> Covered gig workers earn one day of Gig Worker PSST for every 30 days worked in Seattle after October 1, 2019. Each day with at least one pick-up or drop-off in Seattle counts towards accrual.</p> <p><i>Use:</i> For each 24-hour day of use, a gig worker is entitled to the average daily compensation in their highest earning calendar month since October 2019. Average daily compensation includes tips.</p>
<b>Duration</b>	The ordinance ends 180 days after either the termination of the Mayor's civil emergency or the termination of any concurrent civil emergency by a public official in response to the COVID-19 public health emergency and applicable to Seattle, whichever is latest.
<b>Other</b>	<p>Documentation: If a gig worker requests more than three consecutive days of Gig Worker PSST, a hiring entity may request reasonable information to verify that a gig worker is taking leave for a covered reason. The hiring entity cannot inquire about the nature of the use, only that the reason is an authorized one.</p> <p>Covered entities must provide written notice to gig workers regarding eligibility and rights under the law.</p>

## WASHINGTON DC

### COVID-19 Support Emergency Amendment Act (CSEA)

<b>What is it?</b>	<p>The CSEA replaces all previous D.C Coronavirus-related legislation and temporarily amends the DCFMLA to create a new COVID-19 job-protected leave.</p> <p>Employees may take leave to care for the employee's own serious illness or need to quarantine due to Covid-19, to care for a family or household members serious illness or quarantine status due to Covid-19, or to care for a child whose childcare facility or provider is closed due to Covid-19 related reasons</p>
<b>Duration</b>	

	<p>CSEA is retroactive, effective March 11, 2020 and will expire at the end of a declared public health emergency. Currently, the state of public health emergency will expire October 9, 2020</p>
<b>Employee Eligibility</b>	<p>Must have worked for current employer for 30 days</p>
<b>What do employees receive?</b>	<p>Employees may use up to 16 weeks of unpaid, job protected leave.</p> <p>The right to COVID-19 Leave terminates when the public health emergency has ended, even if an employee has not exhausted the 16-week entitlement.</p>
<b>Other</b>	<p>Certification: an employer may request certification of the need for leave, including a signed, dated letter from a healthcare provider, including a probable duration, or a statement by a childcare provider or a printed statement from the childcare provider's website.</p> <p>Penalties: Violation of the COVID-19 Leave provision could result in a civil penalty of \$1000 per offense in addition to any damages outlined in D.C. Code § 32-509.</p> <p>No Effect on Traditional Family and Medical Leave: CSEA does not change the definitions of employer and employee, or eligibility for traditional family and medical leave entitlements, i.e., the employee must have worked for one year without a break in service and at least 1,000 hours in the preceding twelve months, and only employers with 20 or more employees are covered.</p>