

## COVID 19 WAGE REPLACEMENT CHEATSHEET

- **Effective April 1, 2020 through December 31, 2020, U.S. workers employed by entities with less than 500 employees are now entitled to 2 new forms of paid leave pursuant to the federal Families First Coronavirus Response Act.**
  - **Up to 80 hours of emergency paid sick leave:** The Act provides for eligibility for up to 80 hours of emergency paid sick leave (on top of any paid sick leave already provided by your employer) if you meet any 1 of the following 6 conditions:
    - You are subject to quarantine or isolation order related to COVID 19;
    - You are advised by a healthcare provider to self quarantine;
    - You are experiencing symptoms and seeking medical diagnosis;
    - You are caring for someone subject to quarantine or with symptoms;
    - You are caring for children because schools closed due to COVID 19; or
    - You are experiencing “any other substantially similar conditions.”
  - **Expanded FMLA leave rights:** The Act also provides for an expansion of FMLA rights, providing unpaid leave for the first 10 days and 2/3 pay for the remainder of the FMLA leave (subject to certain limits) if:
    - You have been employed by your employer for at least 30 days; and
    - If you have children under the age of 18 that you need to care for due to school closure.
- **California workers should also take full advantage of the resources already available to them by the state, including:**
  - **Unemployment insurance benefits** (partial wage supplement for up to 26 weeks available via the EDD to those who were laid off or whose hours were reduced substantially due to COVID 19 “shelter in place” orders or “lack of work”);
  - **Paid family leave** (partial wage replacement for up to 6 weeks [8 weeks starting July 1] available via the EDD if you are not able to work because you are caring for a family member who is ill or who is quarantined because of COVID 19);
  - **State disability insurance benefits** (partial wage supplement for up to 52 weeks available via the EDD to those unable to work due to medical quarantine or illness; requires certification by a medical professional);
  - **Workers’ compensation** (applies if you cannot work due to a work related injury, including if you contract COVID 19 in the course of performing your work duties)  
\*Except for unemployment insurance benefits, all of the above are available regardless of immigration status. Workers in the “gig economy” who believe the “hiring entity” they engage with is actually their employer under AB 5 should also make claims for benefits they believe they are entitled to. For more information, go to: [www.unioncounsel.net](http://www.unioncounsel.net)