



COVID-19 'WAGE REPLACEMENT' LAWS

STATE LAWS:

- PAID SICK LEAVE, PAID FAMILY LEAVE, STATE DISABILITY, WORKERS COMPENSATION, CHILDCARE LEAVE

FEDERAL GOVERNMENT:

- BENEFITS TO REPLACE LOST WAGES DURING THIS CRISIS

CALIFORNIA 'WAGE REPLACEMENT' BENEFITS (You can apply now if not working or if your hours have been reduced.):

1. Paid Sick Leave Act
2. Paid Family Leave Act
3. Unemployment Insurance
4. State Disability Insurance

1. Paid Sick Leave Act *

- State Law requires employers to provide up to 3 days of paid sick leave a year
 - (must have worked 30 days w/i year, 90 day employment period)
 - Accrues at 1 hour per 30 worked, or 3 'frontloaded' at beginning of year
- May be used if you or family member for whom you must care is quarantined

**Does not apply to Local 595 members, but may apply to a family member*

2. Paid Family Leave **

- If unable to work because you are quarantined or caring for family member who is quarantined because of COVID 19
- Up to 6 weeks of paid leave
- Paid at 60 to 70% of wages
- From \$50 to \$1300 per week

*** May need medical certification of the quarantine*

3. Unemployment Insurance

- Laid off or hours "substantially reduced" due to COVID-19 "shelter in place" or "lack of work"
- Partial wage replacement, about 60% of wages, ranges from \$40/wk to \$450/wk
- For 26 weeks.....so far.....may be more.....
- (only California benefit not for undocumented – because of Fed regulations)

4. State Disability Insurance (SDI)

- If you are unable to work due to medical quarantine or illness"
- This requires certification by medical professional
- Benefit is 60% to 70% of wages, from \$50 to \$1300/wk, for 52 weeks
- May apply for UI and/or SDI – see what EDD does – UI is 26wks while SDI is 52 weeks
- Go to www.edd.ca.gov to apply for UI and/or SDI

NEW FEDERAL LAW

- FAMILY FIRST CORONAVIRUS RESPONSE ACT
- NEW TRILLION DOLLAR LAW YET TO COME

FAMILIES FIRST CORONAVIRUS RESPONSE ACT

- Effective April 2, 2020, through December 31, 2020
- Applies to All Employers w/ Less than 500 Employees
- Creates 2 New Paid Leave Programs Emergency
 - Paid Sick Leave Act
 - Emergency Family & Medical Leave Expansion Act

1. Families First Emergency Paid Sick Leave Act

IF:

1. You are subject to quarantine or isolation order related to COVID 19, or
2. You are advised by a health care provider to self-quarantine, or
3. You are experiencing symptoms and seeking medical diagnosis, or
4. You are caring for someone subject to quarantine or with symptoms, or
5. You are caring for children because schools closed due to COVID 19, or
6. You are experiencing "any other substantially similar conditions"

You are eligible if you fulfill any 1 of these 6 conditions above.

- You are entitled to 80 hours of additional paid sick leave from your employer if full time
- You are entitled to a fraction of 80 hours equal to a fraction of 40 hours job you have (this applies to part-time work)
- You will be paid at regular rate of pay up to \$511/day, or total of \$5,110 you meet conditions 1, 2 or 3 above
- You will be paid at \$200/day up to \$2000 if you meet conditions 4, 5 or 6 above
- You may take this before other benefits are used (other vacation, sick leave, PTO) (*This does not apply to Local 595 members but may apply to a family member .*)

2. Families First Emergency Family & Medical Leave Act Expansion

IF:

1. You have been employed for at least 30 days with the same employer
2. Your employer has fewer than 500 employees
3. You have serious illness, or need to care for family member with a serious illness, OR
4. IF YOU HAVE TO CARE FOR CHILDREN UNDER 18 BECAUSE OF SCHOOL CLOSURE (new provision)

You are eligible for the following if you fulfill 1 through 3 OR 4 above:

- Unpaid leave for first 10 days (Use Families First Emergency Paid Sick Leave in number 1 above for those first 10 days)
- Pay is at least 2/3 regular rate of pay times usual number of hours
- But no more than \$200/day and \$10,000 total
- Can add it to other kinds of paid leave already available
 - Vacation, Sick Leave, PTO, State benefits, etc. (*Does not apply to Local 595 members but may apply to a family member*)

3. Job Restoration Rights

- Employer must make reasonable effort to re-employ after crisis or after 12 weeks after leave starts

4. Other Added Benefits By Federal Government

- Extended SNAP (FOOD STAMP) Benefits
- School Lunch Replacement Program
- Millions more to Food Banks

We hope this notice is helpful to you and your family as you deal with the financial effects of this global crisis. As always, we are here to answer your questions and concerns and hope you and your families are doing well.

In solidarity,

Greg Bonato
Business Manager-
Financial Secretary