


# Worker Leave and Pay Benefits Related to COVID-19

If you have COVID-19 or have been exposed and cannot go to work, inform your employer immediately. You may be eligible to receive certain benefits, including paid sick leave.

The rights and protections described in the chart below must be provided to workers impacted by COVID-19, regardless of immigration status.


	What it is	What it provides	What you can do
<b>Paid Sick Leave (PSL)</b>	<p>California PSL</p> <ul style="list-style-type: none"> <li>You start accruing when you begin work and can start using it after 90 days.</li> <li>For illness, medical or preventive care</li> </ul>	<ul style="list-style-type: none"> <li>Job-protected PSL accrued at a rate of one hour for every 30 hours worked</li> <li>Employer may cap use at three days or 24 hours per year.</li> <li>Also available to care for family members</li> <li>Local laws may require additional paid sick time.</li> </ul>	<p>Tell your employer you need to use your PSL. If your employer does not provide PSL, you can file a wage claim with the Labor Commissioner's Office. More information at <a href="http://dir.ca.gov/covid/if-you-were-not-paid.html">dir.ca.gov/covid/if-you-were-not-paid.html</a></p>
<b>Supplemental Paid Sick Leave (SPSL)</b>	<p>2021 COVID-19 (SPSL)</p> <ul style="list-style-type: none"> <li>Unable to work due to COVID-19</li> <li>Care for a family member who is unable to work or telework due to COVID-19</li> <li>To get or recover from the vaccine</li> <li>All employees of businesses with 26 or more employees</li> <li>Care for child whose school or childcare is closed due to COVID-19</li> </ul>	<ul style="list-style-type: none"> <li>Up to 80 hours leave in addition to PSL</li> <li>For full-time or part-time workers</li> <li>Can be used from 1/1/21 to 9/30/21</li> </ul>	<p>Tell your employer you need to take SPSL or request payment for sick leave you took because of COVID-19 since 1/1/21. If your employer does not provide SPSL, you can file a wage claim at <a href="http://dir.ca.gov/dlse/HowToFileWageClaim.htm">dir.ca.gov/dlse/HowToFileWageClaim.htm</a></p>
<b>Short-term Disability Payments (SDI)</b>	<p>State Disability Insurance (SDI)</p> <ul style="list-style-type: none"> <li>Unable to work or working less due to disability</li> <li>Paid into SDI during base period</li> </ul>	<ul style="list-style-type: none"> <li>Up to 60 or 70 percent of weekly wages, depending on income, for a maximum of 52 weeks (no waiting period for COVID-19 diagnosis)</li> </ul>	<p>Apply at <a href="http://edd.ca.gov/Disability/Disability_Insurance.htm">edd.ca.gov/Disability/Disability_Insurance.htm</a></p>
<p>If you might have contracted COVID-19 at work and need medical treatment or lose wages due to your injury or illness, you may be eligible for workers' compensation. Learn more at <a href="http://dir.ca.gov/covid/if-you-get-sick-at-work.html">dir.ca.gov/covid/if-you-get-sick-at-work.html</a>.</p>			
<b>Paid family Leave (PFL)</b>	<p>Paid Family Leave (PFL)</p> <ul style="list-style-type: none"> <li>Care for a seriously ill family member</li> <li>Paid into SDI during base period</li> </ul>	<ul style="list-style-type: none"> <li>Up to 60 or 70 percent of weekly wages, depending on income, for a maximum of eight weeks (can be taken intermittently)</li> </ul>	<p>Apply at <a href="http://edd.ca.gov/Disability/Paid_Family_Leave.htm">edd.ca.gov/Disability/Paid_Family_Leave.htm</a></p>
<b>Job-Protected Leave (CFRA)</b>	<p>CA Family Rights Act (CFRA)</p> <ul style="list-style-type: none"> <li>One-plus year of service</li> <li>1,250-plus hours of work in previous year</li> <li>Five-plus employees</li> </ul>	<ul style="list-style-type: none"> <li>12 weeks job-protected leave if seriously ill or taking care of seriously ill family member (can be taken intermittently).</li> <li>Continuation of health benefits.</li> </ul>	<p>Request from your employer or go to <a href="http://www.dfeh.ca.gov/family-medical-pregnancy-leave/">www.dfeh.ca.gov/family-medical-pregnancy-leave/</a></p>

NOTE: Workers who need additional leave for their own illness may qualify for leave as an accommodation for a disability under the Fair Employment and Housing Act. Visit [www.dfeh.ca.gov/accommodation/](http://www.dfeh.ca.gov/accommodation/) to learn more.



**An example of using leave:**  
Ed is exposed to COVID-19 by a family member, and his doctor tells him to get tested and quarantine. Ed tests positive and has lasting symptoms.

**Step 1: Use SPSL and PSL**  
Ed tells his employer he is using his paid sick leave and his expected return date.



**Step 2: Request CFRA from employer and apply for SDI from EDD**  
After using up his SPSL and PSL, Ed asks his employer for more time off under the CFRA to protect his job and files for SDI through EDD for income.