| Link to Law/Ordinance   | COV  |
|---|--|
| Latest Trion Statutory Update   |  |
| Effective Date  |  |
|   | Adds .   |
|   | Note: Cal/OS<br>see  |
| Employers   | Employers with 26 or more employee   |
|   |  |
|   |  |
| Eligible Employees  | All employees who cannot work or tel   |
|   | The law features requirements/entitle<br>personal care services (all as define   |
|   |  |
|   |  |
| Collective Bargaining<br>Agreement Exception  | Not specified  |
| Benefit - time available  | <ul> <li>FT or scheduled to work at least 40</li> <li>PT w/normal weekly schedule: the r</li> <li>Variable schedule: 7 times the aver</li> </ul>   |
|   | (or since date of hire, if sooner); if the<br>entitled to the total number of hours v  |
|   | - Leave for recovery from side effects information below).   |
|   | * <b>ADDITIONAL LEAVE</b> in the same member tests positive for COVID-19.  |
|   | - If employee is on leave as of the lav  |
|   |  |
|   |  |
|   |  |
| Benefit - pay   | Exempt: Calculated the same as for   |
|   | Non-Exempt: (1) regular rate of pay,<br>hours worked in the full pay periods of<br>rate, commission or other method that   |
|   | divided by all hours worked.   |
|   | Max \$511/day, \$5,110 total*<br>Employees who reach the maximum   |
|   | compensation. * If federal COVID-19 paid leave leg   |
|   | limits will apply.   |
| Specified Reasons for Use<br>Quarantine ordered by public<br>official or healthcare provider  |  |
|   |  |
|   |  |
| seeking medical treatment   |  |
| seeking medical treatment<br>Underlying health condition or   |  |
| Seeking medical treatment<br>Underlying health condition or<br>over age 65<br>Fo obtain COVID-19<br>vaccination, or to recover from   | provides verification from a hea   |
| Seeking medical treatment<br>Underlying health condition or<br>over age 65<br>To obtain COVID-19<br>vaccination, or to recover from<br>Illness due to vaccination<br>Care for family member who is  | provides verification from a hea   |
| Seeking medical treatment<br>Underlying health condition or<br>over age 65<br>To obtain COVID-19<br>vaccination, or to recover from<br>Ilness due to vaccination<br>Care for family member who is<br>sick and/or under official or<br>healthcare provider-directed  | provides verification from a hea<br>experience symptoms related to the   |
| Seeking medical treatment<br>Underlying health condition or<br>over age 65<br>To obtain COVID-19<br>vaccination, or to recover from<br>Ilness due to vaccination<br>Care for family member who is<br>sick and/or under official or<br>healthcare provider-directed<br>quarantine<br>Care for family member whose  | provides verification from a hea<br>experience symptoms related to the   |
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| Experiencing symptoms and<br>seeking medical treatment<br>Underlying health condition or<br>over age 65<br>To obtain COVID-19<br>vaccination, or to recover from<br>illness due to vaccination<br>Care for family member who is<br>sick and/or under official or<br>healthcare provider-directed<br>quarantine<br>Care for family member whose<br>school or care facility is closed<br>Worksite closure due to official<br>public health order or<br>recommendation | provides verification from a hea<br>experience symptoms related to the   |
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| Seeking medical treatment<br>Underlying health condition or<br>over age 65<br>To obtain COVID-19<br>vaccination, or to recover from<br>Ilness due to vaccination<br>Care for family member who is<br>sick and/or under official or<br>healthcare provider-directed<br>quarantine<br>Care for family member whose<br>school or care facility is closed<br>Worksite closure due to official<br>public health order or<br>recommendation                               | provides verification from a hea<br>experience symptoms related to the   |
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| Seeking medical treatment<br>Underlying health condition or<br>over age 65<br>To obtain COVID-19<br>vaccination, or to recover from<br>Ilness due to vaccination<br>Care for family member who is<br>sick and/or under official or<br>healthcare provider-directed<br>quarantine<br>Care for family member whose<br>school or care facility is closed<br>Worksite closure due to official<br>bublic health order or<br>recommendation<br>Other                      | <ul> <li>provides verification from a heal experience symptoms related to the Quarantine, vaccine</li> <li>Quarantine, vaccine</li> <li>For the additional allotment of leave documentation:</li> <li>For leave associated with the emploid diagnostic test, at no expense to the documentation of those results.</li> </ul>   |
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|   | California State  | CA - Los Angeles (City)   |   |
|---|---|---|---|
|   | COVID-19 Supplemental Paid Sick Leave (2022)  | COVID-19 Supplemental Paid Sick Leave   |   |
| Link to Law/Ordinance   | <u>SB114</u>  | Emergency Order<br>Revised Order June 24, 2021  |   |
| Latest Trion Statutory Update   | <u>March 4, 2022</u>  | <u>March 10, 2022</u><br>4/7/20 - 2 weeks after local COVID-19 emergency period expires   |   |
|   | 2/19/22 (retroactive to 1/1/22) - 9/30/22   | Changes from February 10, 2021 and June 24, 2021 Orders noted below.  | Extended effective 1/1/2  |
|   | Adds sections 248.6 and 248.7 to the CA Labor Code  | 4/24/22 Safer L.A. Order indicates the local health emergency is still in effect  |   |
|   | Note: Cal/OSHA ETS is still in effect (as revised effective 1/4/22);  | (see Additional Links below)  |   |
|   | see Employer Offset and Additional Links below  |   | While the 3/3/22 and 4,<br>effect, the cou  |
| Employers   | Employers with 26 or more employees   | 500+ employees within the city or 2,000+ employees nationally.  | All employers in the unir   |
|   |   | Excludes employers of emergency and health services personnel, global parcel delivery workers, new businesses, and businesses closed for 14+ days due to a COVID-19 order.  | applied to employers wi<br>government agencies  |
|   |   | No change under February 10 or June 24 Orders.  |   |
|   |   |   |   |
| Eligible Employees  | All employees who cannot work or telework.<br>The law features requirements/entitlements for firefighters and for providers of in-home supportive or waiver   | All Employees employed by the same employer between February 3 and March 4, 2020, who perform work within the city and who cannot work or telework. Excludes employees of government agencies working within the course and scope of their public service   | All Employees performin<br>or telework. Excludes for<br>Leave (Executive Order  |
|   | personal care services (all as defined) that vary from those described here.  | employment.   | Employers may exclude   |
|   |   | February 10 Order: Employees who have been employed with the same employer for 60 days, and who are unable to work or telework, are entitled to SPSL (no change in 6/24/21  |   |
|   |   | Order).   |   |
|   |   |   | lá hileterek mediárat terr  |
| Collective Bargaining<br>Agreement Exception<br>Benefit - time available  | Not specified - FT or scheduled to work at least 40 hours in each of the 2 weeks preceding leave: 40 hours*   | CBA w/COVID sick leave provisions supersedes ordinance; one without must comply until CBA expressly waives<br>FT: 80 hours  | If bilateraly modified to w   |
|   | <ul> <li>PT w/normal weekly schedule: the number of hours normally scheduled during a 1-week period*</li> <li>Variable schedule: 7 times the average number of hours worked each day in the 6-month period preceding leave</li> </ul>   | Other: 2-week average between 2/3-3/4   | Other: 2-week average k   |
|   | (or since date of hire, if sooner); if the employee has worked for the employer for fewer than 7 days, the employee is entitled to the total number of hours worked.*   | February 10 Order (no change in 6/24/21 Order):<br>Full-Time (40h/wk or classified as FT) employees are entitled to 80 hours of SPSL; leave   | Note: Additional time ma  |
|   | - Leave for recovery from side effects of vaccine/booster may be limited to 3 days or 24 hours per injection (more  | is calculated based on the employee's average two week pay over the last 60 days of employment.   | (enacted 5/18/21, effectemergency).   |
|   | information below).   | Other: An amount of SPSL no greater than the employee's average two week pay over the last 60 days of employment.   |   |
|   | * <b>ADDITIONAL LEAVE</b> in the same amounts specified above is available if the employee or a covered family member tests positive for COVID-19.  | Note: Additional time may be required under the city's COVID-19 Vaccine Leave (enacted 6/24/21, effective 1/1/21-9/30/21).  |   |
|   | - If employee is on leave as of the law's expiration date, employee may finish taking leave.  |   |   |
|   |   |   |   |
|   |   |   |   |
|   |   |   |   |
|   |   |   |   |
|   |   |   |   |
| Benefit - pay   | Exempt: Calculated the same as for other forms of paid leave<br>Non-Exempt: (1) regular rate of pay, or (2) employee's total wages, not including OT pay, divided by total non-OT   | 100% pay;<br>Max \$511/day, \$5,110 total   | 100% pay<br>Max \$511/day, \$5,110 t  |
|   | hours worked in the full pay periods occurring within the prior 90 days of employment. For employees paid by piece rate, commission or other method that uses all hours to determine the regular rate of pay: total non-OT wages,   |   |   |
|   | divided by all hours worked.  |   |   |
|   | Max \$511/day, \$5,110 total*<br>Employees who reach the maximum amounts may use other paid leave available in order to receive full  |   |   |
|   | compensation.   |   |   |
|   | * If federal COVID-19 paid leave legislation is enacted that provides benefits exceeding these limits, the federal limits will apply.   |   |   |
| Specified Reasons for Use   |   |   |   |
| Quarantine ordered by public<br>official or healthcare provider   | Yes, plus postive COVID-19 test   | Yes   |   |
| Experiencing symptoms and<br>seeking medical treatment  | Yes, plus positive COVID-19 test  | Yes   |   |
|   |   |   |   |
| Underlying health condition or<br>over age 65   | Not specified   | Yes   |   |
|   |   |   |   |
|   | Yes, including family member  |   |   |
| To obtain COVID-19<br>vaccination, or to recover from   | Leave for vaccine/booster side effects may be limited to 3 days or 24 hours per injection, unless the employee provides verification from a health care provider that the employee or their family member is continuing to  | Yes - added per 6/24/21 Order   | N   |
| vaccination, or to recover from<br>Ilness due to vaccination  | Leave for vaccine/booster side effects may be limited to 3 days or 24 hours per injection, unless the employee  |   | N   |
| vaccination, or to recover from<br>Illness due to vaccination<br>Care for family member who is<br>sick and/or under official or   | Leave for vaccine/booster side effects may be limited to 3 days or 24 hours per injection, unless the employee provides verification from a health care provider that the employee or their family member is continuing to experience symptoms related to the COVID-19 vaccine or vaccine booster. The 3-day/24-hour limititation includes  |   | N   |
| vaccination, or to recover from<br>Illness due to vaccination<br>Care for family member who is<br>sick and/or under official or<br>healthcare provider-directed<br>quarantine   | Leave for vaccine/booster side effects may be limited to 3 days or 24 hours per injection, unless the employee provides verification from a health care provider that the employee or their family member is continuing to experience symptoms related to the COVID-19 vaccine or vaccine booster. The 3-day/24-hour limititation includes time used to obtain the injection.   |   | N   |
| vaccination, or to recover from<br>illness due to vaccination<br>Care for family member who is<br>sick and/or under official or<br>healthcare provider-directed<br>quarantine<br>Care for family member whose<br>school or care facility is closed  | Leave for vaccine/booster side effects may be limited to 3 days or 24 hours per injection, unless the employee provides verification from a health care provider that the employee or their family member is continuing to experience symptoms related to the COVID-19 vaccine or vaccine booster. The 3-day/24-hour limititation includes time used to obtain the injection.   |   | N   |
| vaccination, or to recover from<br>illness due to vaccination<br>Care for family member who is<br>sick and/or under official or<br>healthcare provider-directed<br>quarantine<br>Care for family member whose<br>school or care facility is closed<br>Worksite closure due to official<br>public health order or  | Leave for vaccine/booster side effects may be limited to 3 days or 24 hours per injection, unless the employee provides verification from a health care provider that the employee or their family member is continuing to experience symptoms related to the COVID-19 vaccine or vaccine booster. The 3-day/24-hour limititation includes time used to obtain the injection. Quarantine, vaccine/booster side effects (see row above), positive COVID-19 test  | Quarantine  | N   |
| vaccination, or to recover from<br>Illness due to vaccination<br>Care for family member who is<br>sick and/or under official or<br>healthcare provider-directed<br>quarantine<br>Care for family member whose<br>school or care facility is closed<br>Worksite closure due to official  | Leave for vaccine/booster side effects may be limited to 3 days or 24 hours per injection, unless the employee provides verification from a health care provider that the employee or their family member is continuing to experience symptoms related to the COVID-19 vaccine or vaccine booster. The 3-day/24-hour limititation includes time used to obtain the injection. Quarantine, vaccine/booster side effects (see row above), positive COVID-19 test Yes - children (any age)   | Quarantine<br>Yes   | N   |
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| vaccination, or to recover from<br>illness due to vaccination<br>Care for family member who is<br>sick and/or under official or<br>healthcare provider-directed<br>quarantine<br>Care for family member whose<br>school or care facility is closed<br>Worksite closure due to official<br>public health order or  | Leave for vaccine/booster side effects may be limited to 3 days or 24 hours per injection, unless the employee provides verification from a health care provider that the employee or their family member is continuing to experience symptoms related to the COVID-19 vaccine or vaccine booster. The 3-day/24-hour limititation includes time used to obtain the injection. Quarantine, vaccine/booster side effects (see row above), positive COVID-19 test Yes - children (any age)   | Quarantine<br>Yes   | N   |
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| vaccination, or to recover from<br>illness due to vaccination<br>Care for family member who is<br>sick and/or under official or<br>healthcare provider-directed<br>quarantine<br>Care for family member whose<br>school or care facility is closed<br>Worksite closure due to official<br>public health order or<br>recommendation  | Leave for vaccine/booster side effects may be limited to 3 days or 24 hours per injection, unless the employee provides verification from a health care provider that the employee or their family member is continuing to experience symptoms related to the COVID-19 vaccine or vaccine booster. The 3-day/24-hour limititation includes time used to obtain the injection. Quarantine, vaccine/booster side effects (see row above), positive COVID-19 test Yes - children (any age) No No - For the additional allotment of leave for a postitive COVID-19 test, employers may require employees to provide documentation:  | Quarantine Yes No No Cannot be requested  | Employe   |
| vaccination, or to recover from<br>illness due to vaccination<br>Care for family member who is<br>sick and/or under official or<br>healthcare provider-directed<br>quarantine<br>Care for family member whose<br>school or care facility is closed<br>Worksite closure due to official<br>public health order or<br>recommendation  | Leave for vaccine/booster side effects may be limited to 3 days or 24 hours per injection, unless the employee provides verification from a health care provider that the employee or their family member is continuing to experience symptoms related to the COVID-19 vaccine or vaccine booster. The 3-day/24-hour limititation includes time used to obtain the injection. Quarantine, vaccine/booster side effects (see row above), positive COVID-19 test Yes - children (any age) No No - For the additional allotment of leave for a postitive COVID-19 test, employers may require employees to provide documentation: - For the additional allotment of leave for a postitive COVID-19 test, employers may require the employees to provide diagnostic test, at no expense to the employee, on or after the fifth day after the original test was taken and provide  | Quarantine<br>Yes<br>No<br>N/A  | Employe   |
| vaccination, or to recover from<br>illness due to vaccination<br>Care for family member who is<br>sick and/or under official or<br>healthcare provider-directed<br>quarantine<br>Care for family member whose<br>school or care facility is closed<br>Worksite closure due to official<br>public health order or<br>recommendation  | Leave for vaccine/booster side effects may be limited to 3 days or 24 hours per injection, unless the employee     provides verification from a health care provider that the employee or their family member is continuing to     experience symptoms related to the COVID-19 vaccine or vaccine booster. The 3-day/24-hour limititation includes         time used to obtain the injection.         Quarantine, vaccine/booster side effects (see row above), positive COVID-19 test         Yes - children (any age)         No         No         No  | Quarantine Yes No No Cannot be requested  | Employe   |
| vaccination, or to recover from<br>illness due to vaccination<br>Care for family member who is<br>sick and/or under official or<br>healthcare provider-directed<br>quarantine<br>Care for family member whose<br>school or care facility is closed<br>Worksite closure due to official<br>public health order or<br>recommendation  | Leave for vaccine/booster side effects may be limited to 3 days or 24 hours per injection, unless the employee provides verification from a health care provider that the employee or their family member is continuing to experience symptoms related to the COVID-19 vaccine or vaccine booster. The 3-day/24-hour limititation includes time used to obtain the injection. Quarantine, vaccine/booster side effects (see row above), positive COVID-19 test Yes - children (any age) No No N/A - For the additional allotment of leave for a postitive COVID-19 test, employers may require employees to provide documentation: - For the additional allotment of leave for a postitive COVID-19 test, employers may require to a boost to a diagnostic test, at no expense to the employee, on or after the fifth day after the original test was taken and provide documentation of those results For leave associated with the care of a covered family member, the employer may require that the employee provide documentation of that family member's test results For leave associated with the care of a covered family member, the employer may require that the employee provide documentation of the additional allotment of the additional allotment of provide the additional allotment of the provide to be provide documentation of the server to the employee is own needs, the employer may require the employee to submit to a diagnostic test, at no expense to the employee family member, the employer may require that the employee provide documentation of those results.  | Quarantine Yes No No Cannot be requested  | Employe   |
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| vaccination, or to recover from<br>illness due to vaccination<br>Care for family member who is<br>sick and/or under official or<br>healthcare provider-directed<br>quarantine<br>Care for family member whose<br>school or care facility is closed<br>Worksite closure due to official<br>public health order or<br>recommendation  | Leave for vaccine/booster side effects may be limited to 3 days or 24 hours per injection, unless the employee     provides verification from a health care provider that the employee or their family member is continuing to     experience symptoms related to the COVID-19 vaccine or vaccine booster. The 3-day/24-hour limititation includes         time used to obtain the injection.         Quarantine, vaccine/booster side effects (see row above), positive COVID-19 test  | Quarantine         Yes         No         N/A         Cannot be requested         6/24/21 Order: Verification of receipt of a COVID-19 vaccination may be requested.  | N<br>Employe  |
| vaccination, or to recover from<br>illness due to vaccination<br>Care for family member who is<br>sick and/or under official or<br>healthcare provider-directed<br>quarantine<br>Care for family member whose<br>school or care facility is closed<br>Worksite closure due to official<br>public health order or<br>recommendation<br>Other<br>Documentation  | Leave for vaccine/booster side effects may be limited to 3 days or 24 hours per injection, unless the employee provides verification from a health care provider that the employee or their family member is continuing to experience symptoms related to the COVID-19 vaccine or vaccine booster. The 3-day/24-hour limititation includes time used to obtain the injection. Quarantine, vaccine/booster side effects (see row above), positive COVID-19 test Yes - children (any age) No N/A - For the additional allotment of leave for a positive COVID-19 test, employers may require employees to provide documentation: For the additional allotment of leave for a positive COVID-19 test, employers may require the employee to submit to a diagnostic test, at no expense to the employe's own needs, the employer may require the employee to submit to a diagnostic test, at no expense to the employee, on or after the fifth day after the original test was taken and provide documentation of those results. For leave associated with the employee's own needs, the employer may require that the employee provide documentation of that family member's test results. For leave associated with the care of a covered family member, the employer may require that the employee provide documentation of that family member's test results. For leave associated with the original to provide the additional allotment of leave to an employee who declines to provide the requested documentation. For leave associated with the care of a covered family member, the employee may require that the employee provide documentation. For leave associated with the care of a covered family member of leave to an employee who declines to provide the requested documentation. For leave associated with the care of a covered family member of leave to an employee who declines to provide the requested documentation. For leave associated with the care of a covered family member of a days or 24 hours per injection unless the employee provides verification from a health care provider that the                   | Quarantine         Yes         No         No         N/A         Cannot be requested         6/24/21 Order: Verification of receipt of a COVID-19 vaccination may be requested.         - An employer's obligation to provide 80 hours of Supplemental Paid Sick Leave is reduced for every hour an employer allowed an employee to take paid leave in an amount equal to or greater than the Order's requirements, not including previously accrued hours, on or   | - SPSL is in addition to a<br>Sick Leave law.<br>- However, if an employe   |
| vaccination, or to recover from<br>illness due to vaccination<br>Care for family member who is<br>sick and/or under official or<br>healthcare provider-directed<br>quarantine<br>Care for family member whose<br>school or care facility is closed<br>Worksite closure due to official<br>public health order or<br>recommendation<br>Other<br>Documentation  | Leave for vaccine/booster side effects may be limited to 3 days or 24 hours per injection, unless the employee provides verification from a health care provider that the employee or their family member is continuing to experience symptoms related to the COVID-19 vaccine or vaccine booster. The 3-day/24-hour limititation includes time used to obtain the injection.  Quarantine, vaccine/booster side effects (see row above), positive COVID-19 test  Yes - children (any age)  No  N/A  - For the additional allotment of leave for a postitive COVID-19 test, employers may require employees to provide documentation: + For leave associated with the employee's own needs, the employer may require the employee to submit to a diagnostic test, at no exponse to the employee, on or after the fifth day after the original test was taken and provide documentation of those results. + For leave associated with the care of a covered family member, the employer may require that the employee provide documentation of that family member's test results. + For leave associated with the care of a covered family member, the employer way require that the employee provide documentation of that family member's test results. + For leave associated with the care of a covered family member, the employer way require that the employee provide documentation Employers are at no obligation to provide the additional allotment of leave to an employee who declines to provide the requested documentation Employers may limit leave for side effects of vaccination/booster to 3 days or 24 hours per injection unless the employee provides verification from a health care provider that the employee or their family member is continuing to experience symptoms related to the COVID-19 vaccine or vaccine booster SPSL is in addition to leave provided under California's Healthy Workplaces, Healthy Families Act (CA Paid Sick Leave) If an employer provided supplemental paid leave that is payable for the reasons covered by and at the same or a greater level of com                               | Quarantine     Yes     No     No     NA     Cannot be requested     6/24/21 Order: Verification of receipt of a COVID-19 vaccination may be requested.     for every hour an employer allowed an employee to take paid leave in an amount equal to or     greater than the Order's requirements, not including previously accrued hours, on or     after March 4, 2020, for the reasons outlined above or in response to an employee's ability     to work due to COVID-19.   | - SPSL is in addition to a<br>Sick Leave law.<br>- However, if an employe<br>("Voluntary COVID-19 L<br>accrued leaves (e.g., sic  |
| vaccination, or to recover from<br>illness due to vaccination<br>Care for family member who is<br>sick and/or under official or<br>healthcare provider-directed<br>quarantine<br>Care for family member whose<br>school or care facility is closed<br>Worksite closure due to official<br>public health order or<br>recommendation<br>Other<br>Documentation  | Leave for vaccine/booster side effects may be limited to 3 days or 24 hours per injection, unless the employee provides verification from a health care provider that the employee or their family member is continuing to experience symptoms related to the COVID-19 vaccine or vaccine booster. The 3-day/24-hour limititation includes time used to obtain the injection. Quarantine, vaccine/booster side effects (see row above), positive COVID-19 test Yes - children (any age) No No No N/A - For the additional allotment of leave for a postitive COVID-19 test, employers may require employees to provide documentation: For leave associated with the employee's own needs, the employer may require the employee to submit to a diagnositic test, at no expense to the employee, on or after the fifth day after the original test was taken and provide documentation of those results. For leave associated with the care of a covered family member, the employer may require that the employee provide documentation For theave associated with the care of a covered family member, the employer may require that the employee provide documentation For leave associated with the care of a covered family member, the employer may require that the employee to provide the requested documentation For leave associated with the care of a covered family member, the employer may require that the employee provide documentation For players are at no obligation to provide the additional allotment of leave to an employee who declines to provide the requested documentation Employers may limit leave for side effects of vaccination/booster to 3 days or 24 hours per injection unless the employee provides verification from a health care provider that the employee or their family member is continuing to experience symptoms related to the COVID-19 vaccine or vaccine booster SPSL is in addition to leave provided under California's Healthy Workplaces, Healthy Families Act (CA Paid Sick Leave) If an employer provided supplemental paid leave that is pa                                       | Quarantine         Yes         No         N/A         Cannot be requested         6/24/21 Order: Verification of receipt of a COVID-19 vaccination may be requested.         6/24/21 Order: Verification of receipt of a COVID-19 vaccination may be requested.         - An employer's obligation to provide 80 hours of Supplemental Paid Sick Leave is reduced for every hour an employer allowed an employee to take paid leave in an amount equal to or greater than the Order's requirements, not including previously accrued hours, on or after March 4, 2020, for the reasons outlined above or in response to an employee's ability to work due to COVID-19.         - If an Employer has a paid leave or paid time off policy that provides a minimum of 160 hours of paid leave annually, the Employer is exempt from any obligation to provide   | - SPSL is in addition to<br>Sick Leave law.<br>- However, if an employe<br>("Voluntary COVID-19 L<br>accrued leaves (e.g., sic<br>every hour an employer<br>after March 31, 2020.                               |
| vaccination, or to recover from<br>illness due to vaccination<br>Care for family member who is<br>sick and/or under official or<br>healthcare provider-directed<br>quarantine<br>Care for family member whose<br>school or care facility is closed<br>Worksite closure due to official<br>public health order or<br>recommendation<br>Other<br>Documentation  | Leave for vaccine/booster side effects may be limited to 3 days or 24 hours per injection, unless the employee provides verification from a health care provider that the employee or their family member is continuing to experience symptoms related to the COVID-19 vaccine or vaccine booster. The 3-day/24-hour limititation includes time used to obtain the injection. Quarantine, vaccine/booster side effects (see row above), positive COVID-19 test Yes - children (any age) No No No No Start and a social days of the employee's own needs, the employers may require employees to provide documentation: For the additional allotment of leave for a postitive COVID-19 test, employers may require the employee to submit to a diagnostic test, at no expense to the employee, on or after the fifth day after the original test was taken and provide documentation of those results. For leave associated with the employee's own needs, the employer may require that the employee provide documentation of that family member stest results. For leave associated with the care of a covered family member, the employer may require that the employee provide documentation that family member is test. Employers are at no obligation to provide the additional allotment of leave to an employee who declines to provide the requested documentation. For leave associated of the COVID-19 vaccine or vaccine booster. SPSL is in addition to leave for side effects of vaccination/booster to 3 days or 24 hours per injection unless the employee provides verification from a health care provider that the employee rule the family member is continuing to experience symptoms related to the COVID-19 vaccine or vaccine booster. SPSL is in addition to leave provided under California's Healthy Workplaces, Healthy Families Act (CA Paid Sick Leave). I fan employer provided supplemental paid leave that is payable for the reasons covered by and at the same or a greater level of compensation as this law on or after January 1, 2022, but may not include remaining leave provided und                   | Quarantine         Yes         No         N/A         Cannot be requested         6/24/21 Order: Verification of receipt of a COVID-19 vaccination may be requested.         6/24/21 Order: Verification of receipt of a COVID-19 vaccination may be requested.         - An employer's obligation to provide 80 hours of Supplemental Paid Sick Leave is reduced for every hour an employee allowed an employee to take paid leave in an amount equal to or greater than the Order's requirements, not including previously accrued hours, on or after March 4, 2020, for the reasons outlined above or in response to an employee's ability to work due to COVID-19.         - If an Employer has a paid leave or paid time off policy that provides a minimum of 160 hours of paid leave nursult, the Employer is exempt from any obligation to provide supplemental leave pursuant to this Order for the Employee that received the more generous paid leave.   | - SPSL is in addition to<br>Sick Leave law.<br>- However, if an employe<br>("Voluntary COVID-19 L<br>accrued leaves (e.g., sic<br>every hour an employer  |
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| Vaccination, or to recover from<br>Illness due to vaccination<br>Care for family member who is<br>sick and/or under official or<br>healthcare provider-directed<br>quarantine<br>Care for family member whose<br>school or care facility is closed<br>Worksite closure due to official<br>public health order or<br>recommendation<br>Other<br>Documentation<br>Employer Offset<br>Notice to Employees - link | Leave for vaccine/booster side effects may be limited in 3 days or 24 hours per injection, unless the employee provides verification from A shaft hare provide vaccine or vaccine booster. The 3-day/24-hour limitation includes time used to obtain the injection.<br>Quarantine. vaccine/booster side effects (see row above), positive COVID-19 test<br>Yes - childran (any age)<br>No<br>No<br>No<br>For the additional allotment of leave for a positive COVID-19 test, employees nay require employees to provide documentation.<br>For the additional allotment of leave for a positive COVID-19 test, employers may require employees to provide documentation.<br>For the additional allotment of leave for a positive COVID-19 test, employers may require the provide out to a diagonatic test, at no exponse to the employee's own needs, the employer may require the moloyee to submit to a diagonatic test, at no exponse to the ortpolyce, or or after the fifth day after the original test was taken and provide documentation.<br>For leave associated with the care of a covered family member, the employer may require that the employee provide submit to a diagonatic test, at no exponse to the ortpolyce, or or after the fifth day after the original test was taken and provide documentation.<br>For leave associated with the care of a covered family member, the employer may require that the employee provide summation of that fimm (member's test results).<br>Employers are at no obligation to provide the additional allotment of leave to an employee who declines to provide the requested documentation.<br>For leave associated with the COVID-19 vaccine or vaccine booster.<br>For leave associated with the COVID-19 vaccine or vaccine booster.<br>For leave associated with the COVID-19 vaccine or vaccine booster.<br>For leave associated with the COVID-19 vaccine or vaccine booster.<br>For leave associated with the COVID-19 vaccine or vaccine booster.<br>For leave associated under SPSL uses provided under California's Healthy Workplaces, Healthy Families Act (CA Paid Sick Lea | Quarantine         Yes         No         N/A         Cannot be requested         6/24/21 Order: Verification of receipt of a COVID-19 vaccination may be requested.         6/24/21 Order: Verification of receipt of a COVID-19 vaccination may be requested.         - An employer's obligation to provide 80 hours of Supplemental Paid Sick Leave is reduced for every hour an employer allowed an employee to take paid leave in an amount equal to or greater than the Order's requirements, not including previously accrued hours, on or or after March 4, 2020, for the reasons outlined above or in response to an employee's ability to work due to COVID-19.         - If an Employee thas a paid leave or paid time off policy that provides a minimum of 160 hours of paid leave annually, the Employee is exempt from any obligation to provide supplemental leave pursuant to this Order for the Employee that received the more generous paid leave.         Both of these points still apply under the February 10 and June 24 Orders.         None stated         N/A | - SPSL is in addition to a<br>Sick Leave law.<br>- However, if an employe<br>("Voluntary COVID-19 L<br>accrued leaves (e.g., sic<br>every hour an employer<br>after March 31, 2020.<br>- Employees are entitled |

## COVID-19 Emergency Paid Sick Leave Laws

| Supplemental Paid Sick Leave  | COVID-19 Emergency Paid Sick Leave  | CA - San Francis<br>Public Health Emergend  |
|---|---|---|
| Worker Protection Ordinance   | Ordinance   | Proposition G   |
| Extension - Urgency Ordinance<br>March 10, 2022   | Extension - Emergency Ordinance<br>March 10, 2022   | July 26, 2022   |
| 3/31/20 - 12/31/20<br>/1/21 until 2 calendar weeks after the expiration of the local COVID-19<br>emergency<br>(no new leave entitlement)<br><i>Changes noted below.</i>   | 5/12/20 - 12/31/20<br>Extended for the duration of Oakland's 3/9/20 Declaration of COVID-19 Emergency<br>(no new leave entitlement)<br><i>Changes noted below.</i>  | Effective 10/1/22 (perm   |
| I 4/22/22 Health Officer Orders indicate the local emergency is still in<br>ounty's public health website directs to CA State 2022 SPSL<br>(see Additional Links below)   | 3/10/22: While the local emergency appears to still be in effect,<br>the city's Resources for Workers site directs to CA State 2022 SPSL<br>(see Additional Links below)  | All amployers with 100 or more amployees worldwide, inclu   |
| nincorporated areas of Los Angeles County ( <i>original ordinance</i><br><i>with 500+ employees nationally</i> ); excludes federal, state or local  | franchise networks employing more than 500 employees in total), and government entities   | All employers with 100 or more employees worldwide, inclu-<br>Francisco.<br>Excludes the federal government and Non-Profit Organizati<br>501(c)(3)) if the majority of the annual revenue of the Non-F  |
| ning work in the unincorporated areas of the county who cannot work   | All Employees who have worked at least 2 hours in the city after February 3, 2020, and who  | revenue that is not unrelated business taxable income unde<br>Organization does not engage in Healthcare Operations (as<br>All employees who perform work within the geographic bou   |
| •   |   | Francisco.<br>Employers may limit PHEL use by employees who are hea   |
| de emergency responders and healthcare workers  | apply)  | responders unless the employee's need for leave is (1) ba<br>isolate or quarantine; (2) due to symptoms or medical diag<br>PHE and does not meet official guidance to return to work<br>the employee is part of a vulnerable population, primarily v<br>a healthcare provider not to work. PHEL may not be used<br>able to telework.  |
| o waive   |   | With expressed clear waiver   |
| e between 1/1-4/28<br>may be required under the county's COVID-19 Vaccine Leave<br>ective 1/1/21 until 14 days after the expiration of the COVID-19 local   | <ul> <li>FT: 80 hours</li> <li>Other: 14-day average between 2/3 and 3/4 (between 1/1 and 1/21/21 in Emergency Ordinance; added: any employee who worked fewer than 14 days over the period of 1/1-1/21/21 must be provided EPSL once the employee been paid for 14 days, in an amount equal to the number of hours the employee worked within the city over the 14 days)</li> <li>If an employer lays off an employee, the employer must compensate the employee for all sick leave accrued under the existing Oakland Paid Sick Leave law immediately upon separation</li> </ul>  | For the duration of a public health emergency*, PHEL must<br>following amounts:<br>• From <b>October 1 through December 31, 2022</b> , employer<br>a full-time, regular or fixed schedule an amount of PHEL eq<br>worked in a one-week period, not to exceed 40 hours.<br>• Employees work a variable schedule will be eligible for I<br>number of hours over a one-week period that the employee<br>previous calendar year, or since the employee's start date if  |
|   |   | <ul> <li>On January 1, 2023, and each January 1 thereafter, end<br/>fixed schedule are entitled to an amount of PHEL equivalent<br/>in a two-week period, not to exceed 80 hours.</li> <li>Employees who work a variable schedule will be eligible<br/>average number of hours over a two-week period that the end<br/>the previous calendar year, or since the employee's start dat<br/>An employer may not require that PHEL be taken in incrementary</li> </ul>  |
|   |   | A "public health emergency" is defined as a local or statewic<br>contagious, infectious, or communicable disease, declared<br>officer or the state health officer pursuant to the California H<br>Emergency (when the Bay Area Air Quality Management D   |
| 0 total   | Max \$511/day, \$5,110 total  | For exempt employees, pay for PHEL should be calculated calculates wages for other forms of paid leave.<br>PHEL pay for non-exempt employees should be calculated:<br>1. in the same manner as the regular rate of pay for the PHEL, whether or not the employee works overtime in that 2. by dividing the employee's total wages, not including total hours worked in the full pay periods of the 90 days of e PHEL.   |
|   |   | PHEL may not be paid at a rate lower than the San Francis   |
| Yes   | Yes   | Yes, unless the employee is al  |
| Assumed   | Yes   | Yes, unless the employee is al  |
| Yes   | Not specified   | Not specified   |
| No - provided under COVID-19 Vaccine Leave  | No  | No  |
|   |   |   |
| Quarantine  | Quarantine  | Yes   |
| Quarantine<br>Yes   | Quarantine<br>Yes - specifies son or daughter (no age limit)  | Yes   |
|   |   |   |
| Yes   | Yes - specifies son or daughter (no age limit)<br>No<br>N/A   | Yes<br>No<br>Air Quality Emergency (i.e., when the Bay Area Air Quality I<br>Air Alert), if the employee is a member of a vulnerable popu<br>unless the employee is able to telework<br>An employee is a member of a vulnerable population if they  |
| Yes   | Yes - specifies son or daughter (no age limit) No N/A An employer may not require a doctor's note or other documentation for the use of Emergency   | Yes<br>No<br>Air Quality Emergency (i.e., when the Bay Area Air Quality<br>Air Alert), if the employee is a member of a vulnerable popul<br>unless the employee is able to telework<br>An employee is a member of a vulnerable population if they<br>disease; have respiratory problems including but not limited<br>obstructive pulmonary disease; are pregnant; or are age 60<br>An employer may not require the disclosure of health infor   |
| Yes<br>No<br>N/A  | Yes - specifies son or daughter (no age limit)<br>No<br>N/A   | Yes<br>No<br>Air Quality Emergency (i.e., when the Bay Area Air Quality I<br>Air Alert), if the employee is a member of a vulnerable popu<br>unless the employee is able to telework<br>An employee is a member of a vulnerable population if they<br>disease; have respiratory problems including but not limited<br>obstructive pulmonary disease; are pregnant; or are age 60  |
| Yes         No         N/A         yer may require a doctor's note or other documentation         to any paid time off available to an employee under the California Paid         oyer provided additional paid leave for COVID-19 related purposes         0 Leave"), above and beyond an employee's regular or previously sick or personal leaves), the obligation to provide SPSL is reduced for er allowed an employee to take the Voluntary COVID-19 Leave on or         ed to no more than 80 hours of Supplemental Paid Sick Leave under Ordinance for the entire period beginning March 31, 2020. | Yes - specifies son or daughter (no age limit) No N/A An employer may not require a doctor's note or other documentation for the use of Emergency Paid Sick Leave, except as certification of an underlying health condition - Employees may elect to use EPSL before using any other leave the employer provides voluntarily or per the pre-existing Oakland Paid Sick Leave aw. Employers cannot require employees to use other leave before they use COVID-19 EPSL Time provided under FFCRA's Emergency Paid Sick Leave Act may be credited against Oakland EPSL obligations. Emergency Ordinance: time provided prior to 1/1/21 under Oakland EPSL, FFCRA, CA State EPSL (AB1867) or any similar COVID-19 EPSL legislation may be credited The obligation to provide EPSL does not apply to any employer that, after February 3, 2020: (1) Provides employees with the ability to accrue at least 80 hours of paid personal leave, if: a. each employee has immediate access to at least 80 hours of leave after May 12 for uses the EPSL ordinance: requires; and   | Yes         No         Air Quality Emergency (i.e., when the Bay Area Air Quality I         Air Alert), if the employee is a member of a vulnerable populunless the employee is able to telework         An employee is a member of a vulnerable population if they disease; have respiratory problems including but not limited obstructive pulmonary disease; are pregnant; or are age 60         An employer may not require the disclosure of health inform an employee's status as a member of a vulnerable popula inapplicable to someone who is not a membor in a popula inapplicable to someone who is not a membor of a vulnerable popula inapplicable to someone who is not a membor of a vulnerable popula inapplicable to someone who is not a membor of a vulnerable popula inapplicable to someone who is not a membor of a vulnerable popula inapplicable to someone who is not a membor of a vulnerable popula inapplicable to someone who is not a membor of a vulnerable popula inapplicable to someone who is not a membor of a vulnerable popula inapplicable to someone who is not a membor of a vulnerable popula inapplicable to someone who is not a membor of a vulnerable popula inapplicable to someone who is not a membor of a vulnerable popula inapplicable to someone who is not a membor of a vulnerable popula inapplicable to someone who is not a membor of a vulnerable popula inapplicable to someone who is not a membor of a vulnerable popula inapplicable to someone who is not a membor of a vulnerable popula to a vulnerable popula to a vulnerable popula to a vulnerable popula inapplicable to someone who is not a membor of a vulnerable popula inapplicable to any other paid leave offered to employ and the popula to a vulnerable popula vulnerable popula vulnerable popula vulnerable popula vulnerable |
| Yes         No         N/A         over may require a doctor's note or other documentation         over may require a doctor's note or other documentation         over provided additional paid leave for COVID-19 related purposes         > Leave"), above and beyond an employee's regular or previously sick or personal leaves), the obligation to provide SPSL is reduced for er allowed an employee to take the Voluntary COVID-19 Leave on or led to no more than 80 hours of Supplemental Paid Sick Leave under Ordinance for the entire period beginning March 31, 2020.                       | Yes - specifies son or daughter (no age limit) No N/A An employer may not require a doctor's note or other documentation for the use of Emergency Paid Sick Leave, except as certification of an underlying health condition - Employees may elect to use EPSL before using any other leave the employer provides voluntarily or per the pre-existing Oakland Paid Sick Leave law. Employers cannot require employees to use other leave before they use COVID-19 EPSL Time provided under FFCRA's Emergency Paid Sick Leave Act may be credited against Oakland EPSL obligations. Emergency Ordinance: time provided prior to 1/1/21 under Oakland EPSL, FFCRA, CA State EPSL (AB1867) or any similar COVID-19 EPSL legislation may be credited The obligation to provide EPSL does not apply to any employer that, after February 3, 2020: (1) Provides employees with the ability to accrue at least 80 hours of paid personal leave, if: a. each employee has immediate access to at least 80 hours of leave after May 12 for uses the EPSL ordinance requires; and b. any employee thas immediate access to at least 80 hours of leave after May 12 for uses the EPSL ordinance requires; and  | Yes         No         Air Quality Emergency (i.e., when the Bay Area Air Quality I         Air Alert), if the employee is a member of a vulnerable population if they         unless the employee is able to telework         An employee is a member of a vulnerable population if they         disease; have respiratory problems including but not limited         obstructive pulmonary disease; are pregnant; or are age 60         An employer may not require the disclosure of health informan employee's status as a member of a vulnerable popula         inapplicable to someone who is not a membricable in a membricable to someone who is not a membricable in a membricable to someone who is not a membricable in a membricable to someone who is not a membricable in a membricable to someone who is not a membricable in a membricable to someone who is not a membricable in a membricable in a membricable in a membricable to someone who is not a membricable in a membrica   |
| Yes         No         N/A         over may require a doctor's note or other documentation         over may require a doctor's note or other documentation         over provided additional paid leave for COVID-19 related purposes         > Leave"), above and beyond an employee's regular or previously sick or personal leaves), the obligation to provide SPSL is reduced for er allowed an employee to take the Voluntary COVID-19 Leave on or led to no more than 80 hours of Supplemental Paid Sick Leave under Ordinance for the entire period beginning March 31, 2020.                       | Yes - specifies son or daughter (no age limit)           No           INA   An employer may not require a doctor's note or other documentation for the use of Emergency Paid Sick Leave, except as certification of an underlying health condition - Employees may elect to use EPSL before using any other leave the employer provides voluntarily or per the pre-axising Oakland Paid Sick Leave law. Employees cannot require employees to use other leave before they use COVD131 EPSL Time provided under FFCRA's Emergency Paid Sick Leave Act may be credited against Oakland EPSL obligations. Emergency Ordinance: time provided prior to 1/1/21 under Oakland Paid Sick Leave (Law and EPSL obligation EPSL (AB1867) or any similar COVID-19 EPSL eligislation may be credited. The obligation to provide EPSL does not apply to any employer that, after February 3, 2020: (1) Provides employees with the ability to accrue at least 80 hours of paid personal leave, if: a such employee has immediate access to paid personal leave to fave after May 12 to row of a dereved paid personal leave to the SPSL ordinance requires; and D. any employee thoused paid personal leave before May 12 and has failen below 80 hours of accrued paid leaves at 0 hours. To be used for purposes the EPSL ordinance requires; and to accure at least 80 hours of leave after May 12 to pervoide additional leave to the mounts at least 0 nores. The APSL ordinance requires; and D. any employee with state access to paid personal leave to immounts at least 10 provide terms. To bus at least 0 hours, to be used for purposes the EPSL ordinance requires. For this to apply, the paid personal leave been in addition to any paid leave the employee was otherwise required to provide pursuant to a collective bargaining agreement, employment contract, or public policy. Notice posted conspicuously and/or distributed to all employees, in all languages spo | Yes           No           Air Quality Emergency (i.e., when the Bay Area Air Quality I<br>Air Alert), if the employee is a member of a vulnerable popul<br>unless the employee is able to telework           An employee is a member of a vulnerable population if they<br>disease; have respiratory problems including but not limited<br>obstructive pulmonary disease; are pregnant; or are age 60           An employeer may not require the disclosure of health infor<br>an employee's status as a member of a vulnerable popula<br>inapplicable to someone who is not a membric<br>employees may use for the same reasons covered by this of<br>leave remains in effect on or after October 1, 2022, or (2) th<br>Sick Leave requirements are extended beyond September<br>allocation of PHEL under this ordinance for every hour an e<br>October 1, 2022.           - During 2023 and subsequent years, if an employer is req<br>provide paid leave to address a public health threat, which is<br>covered by this ordinance's requirements, the employer is<br>ordinance for every hour of such paid leave the employer is<br>enditionance for every hour of such paid leave the employer is<br>enditionance for every hour of such paid leave the employer is<br>enditionance for every hour of such paid leave the employer is<br>enditionance for every hour of such paid leave the employer is<br>enditionance for every hour of such paid leave the employer posting<br>communication, which may include email, text, and/or posting<br>inform.           The amount of PHEL available must also be included on th<br>in a separate writing rovided on the designated pay date w<br>an employer provides unlimited paid leave or paid time off,<br>by indicating "unlimited" on the employee's itemized wages  |
| Yes         No         N/A         vyer may require a doctor's note or other documentation         or any paid time off available to an employee under the California Paid         or any paid time off available to an employee under the California Paid         or personal leaves), the obligation to provide SPSL is reduced for er allowed an employee to take the Voluntary COVID-19 Leave on or led to no more than 80 hours of Supplemental Paid Sick Leave under Ordinance for the entire period beginning March 31, 2020.  | Yes - specifies son or daughter (no age limit)           No           INA   An employer may not require a doctor's note or other documentation for the use of Emergency Paid Sick Leave, except as certification of an underlying health condition - Employees may elect to use EPSL before using any other leave the employer provides voluntarily or per the pre-axising Oakland Paid Sick Leave law. Employees cannot require employees to use other leave before they use COVD131 EPSL Time provided under FFCRA's Emergency Paid Sick Leave Act may be credited against Oakland EPSL obligations. Emergency Ordinance: time provided prior to 1/1/21 under Oakland Paid Sick Leave (Law and EPSL obligation EPSL (AB1867) or any similar COVID-19 EPSL eligislation may be credited. The obligation to provide EPSL does not apply to any employer that, after February 3, 2020: (1) Provides employees with the ability to accrue at least 80 hours of paid personal leave, if: a such employee has immediate access to paid personal leave to fave after May 12 to row of a dereved paid personal leave to the SPSL ordinance requires; and D. any employee thoused paid personal leave before May 12 and has failen below 80 hours of accrued paid leaves at 0 hours. To be used for purposes the EPSL ordinance requires; and to accure at least 80 hours of leave after May 12 to pervoide additional leave to the mounts at least 0 nores. The APSL ordinance requires; and D. any employee with state access to paid personal leave to immounts at least 10 provide terms. To bus at least 0 hours, to be used for purposes the EPSL ordinance requires. For this to apply, the paid personal leave been in addition to any paid leave the employee was otherwise required to provide pursuant to a collective bargaining agreement, employment contract, or public policy. Notice posted conspicuously and/or distributed to all employees, in all languages spo | Yes           No           Air Quality Emergency (i.e., when the Bay Area Air Quality I<br>Air Alert), if the employee is a member of a vulnerable population if<br>they disease; have respiratory problems including but not limited<br>obstructive pulmonary disease; are pregnant; or are age 60           An employee is a member of a vulnerable population if they<br>disease; have respiratory problems including but not limited<br>obstructive pulmonary disease; are pregnant; or are age 60           An employer may not require the disclosure of health infor<br>an employee's status as a member of a vulnerable popula<br>inapplicable to someone who is not a member<br>inapplicable to someone who is not a member<br>of a vulnerable population if they<br>disease mains in effect on or after October 1, 2022, or (2) th<br>Sick Leave requirements are extended beyond September<br>allocation of PHEL under this ordinance for every hour an e<br>October 1, 2022.           - During 2023 and subsequent years, if an employer is req<br>provide paid leave to address a public health threat, which of<br>covered by this ordinance's requirements, the employer ma<br>ordinance for every hour of such paid leave the employer is<br>ordinance for every hour of such paid leave the employer is<br>ordinance for every hour of such paid leave the employer is<br>ordinance for every hour of such paid leave the employer is<br>ordinance for every hour of such paid leave the employer is<br>platform.           The amount of PHEL available must also be included on th<br>in a separate writing provided on the designated pay date w<br>an employer provides unlimited paid leave or paid time off, i<br>by indicating "unlimited" on the employee's itemized wage s   |

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| CA - San Francisco  |  |
|---|--|
| c Health Emergency Leave  |  |
| Proposition G   |  |
| July 26, 2022   |  |
| ective 10/1/22 (permanent)  |  |
| ees worldwide, including the City and County of San   |  |
| Ion-Profit Organizations (as defined under 26 U.S.C. §<br>evenue of the Non-Profit Organization is program service<br>axable income under 26 U.S.C. § 512, and the Non-Pro-<br>incare Operations (as defined in the ordinance)<br>the geographic boundaries of the City and County of Sar   | fit                                      |
| loyees who are healthcare providers or emergency<br>d for leave is (1) based on advice by a healthcare provi<br>oms or medical diagnosis of a disease associated with th<br>ce to return to work; or (3) during an Air Quality Emerge<br>opulation, primarily works outdoors and has been advise<br>L may not be used for reasons (1) and (3) if the employ   | he<br>ncy i<br>ed by                     |
| gency*, PHEL must be made available to employees in t<br><b>31, 2022</b> , employers must provide each employee who wa<br>amount of PHEL equivalent to the number of hours regu-<br>eed 40 hours.<br>e will be eligible for PHEL in an amount equal to the aver<br>d that the employee worked or took paid leave during the<br>ployee's start date if later, not to exceed 40 hours.<br><b>ary 1 thereafter</b> , employees who work a full-time, regular<br>t of PHEL equivalent to the number of hours regularly wo<br>hours.   | works<br>larly<br>rage<br>ar or<br>orked |
| ek period that the employee worked or took paid leave du<br>employee's start date if later, not to exceed 80 hours.<br>- be taken in increments of more than one hour<br>as a local or statewide health emergency related to any  | uring                                    |
| e disease, declared by the City's or County's local health<br>at to the California Health and Safety Code, or an Air Qua<br>ality Management District issues a Spare the Air Alert).  |  |
| hould be calculated in the same manner as the employe<br>leave.<br>hould be calculated:   | r  |
| r rate of pay for the workweek in which the employee use<br>rks overtime in that workweek; or<br>ages, not including overtime premium pay, by the emplo<br>s of the 90 days of employment prior to the employee's u   | yee's                                    |
|   |  |
| nan the San Francisco Minimum Wage.   |  |
|   |  |
| han the San Francisco Minimum Wage.<br>s the employee is able to telework<br>s the employee is able to telework   |  |
| s the employee is able to telework  |  |
| s the employee is able to telework<br>s the employee is able to telework  |  |
| s the employee is able to telework<br>s the employee is able to telework<br>Not specified   |  |
| s the employee is able to telework s the employee is able to telework Not specified No  |  |
| s the employee is able to telework s the employee is able to telework Not specified No Yes  |  |
| s the employee is able to telework s the employee is able to telework Not specified No Yes Yes No ay Area Air Quality Management District issues a Spare  |  |
| s the employee is able to telework s the employee is able to telework Not specified No Yes Yes No ay Area Air Quality Management District issues a Spare of a vulnerable population and primarily works outdoors,   | the                                      |
| s the employee is able to telework s the employee is able to telework Not specified No Yes Yes No ay Area Air Quality Management District issues a Spare of a vulnerable population and primarily works outdoors, ble population if they have been diagnosed with heart or I uding but not limited to asthma, emphysema, and chroni gnant; or are age 60 or older District issues PHEL, except to co a vulnerable population if that employee uses PHEL for a   | the                                      |
| s the employee is able to telework s the employee is able to telework Not specified No Yes Yes  | the                                      |
| s the employee is able to telework s the employee is able to telework Not specified No Yes Yes No ay Area Air Quality Management District issues a Spare of a vulnerable population and primarily works outdoors, ble population if they have been diagnosed with heart or I uding but not limited to asthma, emphysema, and chroni gnant; or are age 60 or older District issues PHEL, except to co a vulnerable population if that employee uses PHEL for a   | the<br>ung<br>c<br>nfirm<br>a use        |
| s the employee is able to telework s the employee is able to telework Not specified No Yes Yes No ay Area Air Quality Management District issues a Spare of a vulnerable population and primarily works outdoors, ble population if they have been diagnosed with heart or I juding but not limited to asthma, emphysema, and chroni gnant; or are age 60 or older Desure of health information for use of PHEL, except to co a vulnerable population if that employee uses PHEL for a who is not a member of a vulnerable population ave offered to employees; however: tarily extended additional paid leave or paid time off that ns covered by this ordinance's requirements and that pa rer 1, 2022, or (2) the statewide COVID-19 Supplementa beyond September 30, 2022, an employer may reduce the | the<br>ung<br>c<br>nfirm<br>a use        |

picuously in all languages OLSE makes available at any job site ere feasible, by providing it to employees via electronic e email, text, and/or posting on the employer's web- or app-based

also be included on the employee's itemized wage statement or designated pay date with the employee's payment of wages. If leave or paid time off, the employer may satisfy this requirement byee's itemized wage statement or notice.

and PHEL taken by employees must be retained for a period of

odel notice not yet available



|   | Colorado  | Nevada  | New York  | Philadelphia, PA   | Pittsburgh, PA   |   |
|---|---|---|---|--|--|---|
|   | Healthy Families and Workplaces Act<br>Public Health Emergency Leave  | Hospitality Workers Paid Leave  | Emergency Paid Sick Leave   | COVID-19 Leave   | COVID-19 Sick Time   |   |
| Link to Law/Ordinance   | <u>C.R.S. Sec. 8-13.3-405</u><br>February 23, 2021 Wage Protection Rules  | <u>SB4</u><br>Guidance  | <u>S8091</u><br>January 20, 2021 Updated Guidance   | Bill No. 220051-A  | Ord. No. 2020-0927<br>Ord. No. 2021-1721   |   |
| Latest Trion Statutory Update<br>Effective Date   | July 26, 2022   | <u>October 8, 2021</u><br>8/5/20 - undefined  | <u>February 3, 2022</u><br>3/18/20 - duration of COVID-19 quarantine or isolation orders  | <u>March 25, 2022</u><br>3/9/22 (not retroactive to 1/1/21) - 12/31/23   | <u>October 8, 2021</u><br>12/9/20 - expiration of the State's or City's emergency disaster declarations, whichever is sooner   | 7/13/20 - 180 days afte   |
|   | Effective 1/1/21 (permanent)  |   | See "Benefit - time available" below for update via January 2021 guidance from NY DOL and January 2022  |  | Temporarily adds Chapter 626A to the city's paid sick leave law<br>(Pittsburgh Code of Ordinances Chapter 626)   | termination of any con<br>COVID-19 pub  |
|   | The end of the state COVID-19 declaration of health emergency was announced by governor<br>on July 8, 2021. However, the nationwide public health emergency is still in effect (renews<br>every 90 days; last renewed effective 7/15/22 - see Additional Links below).  |   | update to FAQ   |  | PA's disaster emergency declaration terminated 6/10/21;<br>employees may use COVID-19 Sick Time until one week after (i.e., until 6/17/21)   |   |
|   |   |   |   |  | Reissued under Ord. No. 2021-1721 temporarily addng Chapter 626B to the city's paid sick leave law   |   |
|   |   |   |   |  | Effective 7/27/21-7/27/22. Changes from original ordinance noted below. (No new leave entitlement.)  |   |
| Employers   | All employers except the federal government   | "Public accommodation facilities": hotels, casinos, bed and breakfasts, and other facilities offering   | All employers   | All employers with 25 or more employees  | Employers with 50 or more employees  | "Hiring Entities" operat  |
|   |   | rooms and areas to the public in return for monetary compensation   |   |  | No change under July 27, 2021 Ordinance  | Companies who hire 25   |
| Eligible Employees  | All employees working in CO (as defined in C.R.S. §8-4-101), excludes those subject to the federal Railroad Unemployment Insurance Act  | All employees   | All employees under isolation or quarantine who cannot telework   | Employees who:<br>(i) work for the employer within Philadelphia after the Ordinance's effective date,<br>(ii) normally work for the employer within the City of Philadelphia but are currently teleworking from any other  | <ul> <li>Employees unable to work or telework who:</li> <li>(a) are working for an employer subject to the Ordinance within the City of Pittsburgh after July 27, 2021,</li> <li>(b) normally work for an employer subject to the Ordinance within the city but are currently teleworking from the ordinance within the city but are currently teleworking from the ordinance within the city but are currently teleworking from the ordinance within the city but are currently teleworking from the ordinance within the city but are currently teleworking from the ordinance within the city but are currently teleworking from the ordinance within the city but are currently teleworking from the ordinance within the city but are currently teleworking from the ordinance within the city but are currently teleworking from the ordinance within the city but are currently teleworking from the ordinance within the city but are currently teleworking from the ordinance within the city but are currently teleworking from the ordinance within the city but are currently teleworking from the ordinance within the city but are currently teleworking from the ordinance within the city but are currently teleworking from the ordinance within the city but are currently teleworking from the ordinance within the city but are currently teleworking from the ordinance within the city but are currently teleworking from the ordinance within the city but are currently teleworking from the ordinance within the city but are currently teleworking from the ordinance within the city but are currently telework within the city but are currently teleworking from the ordinance within the city but are currently telework within the current within the curent within the current withi</li></ul> | All individuals performin   |
|   |   |   |   | location as a result of COVID-19, or<br>(iii) work for a given employer from multiple locations or from mobile locations, provided that 51% or more of   | any other location as a result of COVID-19, or<br>(c) work for an employer subject to the Ordinance from multiple locations or from mobile locations, provide  | be an employee of a H<br>d (Seattle Mun. Code Ch  |
|   |   |   |   | work time is spent within the City of Philadelphia.  | that 51% or more of the employee's time is spent within the city.<br>or COVID-19 Sick Time must be made available to employees employed by the employer for 90 days prior to   | accordance with the PS  |
|   |   |   |   | organization and one or more employers engaged in the construction industry.   | the need for leave.  |   |
| -   | A CBA that already provides "equivalent or more" paid leave, is exempt from other HFWA requirements, as long as the ways the CBA differs from HFWA would not diminish employee rights to "equivalent" paid leave. CBAs effective or renegotiated after HFWA's effective date must   |   | Not specified   | Provisions may be waived in CBA but only if (a) the waiver is explicitly expressed, (b) the CBA provides comparable benefits, and (c) the agreement is in effect contractually. CBA terms must be implemented bilaterally.   | Not specified  | Not specified   |
|   | expressly waive the law's requirements, as well as provide equivalent or more generous leave.   |   |   | The Ordinance's requirements exclude construction craft employees who are covered by a collective  |  |   |
|   |   |   |   | bargaining agreement between a labor organization and one or more employers engaged in the construction industry.  |  |   |
| Benefit - time available  | Employers are required to supplement an employee's accrued HFWA leave so that, as of the date<br>a public health emergency, the employee has immediate use of the following amounts of paid   | <ul> <li>- Up to 3 days of paid time off to undergo testing and await testing results, and additional paid time with documentation of a delay in testing.</li> <li>- Employees who receive a positive diagnosis of COVID-19 must be allowed at least 14 days off,</li> </ul>  | <b>10 or fewer employees nationally w/net income &lt;\$1M</b> : job protection for duration of quarantine order, then DBL/PFL<br><b>11-99 employees nationally, or 10 or fewer w/net income &gt;\$1M</b> ); 5 paid days, then DBL/PEL; job  | <ul> <li>- 40+ hours/week: 40 hours</li> <li>- &lt;40 hours/week: average number of hours worked or scheduled to work (whichever is greater) in a 7-day</li> </ul>   | - Requiring accrual of sick leave under the city's Paid Sick Days Act (Pittsburgh Code Chapter 626) is suspended if an employee's otherwise permissible sick time use request arises directly from COVID-19.   | For workers who began<br>calculating PSST entitle   |
|   | - FT (40 hours/week): 80 hours  | - Employees who receive a positive diagnosis of COVID-19 must be allowed at least 14 days off,<br>10 of which must be paid  | <ul> <li>11-99 employees nationally, or 10 or fewer w/net income &gt;\$1M): 5 paid days, then DBL/PFL; job protection for duration of order</li> <li>100+ employees nationally: 14 paid days; job protection for duration of order.</li> </ul>  | period<br>- Variable schedule: 7 times the average number of daily hours that the employee was scheduled over the<br>past 90 days of work, including hours for which the employee took leave of any type.  | - The following amounts of COVID-19 Sick Time must be provided to employees without any waiting perior or accrual requirements, once they have been employed by the employer for the previous 90 days.   | <ul> <li>(1) 1 day of PSST for</li> <li>commencement of work</li> <li>(2) Providing at least 5</li> </ul>   |
|   | - Other: The greater of (1) the amount of hours the employee is scheduled to work in a 14-day period, or (2) the average number of hours the employee usually works during a 14-day period  |   | January 20, 2021, guidance states that employees are entitled to COVID-19 Sick Leave for up to three mondatory or processing of guaranting or isolation isolation isolated by an outborized guarantic graphy.   | Employees who take COVID-19 Leave are entitled, upon return from leave, to be restored to the position hel   | <ul> <li>- 40+ hours/week: 80 hours</li> <li>- &lt;40 hours/week: 14-day average hours the employee regularly works or is scheduled to work</li> <li>- Variable schedule: number of hours equal to the average number of hours that the employee was</li> </ul>  | least 1 day of PSST tim   |
|   | - Employees can use this supplemental leave immediately upon the declaration of the Public Health Emergency (PHE), until four weeks after the end of the PHE.   |   | mandatory or precautionary orders of quarantine or isolation issued by an authorized government agency.<br>In addition, an employee not otherwise subject to a mandatory or precautionary order of quarantine or<br>isolation who has been removed from the workplace by the employer due to exposure concerns must                           | prior to leave.  | - Variable schedule. Number of hours equal to the average number of hours that the employee was<br>scheduled over the past 90 days of work, including hours for which the employee took leave of any type.<br>- Employers may designate a higher limit than those specified above.   | - Workers may carry ov  |
|   | - Employees are eligible for this leave <b>once during the entirety of a PHE</b> , even if the PHE is amended, extended, restated or prolonged (i.e., entitlement does not automatically reset each   |   | continue to be paid at his or her regular rate of pay until the employer permits the employee to return to wor<br>or the employee becomes subject to a mandatory or precautionary order of quarantine or isolation. If the<br>latter, the employee will be entitled to COVID 10 Sield here for the paried of time be or obe in outpict to the |  | <ul> <li>Time may be used in the smallest increment the employer's payroll system uses to account for absences or use of other time.</li> <li>Employees may use COVID-19 Sick Time until 1 week following the official termination of the public</li> </ul>  |   |
|   | year).  |   | latter, the employee will be entitled to COVID-19 Sick Leave for the period of time he or she is subject to the mandatory or precautionary order of quarantine or isolation.  |  | health emergency. <i>Not included in July</i> 27 <i>Ordinance.</i>   |   |
|   |   |   | January 2022 update to FAQ in accordance with updated guidance (see Additional Links below):<br>Q: On January 13, 2022, the Department of Health released updated guidance allowing individuals who have  |  | - Employers may continue to require receipt of sick time on an accrual basis for all other permissible requests for use of Sick Time under the Paid Sick Days Act.   |   |
|   |   |   | been exposed to COVID-19 to end their quarantine after 5 days if they are asymptomatic and subsequently te negative, or if it is not possible to get a test and they have had no COVID-19 symptoms. How does this affect NY's COVID-19 quarantine leave benefits?   |  |  |   |
|   |   |   | A: NY's COVID-19 quarantine leave benefits are only available during the order of quarantine or isolation.<br>Once an individual is no longer subject to an order of quarantine or isolation, they are no longer eligible for<br>NY's COVID-19 quarantine leave benefits.   | r  |  |   |
| Demoff( man   |   |   |   |  |  |   |
| Benefit - pay   | Regular rate of pay   | Regular rate of pay   | 100% pay<br>For employers <100 employees, max benefit w/EPSL and DBL/PFL is \$2,884.62/week   | Greater of employee's regular rate of pay or the state minimum wage  | 100% regular rate of pay   | Average daily compens   |
|   |   |   |   |  |  |   |
| Specified Reasons for Use<br>Quarantine ordered by public   | Yes   | Yes   | Yes - self attestation permitted as of January 2022   | Yes  | Yes  | Yes (specifies "prever  |
|   | Yes   | Yes   | Yes - self attestation permitted as of January 2022   | Yes  |  | Yes (specifies "prever  |
| Quarantine ordered by public<br>official or healthcare provider<br>Experiencing symptoms and<br>seeking medical treatment   | Yes   | Yes   | Yes   | Yes  | Yes  | Yes (specifies "prever  |
| Quarantine ordered by public<br>official or healthcare provider<br>Experiencing symptoms and<br>seeking medical treatment<br>Underlying health condition or<br>over age 65  |   |   |   |  |  | Yes (specifies "preven  |
| Quarantine ordered by public<br>official or healthcare provider<br>Experiencing symptoms and<br>seeking medical treatment<br>Underlying health condition or<br>over age 65<br>To obtain COVID-19<br>vaccination, or to recover from   | Yes   | Yes   | Yes   | Yes  | Yes  | Yes (specifies "prever  |
| Quarantine ordered by public<br>official or healthcare provider<br>Experiencing symptoms and<br>seeking medical treatment<br>Underlying health condition or<br>over age 65<br>To obtain COVID-19<br>vaccination, or to recover from<br>illness due to vaccination<br>Care for family member who is  | Yes<br>Yes<br>No  | Yes<br>Not specified  | Yes Not specified No - provided under COVID-19 Vaccination Leave  | Yes Not specified Yes, employee only   | Yes Not specified Yes (vaccination), including family member   |   |
| Quarantine ordered by public<br>official or healthcare provider<br>Experiencing symptoms and<br>seeking medical treatment<br>Underlying health condition or<br>over age 65<br>To obtain COVID-19<br>vaccination, or to recover from<br>illness due to vaccination   | Yes   | Yes<br>Not specified  | Yes<br>Not specified  | Yes<br>Not specified   | Yes<br>Not specified   |   |
| Quarantine ordered by public<br>official or healthcare provider<br>Experiencing symptoms and<br>seeking medical treatment<br>Underlying health condition or<br>over age 65<br>To obtain COVID-19<br>vaccination, or to recover from<br>illness due to vaccination<br>Care for family member who is<br>sick and/or under official or<br>healthcare provider-directed   | Yes<br>Yes<br>No  | Yes<br>Not specified  | Yes Not specified No - provided under COVID-19 Vaccination Leave  | Yes Not specified Yes, employee only   | Yes Not specified Yes (vaccination), including family member   |   |
| Quarantine ordered by public<br>official or healthcare provider<br>Experiencing symptoms and<br>seeking medical treatment<br>Underlying health condition or<br>over age 65<br>To obtain COVID-19<br>vaccination, or to recover from<br>illness due to vaccination<br>Care for family member who is<br>sick and/or under official or<br>healthcare provider-directed<br>quarantine<br>Care for family member whose<br>school or care facility is closed<br>Worksite closure due to official<br>public health order or  | Yes<br>Yes<br>No<br>Yes   | Yes<br>Not specified  | Yes Not specified No - provided under COVID-19 Vaccination Leave No (PFL)   | Yes Not specified Yes, employee only Quarantine or illness   | Yes Not specified Yes (vaccination), including family member   |   |
| Quarantine ordered by public<br>official or healthcare provider<br>Experiencing symptoms and<br>seeking medical treatment<br>Underlying health condition or<br>over age 65<br>To obtain COVID-19<br>vaccination, or to recover from<br>illness due to vaccination<br>Care for family member who is<br>sick and/or under official or<br>healthcare provider-directed<br>quarantine<br>Care for family member whose<br>school or care facility is closed<br>Worksite closure due to official  | Yes<br>Yes<br>No<br>Yes<br>Yes  | Yes<br>Not specified  | Yes Not specified No - provided under COVID-19 Vaccination Leave No (PFL) No (PFL)  | Yes         Not specified         Yes, employee only         Quarantine or illness         Yes - children (any age)         No         An employer may only to request that an employee submit a self-certified statement asserting that leave way   | Yes       Not specified       Yes (vaccination), including family member       Quarantine or illness       No  | Quarantine or illness (   |
| Quarantine ordered by public<br>official or healthcare provider<br>Experiencing symptoms and<br>seeking medical treatment<br>Underlying health condition or<br>over age 65<br>To obtain COVID-19<br>vaccination, or to recover from<br>illness due to vaccination<br>Care for family member who is<br>sick and/or under official or<br>healthcare provider-directed<br>quarantine<br>Care for family member whose<br>school or care facility is closed<br>Worksite closure due to official<br>public health order or<br>recommendation  | Yes<br>Yes<br>No<br>Yes<br>Yes<br>No  | Yes Not specified No  | Yes Not specified No - provided under COVID-19 Vaccination Leave No (PFL) No (PFL) No (PFL) No (PFL)  | Yes Not specified Yes, employee only Quarantine or illness Yes - children (any age) No   | Yes Yes Not specified Yes (vaccination), including family member Quarantine or illness No No No  | Quarantine or illness (<br>Hiring Entities may red<br>except during a civil<br>request must be made   |
| Quarantine ordered by public<br>official or healthcare provider<br>Experiencing symptoms and<br>seeking medical treatment<br>Underlying health condition or<br>over age 65<br>To obtain COVID-19<br>vaccination, or to recover from<br>illness due to vaccination<br>Care for family member who is<br>sick and/or under official or<br>healthcare provider-directed<br>quarantine<br>Care for family member whose<br>school or care facility is closed<br>Worksite closure due to official<br>public health order or<br>recommendation  | Yes Yes No Yes Yes Yes Yes Yes Yes Yes No Employers may not require documentation.  | Yes Not specified No  | Yes Not specified No - provided under COVID-19 Vaccination Leave No (PFL) No (PFL) No (PFL) No (PFL)  | Yes         Not specified         Yes, employee only         Quarantine or illness         Quarantine or illness         Yes - children (any age)         No         An employer may only to request that an employee submit a self-certified statement asserting that leave was used for COVID-19 Leave purposes.         - COVID-19 Leave is in addition to all other paid leave benefits offered by an employer, and may not be   | Yes         Not specified         Yes (vaccination), including family member         Quarantine or illness         No         No         No         No         Not specified         Not specified         Not specified         Note: The Paid Sick Days Act allows for documentation to be requested for absences in excess of 3 days.         - COVID-19 Sick Time is in addition to any paid leave or sick time provided by the employer or pursuant to  | Quarantine or illness (         Quarantine or illness (         Hiring Entities may recent of the mater or intrude upon the work of the mat |
| Quarantine ordered by public<br>official or healthcare provider<br>Experiencing symptoms and<br>seeking medical treatment<br>Underlying health condition or<br>over age 65<br>To obtain COVID-19<br>vaccination, or to recover from<br>illness due to vaccination<br>Care for family member who is<br>sick and/or under official or<br>healthcare provider-directed<br>quarantine<br>Care for family member whose<br>school or care facility is closed<br>Worksite closure due to official<br>public health order or<br>recommendation<br>Documentation   | Yes Yes No Yes  | Yes Not specified No  | Yes Not specified No - provided under COVID-19 Vaccination Leave No (PFL) No (PFL) No (PFL) No See 'How to Apply' and 'Obtaining a Quarantine Order'  | Yes         Not specified         Yes, employee only         Quarantine or illness         Quarantine or illness         Yes - children (any age)         No         An employer may only to request that an employee submit a self-certified statement asserting that leave we used for COVID-19 Leave purposes.         -COVID-19 Leave is in addition to all other paid leave benefits offered by an employer, and may not be reduced by the amount of any paid leave an employee has previously received. In addition, an employer may not reduce the amount of any paid leave a COVID-19 Leave-eligible employee was otherwise entitled to use or accrue under such employer's existing policies as of March 9, 2022.   | Yes         Not specified         Yes (vaccination), including family member         Quarantine or illness         Quarantine or illness         No         No         S         Not specified         Not         S         Not specified         Note: The Paid Sick Days Act allows for documentation to be requested for absences in excess of 3 days.   | Quarantine or illness (         Quarantine or illness (         Hiring Entities may recent during a civil request must be made or intrude upon the work or intrude upon the work of the ended of the e |
| Quarantine ordered by public<br>official or healthcare providerExperiencing symptoms and<br>seeking medical treatmentUnderlying health condition or<br>over age 65To obtain COVID-19<br>vaccination, or to recover from<br>illness due to vaccinationCare for family member who is<br>sick and/or under official or<br>healthcare provider-directed<br>quarantineCare for family member whose<br>school or care facility is closedWorksite closure due to official<br>public health order or<br>recommendationDocumentationEmployer Offset  | Yes Yes No Yes  | Yes Not specified No  | Yes Not specified No - provided under COVID-19 Vaccination Leave No (PFL) No (PFL) No (PFL) No See 'How to Apply' and 'Obtaining a Quarantine Order'  | Yes         Not specified         Yes, employee only         Quarantine or illness         Quarantine or illness         Yes - children (any age)         No         An employer may only to request that an employee submit a self-certified statement asserting that leave was used for COVID-19 Leave purposes.         -COVID-19 Leave is in addition to all other paid leave benefits offered by an employer, and may not be reduced by the amount of any paid leave a COVID-19 Leave eligible employee was otherwise entitled to use or accrue under such employer's existing policies as of March 9, 2022.         -An employer may not require an employee to use other paid leave available to the employee before the employee is eligible to use COVID-19 Leave, unless state or federal law requires otherwise.  | Yes         Not specified         Yes (vaccination), including family member         Quarantine or illness         Quarantine or illness         No         No         No         No         Solution         Not specified         Note: The Paid Sick Days Act allows for documentation to be requested for absences in excess of 3 days.         - COVID-19 Sick Time is in addition to any paid leave or sick time provided by the employer or pursuant to the teity's Paid Sick Days Act, and an employee may choose to use COVID-19 Sick Time before any sick time under the Paid Sick Days Act.         • With respect to an employer that provides paid leave on the day before the effective date of this Act, COVID-19 Sick Time in addition to such paid leave; and the employer may not change such paid leave or or after such effective date to avoid being subject to this ordinance. An employer may not change such paid leave or or after such effective date to avoid being subject to this ordinance. An employer may not change such paid leave or or after such effective date to avoid being subject to this ordinance.   | Quarantine or illness (         Quarantine or illness (         Hiring Entities may recent during a civil request must be made or intrude upon the work or intrude upon the work of the ended of the e |
| Quarantine ordered by public<br>official or healthcare providerExperiencing symptoms and<br>seeking medical treatmentUnderlying health condition or<br>over age 65To obtain COVID-19<br>vaccination, or to recover from<br>illness due to vaccinationCare for family member who is<br>sick and/or under official or<br>healthcare provider-directed<br>quarantineCare for family member whose<br>school or care facility is closedWorksite closure due to official<br>public health order or<br>recommendationDocumentationEmployer Offset  | Yes         Yes         No         Yes         Yes         Yes         Yes         Service         Yes         No         Employers may not require documentation.         Employers may not require documentation.         - Employers may count an employee's accrued but unused HFWA paid sick leave toward this entitlement. Also, per 11/10/20 Wage Protection Act Rules: For the entire duration of a public health emergency, employers:         1. are required to permit employees to take both (a) HFWA time accrued prior to the declaration of the public health emergency for any of the applicable qualifying reasons, and (b) the amount of  | Yes Not specified No  | Yes Not specified No - provided under COVID-19 Vaccination Leave No (PFL) No (PFL) No (PFL) No See 'How to Apply' and 'Obtaining a Quarantine Order'  | Yes         Not specified         Yes, employee only         Quarantine or illness         Quarantine or illness         Yes - children (any age)         No         An employer may only to request that an employee submit a self-certified statement asserting that leave was used for COVID-19 Leave purposes.         - COVID-19 Leave is in addition to all other paid leave benefits offered by an employer, and may not be reduced by the amount of any paid leave an employee has previously received. In addition, an employer may not reduce the amount of any paid leave as COVID-19 Leave-eligible employee was otherwise entitled to use or accrue under such employer's existing policies as of March 9, 2022.         - An employer may not require an employee to use other paid leave available to the employee before the employee is eligible to use COVID-19 Leave, unless state or federal law requires otherwise.         - Employers who adopted a COVID-19 Leave additional leave where the Ordinance's requirements under th Ordinance provides daditional leave where the Ordinance's requirements exceed the provisions of the employer povides additional leave to a particular employee.   | Yes  Yes  Not specified  Yes (vaccination), including family member  Quarantine or illness  Quarantine or illness  No  No  So  So  So  So  So  So  So  So  | Quarantine or illness (         Quarantine or illness (         Hiring Entities may red<br>except during a civil<br>request must be made<br>or intrude upon the work<br>or - Hiring Entities may su<br>leave used for purposes<br>2020         D  |
| Quarantine ordered by public<br>official or healthcare providerExperiencing symptoms and<br>seeking medical treatmentUnderlying health condition or<br>over age 65To obtain COVID-19<br>vaccination, or to recover from<br>illness due to vaccinationCare for family member who is<br>sick and/or under official or<br>healthcare provider-directed<br>quarantineCare for family member whose<br>school or care facility is closedWorksite closure due to official<br>public health order or<br>recommendationDocumentationEmployer Offset  | Yes         Yes         No         Yes         Yes         Yes         Yes         Yes         Yes         Second S                                   | Yes Not specified No  | Yes Not specified No - provided under COVID-19 Vaccination Leave No (PFL) No (PFL) No (PFL) No See 'How to Apply' and 'Obtaining a Quarantine Order'  | Yes         Not specified         Yes, employee only         Quarantine or illness         Quarantine or illness         Yes - children (any age)         No         An employer may only to request that an employee submit a self-certified statement asserting that leave we used for COVID-19 Leave purposes.         - COVID-19 Leave is in addition to all other paid leave benefits offered by an employer, and may not be reduced by the amount of any paid leave an employee has previously received. In addition, an employer may not reduce the amount of any paid leave a COVID-19 Leave-eligible employee was otherwise entitled to use or accrue under such employer's existing policies as of March 9, 2022.         - An employer may not require an employee to use other paid leave available to the employee before the employee is eligible to use COVID-19 paid leave policy may substitute that policy for requirements under th Ordinance, provided that the employer provides additional leave where the Ordinance's requirements exceed the provisions of the employer's COVID-19 policy available to a particular employee.         - Employers may substitute leave under federal or state COVID-19 paid leave law for its COVID-19 Leave obligations to the extent they coincide and the relevant federal or state law permits concurrent use of paid  | Yes         Not specified         Yes (vaccination), including family member         Quarantine or illness         Quarantine or illness         No         No         No         No         Solution         Not: Specified         Note: The Paid Sick Days Act allows for documentation to be requested for absences in excess of 3 days.         - COVID-19 Sick Time is in addition to any paid leave or sick time provided by the employer or pursuant to to the city's Paid Sick Days Act, and an employee may choose to use COVID-19 Sick Time before any sick time under the Paid Sick Days Act.         - With respect to an employer that provides paid leave or the day before the effective date of this Act, COVID-19 Sick Time in addition to such paid leave; and the employer may not change such paid leave or or after such effective date to avoid being subject to this ordinance. An employee may not change such apid leave or or after such effective date to avoid being subject to the employer to the employee before the employee uses COVID-19 Sick Time, unless state or federal law requires otherwise.         - Employers may substitute leave under federal or state law for its obligations under this ordinance to the extent they coincide and the relevant federal or state law primits such concurrent use of paid leave.         - Employers are required to provide additional COVID-19 Sick Time under this to the extent that the   | Quarantine or illness (         Quarantine or illness (         Hiring Entities may red<br>except during a civil<br>request must be made<br>or intrude upon the work<br>or - Hiring Entities may su<br>leave used for purposes<br>2020         D  |
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If an employee uses all available paid time off for non-HFWA- qualifying reasons (e.g., sick time and vacation) and makes clear to employees, in a writing distributed in advance of an actual or anticipated leave request, that the company's policy satisfies HFWA requirements. If an employee uses some or all available paid time off for non-HFWA- qualifying reasons (e.g., vacation), additional HFWA leave need not be provided, except that if a public health emergency is declared after an employee uses some or all available paid time off for non-HFWA-  | Yes         Not specified         No         Not specified         deducted from leave for the employee's own health needs provided under FFCRA's Emergency         Paid Sick Leave Act (EPSLA)(5102(a)(1)-(3))   | Yes Not specified No - provided under COVID-19 Vaccination Leave No (PFL) No (PFL) No (PFL) No See 'How to Apply' and 'Obtaining a Quarantine Order'  | Yes           Not specified         Yes, employee only         Quarantine or illness         Quarantine or illness         Quarantine or illness         Yes - children (any age)         No           An employer may only to request that an employee submit a self-certified statement asserting that leave wa used for COVID-19 Leave purposes.         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With respect to an employer that provides paid leave on the day before the effective date of this Act, COVID-19 Sick Time is addition to any paid leave or to the amployer may not change such paid leave or or after such effective date to avoid being subject to this ordinance. An employer may not require an employer to the paid leave provided by the employer to the employer uses COVID-19 Sick Time incless state or federal are requires the thereis.           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Also, per 11/10/20 Wage Protection Act Rules: For the entire duration of a public health emergency, employers:           1. are required to permit employees to take both (a) HFWA time accrued prior to the declaration of the public health emergency leave provided to the employee on the date of the declaration of the public health emergency;           2. remain subject to the minimum HFWA paid sick time accrued requires leave under both accrued HFWA if the employee requires leave prior to using any of their time previously accrued under HFWA if the employee requires leave under both accrued HFWA leave and public health emergency.           - HFWA does not require additional leave if an employer policy provides fully paid leave for both HFWA and non-HFWA pupposes (e.g., sick time and vacation) and makes clear to employees, in a writing distributed in advance of an actual or anticipated leave end not be provided, except that if a public health emergency is declared after an employee uses some or all available paid time off for non-HFWA public health emergency uses some or all available paid time off for non-HFWA public health emergency uses some or all available paid time off for non-HFWA public health emergency uses some or all available paid time off for non-HFWA public health emergency uses some or all available paid time off for non-HFWA public health emergency uses some or all availab   | Yes          Yes         Not specified         No         No         No         No         No         No         -Leave is in addition to any other leave to which the employee may be entitled, but may be deducted from leave for the employee's own health needs provided under FFCRA's Emergency Paid Sick Leave Act (EPSLA)(5102(a)(1)-(3))         A  | Yes Not specified No - provided under COVID-19 Vaccination Leave No (PFL) No (PFL) No (PFL) No See 'How to Apply' and 'Obtaining a Quarantine Order'  | Yes           Not specified         Yes, employee only           Quarantine or illness         Quarantine or illness           Yes - children (any age)         No           An employer may only to request that an employee submit a self-certified statement asserting that leave we used for COVID-19 Leave purposes.           - COVID-19 Leave is in addition to all other paid leave benefits offered by an employer, and may not be reduced by the amount of any paid leave an employee has previously received. In addition, an employer may not reduce the amount of any paid leave an employee has previously received. In addition, an employer may not reduce the amount of any paid leave a cOVID-19 Leave-eligible employee was otherwise entitled to use or accrue under such employer's existing policies as of March 9, 2022.           - An employer may not require an employee to use other paid leave valiable to the employee before the employee submit de eave purposes states of coving and the prolyee was otherwise.           - Employers who adopted a COVID-19 Leave, unless state or federal law requires otherwise.           - Employers may substitute leave under federal or state law permits concurrent use of paid leave.           Ieave. Engloyers are not required to change existing policies or provide additional coving requirements attel awy complexes to the exect that that the requirements of those laws and to the extent permitted under the federal or state law.           - Employers are not required to change existing policies or provide additional paid leave if an existing company policy provides admining to 12 Leave:           - Employeres are not required to change existing policies or provide addit   | Yes         Not specified         Yes (vaccination), including family member         Quarantine or illness         Quarantine or illness         No         No         No         No         Not: The Paid Sick Days Act allows for documentation to be requested for absences in excess of 3 days.         - COVID-19 Sick Time is in addition to any paid leave or sick time provided by the employer or pursuant to the toty Paid Sick Days Act, and an employee may choose to use COVID-19 Sick Time before any sick time under the Paid Sick Days Act.         • With respect to an employer that provides paid leave, and the employer may not require an sisk time under the Paid Sick Days Act.         • With respect to use other paid leave provides paid leave or or after such effective date to avoid being subject to this ordinance. An employer may not require an sisk time under the Paid Sick Days Act.         • With respect to use other paid leave provides paid leave or show and to the extern the Act.         COVID-19 Sick Time, unless state of rederal any requires otherwise.         • Employers are required to provide additional COVID-19 Sick Time under this ordinance to the extent that the requirements of those laws and to the extern ther permitted.         • The extent that an employer may substitute leave under such employer or provide additional COVID-19 Sick Time under the extent that the requirements of these ordinace to the extent that the requirements of these ordinace for the extent that the requirements of these ordinace to the extent that requirements of theso dranace to the extent t  | leave used for purposes   |
| Quarantine ordered by public<br>official or healthcare providerExperiencing symptoms and<br>seeking medical treatmentUnderlying health condition or<br>over age 65To obtain COVID-19<br>vaccination, or to recover from<br>illness due to vaccinationCare for family member who is<br>sick and/or under official or<br>healthcare provider-directed<br>quarantineCare for family member whose<br>school or care facility is closedWorksite closure due to official<br>public health order or<br>recommendationDocumentationEmployer Offset  | Yes           Yes           No           Yes           Yes           Yes           Yes           Yes           No           Employers may count an employee's accrued but unused HFWA paid sick leave toward this<br>entitlement. Also, per 11/10/20 Wage Protection Act Rules: For the entire duration of a public<br>health emergency, employers:           1. are required to permit employees to take both (a) HFWA time accrued prior to the declaration<br>of the public health emergency for any of the applicable qualifying reasons, and (b) the amount of<br>Public Health Emergency leave provided to the employee on the date of the declaration of the<br>public health Emergency is any other the applicable qualifying reasons, and (b) the amount of<br>Public Health Emergency is any other applicable qualifying reasons, and (b) the amount of<br>Public Health Emergency is any other applicable qualifying reasons, and (b) the amount of<br>Public health Emergency is the full amount of Public Health Emergency Leave prior to<br>using any of their time previously accrued under HFWA if the employee requires leave under<br>circumstances that qualify for leave under both accrued HFWA leave and public health<br>emergency leave.           - HFWA does not require additional leave if an employee uses all available paid time off for non-HFWA pulses (e.g., sick time and vacation) and makes clear to employees, in<br>a writing distributed in advance of an actual or anticipated leave request, that the company's policy<br>satisfies HFWA requirements. If an employee uses all available paid time off for non-HFWA<br>qualifying reasons (e.g., vacation), additional HFWA leave need not be provided, except that if a<br>public health emergency is declared after an employee uses some or all available                                  | Yes       Not specified       No       No       No       No       No       No       Vession       Vession       No       Vession       Vess | Yes         Not specified         No - provided under COVID-19 Vaccination Leave         No (PFL)         No (PFL)         See 'How to Apply' and 'Obtaining a Quarantine Order'.         • EPSL is separate from other accrued paid time off         Suggested - see Employer Responsibilities   | Yes           Not specified         Yes, employee only         Quarantine or illness           Quarantine or illness         Yes - children (any age)         No           An employer may only to request that an employee submit a self-certified statement asserting that leave we used for COVID-19 Leave purposes.         No           An employer may only to request that an employee has previously received. In addition, an employer may not deave an employee has previously received. In addition, an employer may not reduced by the amount of any paid leave a employee has previously received. In addition, an employer may not reduce the motor of any paid leave a or engloyee has previously received. In addition, an employer may not reduce the employer is existing policies as of March 9, 2022.           - An employer may not require an employee to use other paid leave available to the employee before the employee is eligible to use COVID-19 Leave-uligible employee was otherwise.           - Employers may to trequire an employee to use other paid leave available to the employee before the employee is eligible to use COVID-19 Leave under federal are state COVID-19 paid leave and the employee is environ.           - Employeers may to the title eave under federal or state COVID-19 paid leave and the requirements under the Ordinance is requirements of this Ordinance exceed the requirements of these and to the extent the requirements of this Ordinance exceed the requirements of these ording may babe and to the extent permitted under the federal or state leave.           - Employees are not required to change existing policies are provide additional paid leave is a existing company policy provides a atin thequirements of this Ordinance exceed the requirement   | Yes       Not specified       Yes (vaccination), including family member       Outrantine or illness       Outrantine or illness       No       No       No       No       No       No       Not specified       Not: The Paid Sick Days Act allows for documentation to be requested for absences in excess of 3 days.       * COVID-19 Sick Time is in addition to any paid leave or sick time provided by the employer or pursuant to the head Sick Days Act, and an employee may choose to use COVID-19 Sick Time before any sick time under the Paid Sick Days Act, and an employer may choose to use COVID-19 Sick Time before any sick time under the Paid Sick Days Act, and an employer may not change such paid leave or or after such effective date to avoid being subject to this ordinance. An employer may not require any employee to use other paid leave provide by the employer may not require any sick time under the Paid Sick Days Act.       • With respect to an employer that provides paid leave on the day before the effective date to avoid being subject to this ordinance. An employer may not require any sick time under the paid Sick Leave paid leave or or after such effective date to avoid being subject to this ordinance. An employer baid evelow of the endivore the employee uses COVID-19 Sick Time unless state or federal ary requires not this ordinance to the extent that an employer may substitute leave under state law permits such concurrent use of paid leave. Employers are required to provide additional COVID-19 Sick Time paid Sick Leave paid Sick Leave the endivide. Employers are required to the extent that the requirements of this ordinance weed the reavid additional COVID-19 Sick Time to the extent that the r  | Quarantine or illness (         Quarantine or illness (         Hiring Entities may request must be made or intrude upon the word or intrude upon the word or intrude upon the word leave used for purposes 2020         n         initial entities may surpleave used for purposes 2020         n         initial entities may surpleave used for purposes 2020         initial entities may entities may surpleave used for purposes 2020         initial entities may entities may entities may surpleave used for purposes 2020         initial entities may entities entites entites entites entities entites entites entites   |
| Quarantine ordered by public official or healthcare provider         Experiencing symptoms and seeking medical treatment         Underlying health condition or over age 65         To obtain COVID-19         vaccination, or to recover from illness due to vaccination         Care for family member who is sick and/or under official or healthcare provider-directed quarantine         Care for family member whose school or care facility is closed         Worksite closure due to official public health order or recommendation         Documentation         Employer Offset         Notice to Employees | Yes           Yes           No           Yes           Yes           Yes           Yes           Yes           Yes           No           Employers may count an employee's accrued but unused HFWA paid sick leave toward this entitlement. Also, per 11/10/20 Wage Protection Act Rules: For the entire duration of a public health emergency, employers:           1. are required to permit employees to take both (a) HFWA time accrued prior to the declaration of the public health emergency for any of the applicable qualifying reasons, and (b) the amount of Public Health Emergency leave provided to the employee on the date of the declaration of the public health emergency is and a scrued under HFWA fit the employee taxe prior to using any of their time previously accrued under HFWA if the employee requires leave under circumstances that qualify for leave under both accrued HFWA leave and public health emergency leave.           - HFWA does not require additional leave if an employee provides fully paid leave for both HFWA and non-HFWA requirements. If an employee uses all available paid time off for non-HFWA- qualifying reasons (e.g., vacation), additional HFWA leave need not be provided, except that if a public health emergency is declared after an employee uses some or all available paid time off for non-HFWA- qualifying reasons (e.g., vacation), additional HFWA leave requirements.           Poster displayed conspicuously and notice distributed to all employees; including the written HFWA notice among other employment-related documents (such as a handbook, a manual, or other written or posted policies) satisfies HFWA notice mengency leave satisfies HFWA notice and p   | Yes          Yes         Not specified         No         No         No         No         No         No         -Leave is in addition to any other leave to which the employee may be entitled, but may be deducted from leave for the employee's own health needs provided under FFCRA's Emergency Paid Sick Leave Act (EPSLA)(5102(a)(1)-(3))         A  | Yes Not specified No - provided under COVID-19 Vaccination Leave No (PFL) No (PFL) No (FFL) See 'How to Apply' and 'Obtaining a Quarantine Order' - EPSL is separate from other accrued paid time off   | Yes           Not specified         Yes, employee only           Quarantine or illness         Quarantine or illness           Yes - children (any age)         Yes - children (any age)           No         No           An employer may only to request that an employee submit a self-certified statement asserting that leave we used for COVID-19 Leave purposes.           • COVID-19 Leave is in addition to all other paid leave an employee submit a self-certified statement asserting that leave we used for COVID-19 Leave purposes.           • COVID-19 Leave is in addition to all other paid leave ascellable employee may not be reduced by the amount of any paid leave a COVID-19 Leave purposes.           • COVID-19 Leave is in addition to all other paid leave ascellable employee may not reduce the amount of any paid leave a COVID-19 Leave-leigble employee may employer may not reduce the amount of any paid leave a COVID-19 Leave employee to use other polyce wasailable to the employee before the employeer may oncluse and reduce a polyce advantional leave ware the Ordinance's requirements under th Ordinance, provided nat the employer provides additional leave where the Ordinance's requirements exceed the provisions of the employer's COVID-19 policy available to a particular employee.           • Employers may substitute leave under that the there requirements of this Ordinance exceed the requirements of those laws and to the extent permitted under the federal or state law permits concurrent use of paid leave.           • Employers may substitute bay concide and ther relevant federal or state law permits concurrent use of paid leave.           • Employeres nane protype exas other the th  | Yes         Not specified         Yes (vaccination), including family member         Quarantine or illness         Quarantine or illness         No         No         No         S         Note: The Paid Sick Days Act allows for documentation to be requested for absences in excess of 3 days.         • COVID-19 Sick Time is in addition to any paid leave or sick time provided by the employer or pursuant to the try's Paid Sick Days Act, and an employee may choose to use COVID-19 Sick Time before any sick time under the Paid Sick Days Act.         • With respect to an employeer that provides paid leave on the day before the effective date of this Act, COVID-19 Sick Time in addition to such paid leave; and the employer may not change such paid leave or or after such effective date to avoid being subject to this ordinance. An employee the employee to uses of COVID-19 Sick Time, unless state or tederal law requires otherwise.         • Employers are required to provided by the employer to the employee to the entipoyee uses         COVID-19 Sick Time, unless state or tederal are state law for its obligations under this ordinance to the extent they coincide and the relevant federal or state law for this tobligations under this ordinance to the extent they coincide and the relevant federal or state law for the obligations under this ordinance to the extent they coincide and the relevant federal or state law for the obligations under this ordinance to the extent they coincide and the relevant federal or state law to rist obligations under this ordinance for the extent they coincide and the relevant federal or state law to rist obligations under this ordinance t  | Quarantine or illness (         Quarantine or illness (         Hiring Entities may request must be made or intrude upon the word or intrude upon the word or intrude upon the word leave used for purposes 2020         n         initial entities may surpleave used for purposes 2020         n         initial entities may surpleave used for purposes 2020         initial entities may entities may surpleave used for purposes 2020         initial entities may entities may entities may surpleave used for purposes 2020         initial entities may entities entites entites entites entities entites entites entites   |

| Seattle, WA  |
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| Paid Sick and Safe Time<br>for Gig Workers   |
| <u>Ord. No. 126091</u>   |
| <u>October 8, 2021</u>   |
| rs after end of civil emergency proclaimed by the Mayor on March 3, 2020 or the<br>ny concurrent civil emergency proclaimed by a public official in response to the<br>9 public health emergency and applicable to the city, whichever is latest.  |
| perating as Food Delivery Network Companies or Transporation Services<br>ire 250 or more "gig" workers worldwide   |
| forming "gig" work in the city<br>e September 13 by Ord. No. 126123 to exclude any gig worker considered to<br>of a Hiring Entity subject to the city's Paid Sick and Safe Time Ordinance<br>de Ch. 14.16). The Hiring Entity is responsible for providing paid time in<br>the PSST law.   |
|  |
| began working for the hiring entity before July 13, 2020, hiring entities may<br>entitlement in one of two ways:<br>T for every 30 days worked beginning the later of October 1, 2019 or the<br>f work; or<br>east 5 days of PSST as of July 13, 2020, following which workers will accrue at<br>ST time for every 30 days worked after July 13.<br>filed with OLS by July 27, 2020.<br>arry over at least 9 days from one year to the next.   |
| npensation, including tips, since October 1, 2020  |
| reventive care"); also includes needs associated with domestic violence, sexual  |
| assault or stalking  |
| Yes  |
| Not specified  |
| Νο   |
| ness (specifies "preventive care"); also includes needs associated with domestic violence, sexual assault or stalking  |
| Yes  |
| Yes  |
| ay require oral or written verification for leave exceeding three consecutive days,<br>a civil emergency proclaimed by a public official in response to COVID-19. The<br>made in a manner that does not result in an unreasonable burden for the worker,<br>he worker's privacy. The worker must be allowed at least 10 days to provide such<br>verification.<br>ay subtract the amount of compensation provided to a gig worker for other paid<br>poses covered under this ordinance between October 1, 2019 and July 13, |
|  |
| of rights in a manner sufficient to reach all workers regardless whether a model<br>notice is provided.<br>accounting of accrued, used and available PSST, as well as the applicable<br>rate,provided on the worker's pay stub, a weekly compensation statement or<br>electronically.  |
| OLS website  |

|  | California State (expired)  | California State (expired)  |
|--|---|---|
|  | COVID-19 Supplemental Paid Sick Leave<br>(Food Sector Workers)  | COVID-19 Supplemental Paid Sick Leave (2020)  |
|  | Executive Order N-51-20   | <u>AB1867</u>   |
| Link to Law/Ordinance  |   |   |
| Latest Trion Statutory Update<br>Effective Date  | May 1, 2020<br>4/16/20 - duration of any statewide stay-at-home order<br>Update: AB1867, signed 9/9 and retroactive to 4/16 for food sector workers, codifies the<br>Order's requirements and is set to expire 12/31/20, unless FFCRA is extended (see next<br>column)<br>Expired 12/31/20  | April 9, 2021<br>9/19/20 - 12/31/20,<br>unless FFCRA is extended<br>Expired 12/31/20<br>Cal/OSHA requirements for paid time off are still in place<br>See SB95, next column   |
| Employers  | "Hiring Entities" with 500+ employees nationally  | Private "Hiring Entities" with 500+ employees nationally, plus any entity employing emerge<br>responders and healthcare providers (as defined under FFCRA) who elected to exclude the<br>employees from FFCRA's Emergency Paid Sick Leave Act (EPSLA). <i>Please refer to Sec</i><br>of the law for the full definitions of Covered Worker and Hiring Entity.   |
| Eligible Employees   | Food Sector Workers who are exempt from the statewide stay-at-home order and must leave their homes to perform work   | All employees who leave their homes to perform work, including emergency responders a healthcare providers excluded by the Hiring Entity from FFCRA's EPSLA.<br><b>Food Sector Workers</b> - AB 1867 codifies the benefits available to food sector workers originally established under Executive Order N-51-20, and are effective retroactively to Ap 2020. <i>Please refer to Section 3 of the law for the full definitions of Food Sector Worker a Hiring Entity</i> .  |
| Collective Bargaining Agreement  | Not specified   | Not specified   |
| Exception<br>Benefit - time available  | FT: 80 hours<br>Other: 2-week average   | <ul> <li>FT or scheduled to work at least 40 hours in each of the 2 weeks preceding leave: 80 hours of scheduled to work fewer than 40 hours in each of the 2 weeks preceding leave: the number of hours normally scheduled during a 2-week period</li> <li>Variable schedule: 14 times the average number of hours worked each day in the 6-more period preceding leave (or since date of hire, if sooner); if the employee has worked for the employer for fewer than 14 days, the employee is entitled to the total number of hours wore. Active firefighters (as defined) scheduled to work more than 80 hours in the 2 weeks pritaking SPSL are entitled to leave in an amount equivalent to the number of hours schedule work in that 2-week period</li> <li>If employee is on leave as of expiration date, employee may finish taking leave (unlike Ffinal entities of the set of entities of entits entities of entities of entities of entities entities</li></ul> |
| Benefit - pay  | 100% pay (greater of regular rate or minimum wage);<br>Max \$511/day, \$5,110 total   | 100% pay (greater of regular rate or minimum wage);<br>Max \$511/day, \$5,110 total   |
| Specified Reasons for Use  | Yes   | Yes   |
| Quarantine ordered by public official or healthcare provider   | Hiring Entity may also prohibit the employee from working due to concerns regarding potential COVID-19 transmission   | Hiring Entity may also prohibit the employee from working due to concerns regarding por<br>COVID-19 transmission  |
| Experiencing symptoms and seeking medical treatment  | Yes   | Yes   |
| Underlying health condition or over age 65   | Possibly - leave is available if the employee is advised by a health care provider to self-<br>quarantine or self-isolate due to concerns related to COVID-19   | Possibly - leave is available if the employee is advised by a health care provider to se quarantine or self-isolate due to concerns related to COVID-19   |
| To obtain COVID-19 vaccination,<br>or to recover from illness due to<br>vaccination                          | No  | No  |
| Care for family member who is<br>sick and/or under official or<br>healthcare provider-directed<br>quarantine | No  | No  |
| Care for family member whose<br>school or care facility is closed<br>Worksite closure due to official        | No  | No  |
| public health order or<br>recommendation   | Νο  | No  |
| Documentation  | Not specified - Hiring Entity must make SPSL available upon written or verbal notice from an<br>employee  | Not specified - Hiring Entity must make SPSL available upon written or verbal notice fro<br>employee  |
| Employer Offset  | <ul> <li>SPSL is in addition to leave provided under California's Healthy Workplaces, Healthy Families Act (CA Paid Sick Leave).</li> <li>A Hiring Entity may not require an employee to use any paid or unpaid leave or time off prior to or instead of SPSL.</li> <li>Hiring Entities who, as of April 16, 2020, provide leave of equivalent or greater value than, and for the same reasons for use as, SPSL are not required to provide additional leave</li> </ul> | - SPSL is in addition to leave provided under California's Healthy Workplaces, Healthy Fa Act (CA Paid Sick Leave), but is <i>not</i> in addition to any leave provided under Executive Or  |
| Notice to Employees  | Notice posted conspicuously and/or distributed to all employees   | <ul> <li>For non-food sector workers: Inclusion of SPSL available on employee's itemized wage statement or in a separate writing provided on the designated pay date with the employee' payment of wages. <i>Enforceable the next full pay period following 9/9/20</i>.</li> <li>For all covered workers: <ul> <li>Notice posted conspicuously; may be distributed electronically if workers do not freque workplace</li> <li>Records of hours worked, leave provided and leave used must be maintained for 3 yet</li> </ul> </li> </ul>  |
| Notice to Employees - link   | Model notice  | FAQ include link to notice  |
| Additional Links   |   |   |
|  |   |   |

## EXPIRED

| State (expired)  | California State (expired)   | California State (expiredI)  | CA - Fairfax (expired)  |  |
|--|--|--|---|--|
| nental Paid Sick Leave<br>ctor Workers)  | COVID-19 Supplemental Paid Sick Leave (2020)   | COVID-19 Supplemental Paid Sick Leave (2021)   | COVID-19 Supplemental Sick Leave  |  |
| Order N-51-20  | <u>AB1867</u>  | <u>SB95</u>  | Ordinance No. 857   |  |
| 4,0000   |  | FAQ  |   |  |
| <u>71, 2020</u><br>statewide stay-at-home order  | <u>April 9, 2021</u><br>9/19/20 - 12/31/20,  | February 3, 2022   | <u>December 3, 2021</u><br>9/1/21 - 9/30/21   |  |
| ve to 4/16 for food sector workers, codifies the 12/31/20, unless FFCRA is extended (see next  | unless FFCRA is extended   | 3/29/21 (retroactive to 1/1/21) - 9/30/21  |   |  |
| olumn)   | Expired 12/31/20<br>Cal/OSHA requirements for paid time off are still in place   | Adds sections 248.2 and 248.3 to the CA Labor Code   | Expired 9/30/21   | on   |
| ed 12/31/20  | See SB95, next column  | Expired 9/30/21<br>Per 1/25/22 announcement, may be reinstated for 2022 (more to come).  |   |  |
|  |  | Note: <b>Cal/OSHA ETS is still in effect</b> (as revised effective 1/4/22);  |   |  |
|  |  | see Employer Offset and link to ETS FAQ below.   |   |  |
| lly  | Private "Hiring Entities" with 500+ employees nationally, plus any entity employing emergency responders and healthcare providers (as defined under FFCRA) who elected to exclude these employees from FFCRA's Emergency Paid Sick Leave Act (EPSLA). <i>Please refer to Section 4 of the law for the full definitions of Covered Worker and Hiring Entity.</i>  | Employers with 26 or more employees  | Employers within the town of Fairfax with 25 or fewer employees, excluding federal, state and local government agencies.  | 500+ employees   |
| e statewide stay-at-home order and must leave  | All employees who leave their homes to perform work, including emergency responders and healthcare providers excluded by the Hiring Entity from FFCRA's EPSLA.   | All employees who cannot work or telework.   | Employees who have worked for the employer for more than 2 hours within the geographic boundaries of the town of Fairfax and who cannot work or telework.   | All Employees wh<br>government agen  |
|  | Food Sector Workers - AB 1867 codifies the benefits available to food sector workers   | Section 248.3 outlines benefits for providers of in-home supportive services or waiver care services (both as defined under the Welfare and Institutions Code), which are similar to the   | Does not exclude emergency responders and healthcare workers. However, an employer  | service employme   |
|  | originally established under Executive Order N-51-20, and are effective retroactively to April 16, 2020. <i>Please refer to Section 3 of the law for the full definitions of Food Sector Worker and Hiring Entity</i> .  | benefits outlined here.  | may deny these individuals all or part of leave for school/care closures if staffing needs dictate.   | Employers may e  |
|  | Not specified  | Not specified  | Not specified   | CBA w/COVID s  |
|  | - FT or scheduled to work at least 40 hours in each of the 2 weeks preceding leave: 80 hours   | - FT or scheduled to work at least 40 hours in each of the 2 weeks preceding leave: 80 hours   | - FT or normally scheduled to work at least 40 hours per week: 80 hours   | expressly waives<br>FT: 80 hours   |
|  | - PT or scheduled to work fewer than 40 hours in each of the 2 weeks preceding leave: the number of hours normally scheduled during a 2-week period  | - PT or scheduled to work fewer than 40 hours in each of the 2 weeks preceding leave: the number of hours normally scheduled during a 2-week period  | - PT or normally scheduled to work fewer than 40 hours per week: the number of hours normally scheduled during a 2-week period, calculated over the prior 6 months  | Other: 2-week av   |
|  | - Variable schedule: 14 times the average number of hours worked each day in the 6-month period preceding leave (or since date of hire, if sooner); if the employee has worked for the   | - Variable schedule: 14 times the average number of hours worked each day in the 6-month period preceding leave (or since date of hire, if sooner); if the employee has worked for the   | - Note: These Supplemental Sick Leave (SSL) hours may have already been accumulated by  |  |
|  | employer for fewer than 14 days, the employee is entitled to the total number of hours worked.<br>- Active firefighters (as defined) scheduled to work more than 80 hours in the 2 weeks prior to  | employer for fewer than 14 days, the employee is entitled to the total number of hours worked.<br>- Active firefighters (as defined) scheduled to work more than 80 hours in the 2 weeks prior to  | employees under the now-expired FFCRA. This ordinance will reinstate the time to use SSL benefits to the extent employees have not already exhausted COVID-19 paid sick   |  |
|  | taking SPSL are entitled to leave in an amount equivalent to the number of hours scheduled to work in that 2-week period   | taking SPSL are entitled to leave in an amount equivalent to the number of hours scheduled to work in that 2-week period   | <b>leave entitlements during the pandemic.</b> An employer may credit the total COVID-19 paid sick leave hours already furnished to an employee under FFCRA or Cal/OSHA regulations, as   |  |
|  | - If employee is on leave as of expiration date, employee may finish taking leave (unlike FFCRA)   | - If employee is on leave as of the law's expiration date, employee may finish taking leave.   | well as any substantially similar State or Federal COVID 19 paid sick leave legislation that may be enacted in the future, against the SSL obligations required by this ordinance. <b>Nothing in</b>  |  |
|  |  |  | this ordinance shall require that Employers provide employees with a new accrual of SSL hours.  |  |
|  |  |  |   |  |
| wage);   | 100% pay (greater of regular rate or minimum wage);<br>Max \$511/day, \$5,110 total  | Exempt: Calculated the same as for other forms of paid leave<br>Non-Exempt: highest of regular rate for the week(s) SPSL is used, state or local minimum   | 100% pay<br>Max \$511/day, \$5,110 total*   | Own leave: 100%  |
|  |  | wage, or total wages excluding OT divided by total hours worked in the full pay periods of the prior 90 days of employment   | * If federal COVID-19 paid leave legislation is enacted that provides benefits exceeding these  | Family care: 66 2  |
|  |  | Max \$511/day, \$5,110 total*  | limits, the federal limits will apply.  |  |
|  |  | Employees who reach the maximum amounts may use other paid leave available in order to   |   |  |
|  |  | receive full compensation.   |   |  |
|  |  | * If federal COVID-19 paid leave legislation is enacted that provides benefits exceeding these limits, the federal limits will apply.  |   |  |
|  |  |  |   |  |
|  |  |  |   |  |
|  |  |  |   |  |
| Yes<br>from working due to concerns regarding potential  |  |  | Yes   |  |
|  |  |  | Yes   |  |
| from working due to concerns regarding potential   | Hiring Entity may also prohibit the employee from working due to concerns regarding potential  |  | Yes   |  |
| from working due to concerns regarding potential<br>9 transmission   | Hiring Entity may also prohibit the employee from working due to concerns regarding potential COVID-19 transmission  | Yes  |   |  |
| from working due to concerns regarding potential<br>9 transmission<br>Yes<br>ree is advised by a health care provider to self-   | Hiring Entity may also prohibit the employee from working due to concerns regarding potential<br>COVID-19 transmission<br>Yes<br>Possibly - leave is available if the employee is advised by a health care provider to self-   | Yes  | Yes   |  |
| from working due to concerns regarding potential<br>9 transmission<br>Yes<br>ree is advised by a health care provider to self-<br>to concerns related to COVID-19  | Hiring Entity may also prohibit the employee from working due to concerns regarding potential COVID-19 transmission         Yes         Possibly - leave is available if the employee is advised by a health care provider to self-quarantine or self-isolate due to concerns related to COVID-19  | Yes<br>Yes<br>Not specified  | Yes<br>Not specified  |  |
| from working due to concerns regarding potential<br>9 transmission<br>Yes<br>ree is advised by a health care provider to self-<br>to concerns related to COVID-19<br>No  | Hiring Entity may also prohibit the employee from working due to concerns regarding potential COVID-19 transmission         Yes         Possibly - leave is available if the employee is advised by a health care provider to self-quarantine or self-isolate due to concerns related to COVID-19         No         No  | Yes<br>Yes<br>Not specified<br>Yes<br>Quarantine   | Yes Not specified Yes Quarantine or illness   |  |
| from working due to concerns regarding potential<br>9 transmission<br>Yes<br>ree is advised by a health care provider to self-<br>to concerns related to COVID-19<br>No<br>No  | Hiring Entity may also prohibit the employee from working due to concerns regarding potential COVID-19 transmission         Yes         Possibly - leave is available if the employee is advised by a health care provider to self-quarantine or self-isolate due to concerns related to COVID-19         No         No         No   | Yes<br>Yes<br>Not specified<br>Yes<br>Quarantine<br>Yes - children (any age)   | Yes Not specified Yes Quarantine or illness Yes   |  |
| from working due to concerns regarding potential<br>9 transmission<br>Yes<br>ee is advised by a health care provider to self-<br>to concerns related to COVID-19<br>No<br>No<br>No   | Hiring Entity may also prohibit the employee from working due to concerns regarding potential COVID-19 transmission         Yes         Possibly - leave is available if the employee is advised by a health care provider to self-quarantine or self-isolate due to concerns related to COVID-19         No         No         No         No         No         No         No   | Yes<br>Yes<br>Not specified<br>Yes<br>Quarantine<br>Yes - children (any age)<br>No   | Yes Not specified Yes Quarantine or illness Yes No  |  |
| from working due to concerns regarding potential<br>9 transmission<br>Yes<br>ree is advised by a health care provider to self-<br>to concerns related to COVID-19<br>No<br>No<br>No<br>SL available upon written or verbal notice from an<br>mployee   | Hiring Entity may also prohibit the employee from working due to concerns regarding potential COVID-19 transmission         Yes         Possibly - leave is available if the employee is advised by a health care provider to self-quarantine or self-isolate due to concerns related to COVID-19         No         No         No         No         No         No         No specified - Hiring Entity must make SPSL available upon written or verbal notice from an employee   | Yes Yes Yes Yes Not specified Yes Quarantine Yes - children (any age) No Not specified - Employer must make SPSL available upon written or verbal notice from an employee  | Yes Not specified Yes Quarantine or illness Yes No Employers may require employees to identify the basis for requesting leave but cannot require employees to furnish a doctor's note or other supporting documentation.  | Although emp<br>cannot rec   |
| from working due to concerns regarding potential<br>9 transmission<br>Yes<br>ree is advised by a health care provider to self-<br>to concerns related to COVID-19<br>No<br>No<br>No<br>SL available upon written or verbal notice from an<br>nployee<br>California's Healthy Workplaces, Healthy Families  | Hiring Entity may also prohibit the employee from working due to concerns regarding potential<br>COVID-19 transmission<br>Yes<br>Possibly - leave is available if the employee is advised by a health care provider to self-<br>quarantine or self-isolate due to concerns related to COVID-19<br>No<br>No<br>No<br>No<br>No<br>No<br>Not specified - Hiring Entity must make SPSL available upon written or verbal notice from an<br>employee<br>- SPSL is in addition to leave provided under California's Healthy Workplaces, Healthy Families<br>Act (CA Paid Sick Leave), but is <i>not</i> in addition to any leave provided under Executive Order N-  | Yes Yes Yes Yes Not specified Yes Quarantine Yes Ves Ves Second S | Yes Not specified Yes Quarantine or illness Yes Employers may require employees to identify the basis for requesting leave but cannot require employees to furnish a doctor's note or other supporting documentation. The total number of hours of SPSL to which an employee is entitled are in addition to any paid sick leave that may be available to the employee under California Labor Code Section 246 (CA   | cannot red<br>- Employees do<br>- An employer's d  |
| from working due to concerns regarding potential<br>9 transmission<br>Yes<br>ree is advised by a health care provider to self-<br>to concerns related to COVID-19<br>No<br>No<br>No<br>SL available upon written or verbal notice from an<br>nployee<br>California's Healthy Workplaces, Healthy Families  | Hiring Entity may also prohibit the employee from working due to concerns regarding potential COVID-19 transmission         Yes         Possibly - leave is available if the employee is advised by a health care provider to self-quarantine or self-isolate due to concerns related to COVID-19         No         No         No         No         No         No         No         Sectified - Hiring Entity must make SPSL available upon written or verbal notice from an employee         - SPSL is in addition to leave provided under California's Healthy Workplaces, Healthy Families   | Yes Yes Yes Yes Not specified Yes Quarantine Yes - children (any age) No Not specified - Employer must make SPSL available upon written or verbal notice from an employee - SPSL is in addition to leave provided under California's Healthy Workplaces, Healthy Families  | Yes Not specified Yes Quarantine or illness Yes No Employers may require employees to identify the basis for requesting leave but cannot require employees to furnish a doctor's note or other supporting documentation. The total number of hours of SPSL to which an employee is entitled are in addition to any paid   | • •  |
| from working due to concerns regarding potential<br>9 transmission<br>Yes<br>ree is advised by a health care provider to self-<br>to concerns related to COVID-19<br>No<br>No<br>No<br>SL available upon written or verbal notice from an<br>nployee<br>California's Healthy Workplaces, Healthy Families  | Hiring Entity may also prohibit the employee from working due to concerns regarding potential<br>COVID-19 transmission<br>Yes<br>Possibly - leave is available if the employee is advised by a health care provider to self-<br>quarantine or self-isolate due to concerns related to COVID-19<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>Not specified - Hiring Entity must make SPSL available upon written or verbal notice from an<br>employee<br>- SPSL is in addition to leave provided under SPSL provided under Executive Order N-<br>S1-20 (for food sector workers) or SPSL provided under similar federal or local law - that time<br>may be counted toward entitlement under this law.   | Yes Yes Yes Yes Yes Not specified Yes Quarantine Yes - children (any age) No Not specified - Employer must make SPSL available upon written or verbal notice from an employee SPSL is in addition to leave provided under California's Healthy Workplaces, Healthy Families Act (CA Paid Sick Leave). If an employer provided supplemental paid leave that is payable for the reasons covered by   | Yes         Not specified         Yes         Quarantine or illness         Yes         Sea         Yes         Sea         Yes         Sea         Yes         No         Employers may require employees to identify the basis for requesting leave but cannot require employees to furnish a doctor's note or other supporting documentation.         • The total number of hours of SPSL to which an employee is entitled are in addition to any paid sick leave that may be available to the employee under California Labor Code Section 246 (CA Paid Sick Leave), as well as any pre-existing paid time off (vacation, sick and/or PTO) provided   | cannot red<br>- Employees do<br>- An employer's of<br>may be reduced f<br>equal to or greate<br>hours, on or afte  |
| from working due to concerns regarding potential<br>9 transmission<br>Yes<br>ree is advised by a health care provider to self-<br>to concerns related to COVID-19<br>No<br>No<br>No<br>SL available upon written or verbal notice from an<br>nployee<br>California's Healthy Workplaces, Healthy Families<br>to use any paid or unpaid leave or time off prior to<br>wide leave of equivalent or greater value than, and   | Hiring Entity may also prohibit the employee from working due to concerns regarding potential COVID-19 transmission         Yes         Possibly - leave is available if the employee is advised by a health care provider to self-quarantine or self-isolate due to concerns related to COVID-19         No         No         No         No         No         Section of the employee is advised by a health care provider to self-quarantine or self-isolate due to concerns related to COVID-19         No         No         No         No         Section of the employee is advised by a health care provider to self-quarantine or self-isolate due to concerns related to COVID-19         No         No         No         Section of the employee of the employee of the employee         SPSL is in addition to leave provided under California's Healthy Workplaces, Healthy Families Act (CA Paid Sick Leave), but is <i>not</i> in addition to any leave provided under Executive Order N-19         S1-20 (for food sector workers) or SPSL provided under similar federal or local law - that time may be counted toward entitlement under this law.         - A Hiring Entity may not require an employee to use any paid or unpaid leave, paid time off, or vacation time prior to or instead of SPSL.         - If a Hiring Entity already provides a covered worker with a supplemental benefit, such as   | Yes         Yes         Not specified         Yes         Quarantine         Yes         Quarantine         Yes - children (any age)         No         Not specified - Employer must make SPSL available upon written or verbal notice from an employee         SPSL is in addition to leave provided under California's Healthy Workplaces, Healthy Families Act (CA Paid Sick Leave).         - If an employer provided supplemental paid leave that is payable for the reasons covered by and at the same or a greater level of compensation as this law on or after January 1, 2021, the employer may count the hours of the other paid benefit or leave towards the total number of hours of SPSL required. This may include leave provided under similar law in effect after January 1, 2021, but may not include remaining 2020 leave provided under AB1867 or EO N-51   | Yes         Not specified         Yes         Quarantine or illness         Yes         Search         Yes         No         Employers may require employees to identify the basis for requesting leave but cannot require employees to furnish a doctor's note or other supporting documentation.         • The total number of hours of SPSL to which an employee is entitled are in addition to any paid sick leave that may be available to the employee under California Labor Code Section 246 (CA Paid Sick Leave), as well as any pre-existing paid time off (vacation, sick and/or PTO) provided to employees prior to March 16, 2020.         • An employer may not require an employee to use any other paid or unpaid leave, sick pay, paid time off, or vacation time provided by the employer before using Supplemental Sick Leave (SSL). However, to the extent an employee has at least 80 hours of accrued paid sick leave  | cannot red<br>- Employees do<br>- An employer's of<br>may be reduced the<br>equal to or greated<br>hours, on or after<br>response to an E<br>- Employers with                      |
| from working due to concerns regarding potential<br>9 transmission<br>Yes<br>ree is advised by a health care provider to self-<br>to concerns related to COVID-19<br>No<br>No<br>No<br>SL available upon written or verbal notice from an<br>nployee<br>California's Healthy Workplaces, Healthy Families<br>to use any paid or unpaid leave or time off prior to<br>wide leave of equivalent or greater value than, and   | Hiring Entity may also prohibit the employee from working due to concerns regarding potential<br>COVID-19 transmission Yes Possibly - leave is available if the employee is advised by a health care provider to self-<br>quarantine or self-isolate due to concerns related to COVID-19 No No No No No No No Statistic definition of the employee | Yes         Yes         Not specified         Yes         Quarantine         Yes - children (any age)         No         Not specified - Employer must make SPSL available upon written or verbal notice from an employee         - SPSL is in addition to leave provided under California's Healthy Workplaces, Healthy Families Act (CA Paid Sick Leave).         - If an employer provided supplemental paid leave that is payable for the reasons covered by and at the same or a greater level of compensation as this law on or after January 1, 2021, the employer may count the hours of the other paid benefit or leave towards the total number of hours of SPSL required. This may include leave provided under similar law in effect after January 1, 2021, but may not include remaining 2020 leave provided under AB1867 or EO N-51 r 20 (see previous two columns). For any such leave taken, if the employer did not compensate the covered employee in an amount equal to or greater than the amount of compensation for  | Yes         Not specified         Yes         Quarantine or illness         Yes         Yes         Yes         No         Employers may require employees to identify the basis for requesting leave but cannot require employees to furnish a doctor's note or other supporting documentation.         • The total number of hours of SPSL to which an employee is entitled are in addition to any paid sick leave that may be available to the employee under California Labor Code Section 246 (CA Paid Sick Leave), as well as any pre-existing paid time off (vacation, sick and/or PTO) provided to employees prior to March 16, 2020.         • An employer may not require an employee to use any other paid or unpaid leave, sick pay, paid time off, or vacation time provided by the employee before using Supplemental Sick Leave (SSL). However, to the extent an employee has at least 80 hours of accrued paid sick leave, vacation and PTO paid time off benefits ("Accrued Leave Benefits"), the obligation to provide  | cannot red<br>- Employees do<br>- An employer's of<br>may be reduced to<br>equal to or greate<br>hours, on or after<br>response to an E<br>- Employers with                        |
| from working due to concerns regarding potential<br>9 transmission<br>Yes<br>ree is advised by a health care provider to self-<br>to concerns related to COVID-19<br>No<br>No<br>No<br>SL available upon written or verbal notice from an<br>nployee<br>California's Healthy Workplaces, Healthy Families<br>to use any paid or unpaid leave or time off prior to<br>wide leave of equivalent or greater value than, and   | Hiring Entity may also prohibit the employee from working due to concerns regarding potential<br>COVID-19 transmission Yes Possibly - leave is available if the employee is advised by a health care provider to self-<br>quarantine or self-isolate due to concerns related to COVID-19 No Stype="field">No No Stype="field">No No N  | Yes         Yes         Not specified         Yes         Quarantine         Quarantine         Yes - children (any age)         No         Not specified - Employer must make SPSL available upon written or verbal notice from an employee         • SPSL is in addition to leave provided under California's Healthy Workplaces, Healthy Families Act (CA Paid Sick Leave).         - If an employer provided supplemental paid leave that is payable for the reasons covered by and at the same or a greater level of compensation as this law on or after January 1, 2021, the employer may count the hours of the other paid benefit or leave towards the total number of hours of SPSL required. This may include leave provided under similar law in effect after January 1, 2021, but may not include remaining 2020 leave provided under AB1867 or EO N-51         r20 (see previous two columns). For any such leave taken, if the employer did not compensate the covered employee in an amount equal to or greater than the amount of compensation for SPSL to which the covered employee is entitled under this law, then upon the oral or written request of the employee, the employer must provide the employee with a retroactive payment  | Yes         Not specified         Yes         Quarantine or illness         Yes         No         Employers may require employees to identify the basis for requesting leave but cannot require employees to furnish a doctor's note or other supporting documentation.         • The total number of hours of SPSL to which an employee is entitled are in addition to any paid sick leave that may be available to the employee under California Labor Code Section 246 (CA Paid Sick Leave), as well as any pre-existing paid time off (vacation, sick and/or PTO) provided to employees prior to March 16, 2020.         • An employer may not require an employee to use any other paid or unpaid leave, sick pay, paid time off, or vacation time provided by the employer before using Supplemental Sick Leave (SSL). However, to the extent an employee has at least 80 hours of accrued paid sick leave benefits as of September 1, 2021 or at least 160 hours of a combination of paid sick leave benefits afforded employees as of September 1, 2021 are less than 80 hours, or Accrued Leave benefits afforded employees as of September 1, 2021 are less than 80 hours, or Accrued Leave  | cannot red<br>- Employees do<br>- An employer's of<br>may be reduced the<br>equal to or greated<br>hours, on or after<br>response to an E<br>- Employers with<br>paid leave annua  |
| from working due to concerns regarding potential<br>9 transmission<br>Yes<br>ree is advised by a health care provider to self-<br>to concerns related to COVID-19<br>No<br>No<br>No<br>SL available upon written or verbal notice from an<br>nployee<br>California's Healthy Workplaces, Healthy Families<br>to use any paid or unpaid leave or time off prior to<br>wide leave of equivalent or greater value than, and   | Hiring Entity may also prohibit the employee from working due to concerns regarding potential<br>COVID-19 transmission Yes Possibly - leave is available if the employee is advised by a health care provider to self-<br>quarantine or self-isolate due to concerns related to COVID-19 No  | Yes         Yes         Not specified         Yes         Quarantine         Yes         Quarantine         Yes - children (any age)         No         Not specified - Employer must make SPSL available upon written or verbal notice from an employee         - SPSL is in addition to leave provided under California's Healthy Workplaces, Healthy Families Act (CA Paid Sick Leave).         - If an employer provided supplemental paid leave that is payable for the reasons covered by and at the same or a greater level of compensation as this law on or after January 1, 2021, the employer may count the hours of the other paid benefit or leave towards the total number of hours of SPSL required. This may include leave provided under similar law in effect after January 1, 2021, but may not include remaining 2020 leave provided under AB1867 or EO N-51 r20 (see previous two columns). For any such leave taken, if the employer did not compensation for SPSL to which the covered employee is entitled under this law, then upon the oral or written request of the employer, the employer must provide the employee with a retroactive payment that provides for such compensation.         - An employer may not require a covered employee to use any other paid or unpaid leave, paid  | Yes           Not specified         Yes           Quarantine or illness         Yes           Yes         Yes           State         Yes           Yes         Yes           State         Yes           Yes         Yes           State         Yes           State         Yes           Yes         Yes   | cannot red<br>- Employees do<br>- An employer's of<br>may be reduced the<br>equal to or greated<br>hours, on or after<br>response to an E<br>- Employers with<br>paid leave annua  |
| from working due to concerns regarding potential<br>9 transmission<br>Yes<br>ree is advised by a health care provider to self-<br>to concerns related to COVID-19<br>No<br>No<br>No<br>SL available upon written or verbal notice from an<br>nployee<br>California's Healthy Workplaces, Healthy Families<br>to use any paid or unpaid leave or time off prior to<br>wide leave of equivalent or greater value than, and   | Hiring Entity may also prohibit the employee from working due to concerns regarding potential<br>COVID-19 transmission<br>Yes<br>Possibly - leave is available if the employee is advised by a health care provider to self-<br>quarantine or self-isolate due to concerns related to COVID-19<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No   | Yes         Yes         Not specified         Yes         Quarantine         Yes - children (any age)         Yes - children (any age)         No         Not specified - Employer must make SPSL available upon written or verbal notice from an employee         • SPSL is in addition to leave provided under California's Healthy Workplaces, Healthy Families Act (CA Paid Sick Leave).         - If an employer provided supplemental paid leave that is payable for the reasons covered by and at the same or a greater level of compensation as this law on or after January 1, 2021, the employer any count the hours of the other paid benefit or leave towards the total number of hours of SPSL required. This may include leave provided under AB1867 or EO N-51         20 (see previous two columns). For any such leave taken, if the employer did not compensate the covered employee is entitled under this law, then upon the oral or written request of the employee, the employer must provide the employee with a retroactive payment that provides for such compensation.         s- A metployer may not require a covered employee to use any other paid or unpaid leave, paid time off, or vacation time prior to or instead of using SPSL. <i>Exception</i> : In order to satisfy the requirement to maintain an employee's earnings when an employee is excluded from the   | Yes           Not specified           Yes           Quarantine or illness           Quarantine or illness           Yes           No           Employers may require employees to identify the basis for requesting leave but cannot require employees to furnish a doctor's note or other supporting documentation.           - The total number of hours of SPSL to which an employee is entitled are in addition to any paid sick leave that may be available to the employee under California Labor Code Section 246 (CA Paid Sick Leave), as well as any pre-existing paid time off (vacation, sick and/or PTO) provided to employees prior to March 16, 2020.           - An employer may not require an employee to use any other paid or unpaid leave, sick pay, paid time off, or vacation time provided by the employer before using Supplemental Sick Leave (SSL). However, to the extent an employee to a least 160 hours of a combination of paid sick leave benefits as of September 1, 2021 or at least 160 hours of a combination of paid sick leave benefits afforded employees as of September 1, 2021 are less than 80 hours, or Accrued Leave Benefits are less than 160 hours, an employer must provide SPSL to the extent of such deficiency.           - An employer may credit the total COVID-19 paid sick leave hours furnished to an employee under FFCRA or Cal/OSHA regulations, as well as any substantially similar State or Federal   | cannot red<br>- Employees do<br>- An employer's of<br>may be reduced f<br>equal to or greate<br>hours, on or afte<br>response to an E<br>- Employers with<br>paid leave annual     |
| from working due to concerns regarding potential<br>9 transmission<br>Yes<br>ree is advised by a health care provider to self-<br>to concerns related to COVID-19<br>No<br>No<br>No<br>SL available upon written or verbal notice from an<br>nployee<br>California's Healthy Workplaces, Healthy Families<br>to use any paid or unpaid leave or time off prior to<br>wide leave of equivalent or greater value than, and   | Hiring Entity may also prohibit the employee from working due to concerns regarding potential<br>COVID-19 transmission<br>Yes<br>Possibly - leave is available if the employee is advised by a health care provider to self-<br>quarantine or self-isolate due to concerns related to COVID-19<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No   | Yes           Yes           Not specified           Yes           Quarantine           Yes           Quarantine           Yes - children (any age)           No           Not specified - Employer must make SPSL available upon written or verbal notice from an employee           - SPSL is in addition to leave provided under California's Healthy Workplaces, Healthy Families Act (CA Paid Sick Leave).           - If an employer provided supplemental paid leave that is payable for the reasons covered by and at the same or a greater level of compensation as this law or after January 1, 2021, but may include leave provided under Shl667 or EO N-51           20 (see previous two columns). For any such leave taken, if the employer did not compensate the covered employee, in an amount equal to or greater than the amount of compensation for SPSL to which the covered employee is entitled under this law, then upon the oral or written request of the employee, the employer was provide to use any other paid or unpaid leave, paid the oroids for such compensation.           - An employee may not require a covered employee to use any other paid or unpaid leave, paid thre ordif, or vacation time prior to or instead of using SPSL. Exception: In order to satisfy the requirement to maintain an employee is earnings when an employee is excluded from the workplace due to COVID-19 exposure under the Cal/OSHA COVID-19 Emergency Temporary Standards or the Cal/OSHA Aerosol Transmissible Diseases Standard, an employer may  | Yes           Not specified         Yes           Quarantine or illness         Yes           Yes         Yes           Yes         Yes           No         Yes           Second  | cannot red<br>- Employees do<br>- An employer's of<br>may be reduced f<br>equal to or greate<br>hours, on or afte<br>response to an E<br>- Employers with<br>paid leave annual     |
| from working due to concerns regarding potential<br>9 transmission<br>Yes<br>ree is advised by a health care provider to self-<br>to concerns related to COVID-19<br>No<br>No<br>No<br>SL available upon written or verbal notice from an<br>nployee<br>California's Healthy Workplaces, Healthy Families<br>to use any paid or unpaid leave or time off prior to<br>wide leave of equivalent or greater value than, and   | Hiring Entity may also prohibit the employee from working due to concerns regarding potential<br>COVID-19 transmission<br>Yes<br>Possibly - leave is available if the employee is advised by a health care provider to self-<br>quarantine or self-isolate due to concerns related to COVID-19<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No   | Yes           Yes           Not specified           Yes           Quarantine           Yes           Quarantine           Yes - children (any age)           Not specified - Employer must make SPSL available upon written or verbal notice from an employee           SPSL is in addition to leave provided under California's Healthy Workplaces, Healthy Families           Act (CA Paid Sick Leave).           If an employer provided supplemental paid leave that is payable for the reasons covered by and at the same or a greater level of compensation as this law on or after January 1, 2021, the employer may count the hours of the other paid benefit or leave towards the total number of hours of SPSL required. This may include leave provided under AB1867 or EO N-51           20 (see previous two columns). For any such leave taken, if the employer did not compensate the covered employee in an amount equal to or greater than the amount of compensation SPSL to which the covered employee is entitled under this law, then upon the oral or written request of the employee, the employeer must provide the employee with a retroactive payment that provides for such compensation.           - An employer may not require a covered employee to use any other paid or unpaid leave, paid time off, or vacation time prior to or instead of using SPSL. Exception: In order to satisfy the requirement to maintain an employee's earnings when an employee is excluded from the workplace due to COVID-19 exposure under the Cal/OSHA COVID-19 Emergency Temporary   | Yes           Not specified         Yes           Quarantine or illness         Yes           Yes         Yes           Yes         Yes           No         Yes           Second  | cannot red<br>- Employees do<br>- An employer's of<br>may be reduced f<br>equal to or greate<br>hours, on or afte<br>response to an E<br>- Employers with<br>paid leave annual     |
| from working due to concerns regarding potential<br>9 transmission<br>Yes<br>ree is advised by a health care provider to self-<br>to concerns related to COVID-19<br>No<br>No<br>No<br>SL available upon written or verbal notice from an<br>nployee<br>California's Healthy Workplaces, Healthy Families<br>to use any paid or unpaid leave or time off prior to<br>wide leave of equivalent or greater value than, and   | Hiring Entity may also prohibit the employee from working due to concerns regarding potential<br>COVID-19 transmission<br>Yes<br>Possibly - leave is available if the employee is advised by a health care provider to self-<br>quarantine or self-isolate due to concerns related to COVID-19<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No   | Yes           Yes           Not specified           Yes           Quarantine           Quarantine           Yes - children (any age)           Not specified - Employer must make SPSL available upon written or verbal notice from an employee           • SPSL is in addition to leave provided under California's Healthy Workplaces, Healthy Families Act (CA Paid Sick Leave).           • SPSL is in addition to leave provided under California's Healthy Workplaces, Healthy Families Act (CA Paid Sick Leave).           • If an employer provided supplemental paid leave that is payable for the reasons covered by and at the same or a greater level of compensation as this law on or after January 1, 2021, the employer may count the hours of the other paid benefit or leave towards the total number of hours of SPSL required. This may include leave provided under similar law in effect after January 1, 2021, but may not include remaining 2020 leave provided under AB1667 or EO N-51 to (see previous two columns). For any such leave taken, if the employer did not compensate the covered employee is entitled under this law, then upon the oral or written request of the employee is entitled under the amount of compensation for SPSL to which the covered employee is entitled under the employee with a retroactive payment that provides for such compensation.           • A employer may not require a covered employee to use any other paid or unpaid leave, paid time off, or vacation time prior to or instead of using SPSL. Exception : In order to satisfy the requirement to maintain an employee's earnings when an employee is excluded from the workplace due to COVID-19 Emergency Temporary Standards or the CAVOSHA Aerosol Transmissible Diseases   | Yes           Not specified         Yes           Quarantine or illness         Yes           Yes         Yes           Yes         Yes           No         Yes           Second  | cannot red<br>- Employees do<br>- An employer's of<br>may be reduced f<br>equal to or greate<br>hours, on or afte<br>response to an E<br>- Employers with<br>paid leave annual     |
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| from working due to concerns regarding potential<br>9 transmission<br>Yes<br>ree is advised by a health care provider to self-<br>to concerns related to COVID-19<br>No<br>No<br>No<br>SL available upon written or verbal notice from an<br>nployee<br>California's Healthy Workplaces, Healthy Families<br>to use any paid or unpaid leave or time off prior to<br>wide leave of equivalent or greater value than, and<br>ot required to provide additional leave      | Hiring Entity may also prohibit the employee from working due to concerns regarding potential COVID-19 transmission Yes Possibly - leave is available if the employee is advised by a health care provider to self- quarantine or self-isolate due to concerns related to COVID-19 No  | Yes  | Yes           Not specified           Yes           Quarantine or illness           Yes           No           Employers may require employees to identify the basis for requesting leave but cannot require employees to furnish a doctor's note or other supporting documentation.           - The total number of hours of SPSL to which an employee is entitled are in addition to any paid sick leave that may be available to the employee under California Labor Code Section 246 (CA Paid Sick Leave), as well as any pre-existing paid time off (vacation, sick and/or PTO) provided to employees prior to March 16, 2020.           - An employer may not require an employee has at least 80 hours of accrued paid sick leave that an employee has at least 80 hours of accrued paid sick leave (sick leave heast 160 hours of a combination of paid sick leave (sick leave heast 160 hours of a combination of paid sick leave benefits af orded employees as of September 1, 2021 or at least 160 hours of a corrule paid sick leave benefits afforded employees as of September 1, 2021 or at least 160 hours of a contination of paid sick leave benefits afforded employees as of September 1, 2021 or at least 160 hours of a contination of paid sick leave benefits afforded employees as of September 1, 2021 are less than 80 hours, or Accrued Leave leave benefits afforded employees as of September 1, 2021 or at least 160 hours of a contination of such leave benefits afforded employees as of September 1, 2021 are less than 160 hours, an employer must provide SPSL to the extent accrued paid sick leave heart it least 160 hours, an employer substantially similar State or Federal COVID-19 paid sick leave leave legislation that may be enacted in the future, against this ordinance's requirements.           - Empl   | cannot red<br>- Employees do i<br>- An employer's c<br>may be reduced f<br>equal to or greate<br>hours, on or after<br>response to an E<br>- Employers with<br>paid leave annual   |
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| from working due to concerns regarding potential<br>9 transmission<br>Yes<br>ree is advised by a health care provider to self-<br>to concerns related to COVID-19<br>No<br>No<br>No<br>SL available upon written or verbal notice from an<br>nployee<br>California's Healthy Workplaces, Healthy Families<br>to use any paid or unpaid leave or time off prior to<br>wide leave of equivalent or greater value than, and<br>ot required to provide additional leave      | Hiring Entity may also prohibit the employee from working due to concerns regarding potential COVID-19 transmission Yes Possibly - leave is available if the employee is advised by a health care provider to self- quarantine or self-isolate due to concerns related to COVID-19 No  | Yes           Yes           Not specified           Yes           Quarantine           Yes           Quarantine           Yes           No           Not specified - Employer must make SPSL available upon written or verbal notice from an employee           SPSL is in addition to leave provided under Californias Healthy Workplaces, Healthy Families Act (CA Paid Sick Leave).           - SPSL is in addition to leave provided under Californias Healthy Workplaces, Healthy Families Act (CA Paid Sick Leave).           - If an employer provided supplemental paid leave that is payable for the reasons covered by and at the same or a greater level of compensation as this law on or after January 1, 2021, the employee may could rule remaining 2020 leave provided under AB1667 or ED N-51           20 (see previous two coulumns). For any such leave taken, if the employer did not compensate the covered employee is antited under this law, then upon the oral or written arguest of the employer may conceptures at covered employee to use any other paid or ungoaid leave, paid the covered employee is an employer bus any other paid or ungoaid leave, paid the covered employee is a covered employee to use any other paid or ungoaid leave, paid the covered employee has an employee is setulded from the variable to COVID-19 expession.           - An employer englose to los englose to use any other paid or ungoaid leave, paid the covered employee to first exhaust their COVID-19 SPSL (see ETS FAQ link below for more information).           - Notice posted conspicuously, may be distributed electronically if workers do not frequent a workpla  | Yes           Not specified           Yes           Quarantine or illness           Yes           No           Employers may require employees to identify the basis for requesting leave but cannot require employees to furnish a doctor's note or other supporting documentation.           - The total number of hours of SPSL to which an employee is entitled are in addition to any paid sick leave that may be available to the employee under California Labor Code Section 246 (CA Paid Sick Leave), as well as any pre-existing paid time off (vacation, sick and/or PTO) provided to employees prior to March 16, 2020.           - An employer may not require an employee has at least 80 hours of accrued paid sick leave that an employee has at least 80 hours of accrued paid sick leave (sick leave heast 160 hours of a combination of paid sick leave (sick leave heast 160 hours of a combination of paid sick leave benefits are of September 1, 2021 or at least 160 hours of a contaud paid sick leave benefits afforded employees as of September 1, 2021 or at least 160 hours of a contaud paid sick leave benefits afforded employees as of September 1, 2021 or at least 160 hours of a contination of paid sick leave benefits afforded employees as of September 1, 2021 or at least 160 hours of a contaud paid sick leave benefits afforded employees as of September 1, 2021 or at least 160 hours of a contaud paid sick leave to the setter accrued paid sick leave benefits afforded employees as of September 1, 2021 or at least 160 hours of a contaud paid sick leave benefits afforded employees as of September 1, 2021 are least han 80 hours, or Accrued Leave and the difficiency.           - An employer may credit the total COVID-19 paid sick leave hours furnished to an employee under FFCRA or Cal/OSH   | cannot red<br>- Employees do i<br>- An employer's c<br>may be reduced f<br>equal to or greate<br>hours, on or after<br>response to an E<br>- Employers with<br>paid leave annual   |
| from working due to concerns regarding potential<br>9 transmission Yes ee is advised by a health care provider to self-<br>to concerns related to COVID-19 No No No SL available upon written or verbal notice from an<br>nployee California's Healthy Workplaces, Healthy Families to use any paid or unpaid leave or time off prior to vide leave of equivalent or greater value than, and it required to provide additional leave and/or distributed to all employees | Hiring Entity may also prohibit the employee from working due to concerns regarding potential COVID-19 transmission         Yes         Possibly - leave is available if the employee is advised by a health care provider to self-quarantine or self-isolate due to concerns related to COVID-19         No         No contraction of the provided under California's Healthy Workplaces, Healthy Families Act (CA Paid Sk: Leave), but is not in addition to any leave provided under Executive Order N-51-20 (for tood sector workers) or SPSL provided under similar federal or local law - that time may be counted toward entitlement under this law.         - A Hring Entity may on trequire an employee to use any paid or unpaid leave, paid time off, or vacation time prior to or instead of SPSL.         - If a Hing Entity aready provides a covered worker with a supplemental benefit, such as supplemental paid leave, that is payable for the reaso  | Yes           Ves           Not specified           Yes           Quarantine           Yes           Quarantine           Yes           Not specified - Employer must make SPSL available upon written or verbal notice from an employee           SPSL is in addition to leave provided under California's Healthy Workplaces, Healthy Families Act (CA Paid Sick Leave).           - SPSL is in addition to leave provided under California's Healthy Workplaces, Healthy Families Act (CA Paid Sick Leave).           - If an employer provided supplemental paid leave that is payable for the reasons covered by January 1, 2021, but may not include leave provided under similar law in effect atter January 1, 2021, but may not include leave provided under atter atter January 1, 2021, but may not include leave provided under atter AB1867 or EO N-50           20 (see previous two columns). For any such leave taken, if the employer did not compensation for SPSL to which the covered employee is entitled under this law, then upon the oral or written request of the employer. The amount equal to provide support of under ab1867 or EO N-50           20 (see previous two columns). For any such leave taken, if the employer is excluded from the emount equal to provide the employee with a retroactive payment that provides for such compensation.           - An employer may not require a covered employee to use any other paid or unpaid leave, paid time off, or vacation time priot to or instead of using SPSL. Exception: In order to satisfy the requirement to maintain an employee to use any other paid or unpaid leave, paid time off, or eacred employee is eamings when an e  | Yes           Not specified         Yes           Quarantine or illness         Quarantine or illness           Yes         Yes           No         State of the second | cannot red<br>- Employees do<br>- An employer's of<br>may be reduced the<br>equal to or greated<br>hours, on or after<br>response to an E<br>- Employers with<br>paid leave annual |

| expiredl)   | CA - Fairfax ( <i>expired</i> )  | CA - Long Beach ( <i>expired</i> )   | CA - Marin County ( <i>expired</i> )   |
|---|--|--|--|
| d Sick Leave (2021)   | COVID-19 Supplemental Sick Leave   | COVID-19 Supplemental Paid Sick Leave  | Supplemental Paid Sick Leave   |
|   | Ordinance No. 857  | ORD-20-0017  | Ordinance  |
| 022   | December 3, 2021   | November 1 City Council Memo<br>March 10, 2022   | <u>October 8, 2021</u>   |
| 1/21) - 9/30/21   | 9/1/21 - 9/30/21   | Effective 5/19/20;<br>no set expiration date, reviewed for continuation every 90 days  | 6/8/21 - 9/30/21   |
| to the CA Labor Code  | Expired 9/30/21  | 11/1/21 City Council recommendation set sunset at 12/31/21;  | Expired 9/30/21  |
| /21<br>Stated for 2022 (more to come).  |  | on 12/7/21 the City Council voted to sunset "no sooner than" 2/28/22<br>3/10/22: Now following CA State 2022 SPSL  |  |
| (as revised effective 1/4/22);  |  | S/ 10/22. Now following CA State 2022 ST SL  |  |
| to ETS FAQ below.   | Employers within the town of Fairfax with 25 or fewer employees, excluding federal, state and local government agencies.   | 500+ employees nationally (not subject to FFCRA)   | Employers within the unincorporated area of Marin County with 25 or fewer employees; excludes federal, state or local government agencies.   |
|   | Employees who have worked for the employer for more than 2 hours within the geographic   | All Employees who cannot work or telework. Excludes employees of   | All employees who have worked for the employer for more than two (2) hours within the geographic   |
| me supportive services or waiver care   | boundaries of the town of Fairfax and who cannot work or telework.<br>Does not exclude emergency responders and healthcare workers. However, an employer   | government agencies working within the course and scope of their public service employment.  | boundaries of unincorporated Marin County who cannot work or telework.<br>Does not exclude emergency responders and healthcare workers. However, an employer may deny  |
|   | may deny these individuals all or part of leave for school/care closures if staffing needs dictate.  | Employers may exclude emergency responders and healthcare workers  | these individuals all or part of leave for school/care closures if staffing needs dictate.<br>See notes under Benefit - time available.  |
|   | Not specified  | CBA w/COVID sick leave provisions supersedes ordinance; one without must comply until CBA  | Not specified  |
| f the 2 weeks preceding leave: 80 hours   | - FT or normally scheduled to work at least 40 hours per week: 80 hours  | expressly waives<br>FT: 80 hours   | - FT or normally scheduled to work at least 40 hours per week: 80 hours  |
| •   | <ul> <li>PT or normally scheduled to work fewer than 40 hours per week: the number of hours normally<br/>scheduled during a 2-week period, calculated over the prior 6 months</li> </ul>   | Other: 2-week average  | - PT or normally scheduled to work fewer than 40 hours per week: the number of hours normally scheduled during a 2-week period, calculated over the prior 6 months   |
| alent to the number of hours scheduled to te, employee may finish taking leave.   | - <i>Note:</i> These Supplemental Sick Leave (SSL) hours may have already been accumulated by employees under the now-expired FFCRA. This ordinance will reinstate the time to use SSL benefits to the extent employees have not already exhausted COVID-19 paid sick leave entitlements during the pandemic. An employer may credit the total COVID-19 paid sick leave hours already furnished to an employee under FFCRA or Cal/OSHA regulations, as well as any substantially similar State or Federal COVID 19 paid sick leave legislation that may be enacted in the future, against the SSL obligations required by this ordinance. Nothing in this ordinance shall require that Employers provide employees with a new accrual of SSL hours.  |  | - <i>Note:</i> These Supplemental Paid Sick Leave hours may have already been accumulated by employees under the now-expired FFCRA. This ordinance will reinstate the time to use SPSL benefits to the extent employees have not already exhausted COVID-19 paid sick leave entitlements during the pandemic. Employers are only required to provide SPSL hours on a one-time basis. An employer may credit the total COVID-19 paid sick leave hours already furnished to an employee under FFCRA or Cal/OSHA regulations, as well as any substantially similar State or Federal COVID 19 paid sick leave legislation that may be enacted in the future, against the SPSL obligations required by this ordinance. Nothing in this ordinance shall require that Employers provide employees with a new accrual of SPSL hours.   |
| aid leave<br>SPSL is used, state or local minimum   | 100% pay<br>Max \$511/day, \$5,110 total*  | Own leave: 100% pay; max \$511/day, \$5,110 total  | 100% pay<br>Max \$511/day, \$5,110 total*  |
| ours worked in the full pay periods of the  | * If federal COVID-19 paid leave legislation is enacted that provides benefits exceeding these limits, the federal limits will apply.  | Family care: 66 2/3% pay; max \$200/day, \$2,000 total   | * If federal COVID-19 paid leave legislation is enacted that provides benefits exceeding these limits, the federal limits will apply.  |
| se other paid leave available in order to   |  |  |  |
| d that provides benefits exceeding these  |  |  |  |
| a that provides benefits exceeding these  |  |  |  |
|   |  |  |  |
|   | Ves  | Vos  | Voc  |
|   | Yes  | Yes  | Yes  |
|   | Yes  | Yes  | Yes  |
| ed  |  |  |  |
| ed  | Yes  | Yes  | Yes  |
| ed  | Yes<br>Not specified   | Yes<br>Not specified   | Yes Not specified  |
| ed  | Yes<br>Not specified<br>Yes  | Yes Not specified No   | Yes<br>Not specified<br>Yes  |
| ed  | Yes Not specified Yes Quarantine or illness  | Yes Not specified No Quarantine  | Yes Not specified Yes Quarantine or illness  |
|   | Yes Not specified Yes Quarantine or illness Yes No   | Yes Not specified No Quarantine Yes - minor children only No   | Yes Not specified Yes Quarantine or illness Yes No   |
| ble upon written or verbal notice from an<br>ia's Healthy Workplaces, Healthy Families  | Yes Not specified Yes Quarantine or illness Yes No Employers may require employees to identify the basis for requesting leave but cannot require employees to furnish a doctor's note or other supporting documentation. The total number of hours of SPSL to which an employee is entitled are in addition to any paid  | Yes         Not specified         No         Quarantine         Yes - minor children only         Yes - minor children only         No         Although employers can require employees to identify the basis for requesting leave, they cannot require a doctor's note or other documentation to substantiate an absence.         - Employees do not need to exhaust sick leave or other accrued leave prior to using SPSL.   | Yes Not specified Yes Quarantine or illness Yes No Employers may require employees to identify the basis for requesting leave but cannot require employees to furnish a doctor's note or other supporting documentation. The total number of hours of SPSL to which an employee is entitled are in addition to any paid sick   |
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| ble upon written or verbal notice from an<br>ia's Healthy Workplaces, Healthy Families<br>at is payable for the reasons covered by<br>s this law on or after January 1, 2021, the   | Yes Not specified Yes Quarantine or illness Yes Employers may require employees to identify the basis for requesting leave but cannot require employees to furnish a doctor's note or other supporting documentation. The total number of hours of SPSL to which an employee is entitled are in addition to any paid sick leave that may be available to the employee under California Labor Code Section 246 (CA  | Yes         Not specified         No         Quarantine         Yes - minor children only         Yes - minor children only         No         Although employers can require employees to identify the basis for requesting leave, they cannot require a doctor's note or other documentation to substantiate an absence.         - Employees do not need to exhaust sick leave or other accrued leave prior to using SPSL.         - An employer's obligation to provide paid supplemental sick leave benefits under the ordinance may be reduced for every hour an employer provided an employee with paid leave in an amount equal to or greater than the ordinance's requirements, not including previously accrued   | Yes Not specified Yes Quarantine or illness Yes Second Sec |
| ble upon written or verbal notice from an<br>ia's Healthy Workplaces, Healthy Families<br>at is payable for the reasons covered by<br>s this law on or after January 1, 2021, the<br>fit or leave towards the total number of<br>ided under similar law in effect after   | Yes Not specified Yes Quarantine or illness Yes No Employers may require employees to identify the basis for requesting leave but cannot require employees to furnish a doctor's note or other supporting documentation. The total number of hours of SPSL to which an employee is entitled are in addition to any paid sick leave that may be available to the employee under California Labor Code Section 246 (CA Paid Sick Leave), as well as any pre-existing paid time off (vacation, sick and/or PTO) provided to employees prior to March 16, 2020.  | Yes         Not specified         No         Quarantine         Yes - minor children only         Yes - minor children only         No         Although employers can require employees to identify the basis for requesting leave, they cannot require a doctor's note or other documentation to substantiate an absence.         - Employees do not need to exhaust sick leave or other accrued leave prior to using SPSL.         - An employer's obligation to provide paid supplemental sick leave benefits under the ordinance may be reduced for every hour an employer provided an employee with paid leave in an amount equal to or greater than the ordinance's requirements, not including previously accrued   | Yes         Not specified         Yes         Quarantine or illness         Yes         Second Secon  |
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|  | CA - Sacramento City ( <i>expired</i> )  | CA - Sacramento County (  |
|--|--|---|
|  | Sacramento Worker Protection, Health, and Safety Act<br>Supplemental Paid Sick Leave   | Sacramento County Worker Protection, Hea<br>Supplemental Paid Sick  |
| Link to Law/Ordinance  | <u>Ord. No. 2020-0026</u>  | Ordinance 1593  |
| Latest Trion Statutory Update  | <u>Extension - File ID 2020-01470</u><br><u>May 14, 2021</u>   | Extension - Emergency Ord<br>May 14, 2021   |
| Effective Date   | 7/15/20 - 12/31/20   | 10/1/20 - 12/31/20  |
|  | Extended through 3/31/21<br>(no new leave entitlement)   | Extended through 3/31<br>(no new leave entitleme  |
|  | Expired 3/31/21  | Expired 3/31/21   |
| Employers  | 500+ employees nationally (not subject to FFCRA's EPSLA)   | Employers located within unincorporated Sacramento nationally (not subject to FFCRA)  |
| Eligible Employees   | All employees who perform work in the city who cannot work or telework   | All employees working within unincorporated Sacrame   |
|  | Employers may exclude first responders and healthcare workers  | telework<br>Employers may exclude first responders and healthca   |
|  | Employers may exclude first responders and nealthcare workers  | Employers may exclude first responders and nearince   |
| Collective Bargaining  | Not specified  | Not specified   |
| Agreement Exception<br>Benefit - time available  | FT: 80 hours<br>Other: 2-week average during 6 months prior to 7/15  | Working 40h/week or classified as FT prior to 10/1: 80<br>Other: 2-week average during 6 months prior to 10/1   |
|  |  | other. 2-week average during o months phor to 10/1  |
| Benefit - pay  | Own leave: 100% pay; max \$511/day, \$5,110 total  | Own leave: 100% pay; max \$511/day, \$5,110 total   |
|  | Family care: 66 2/3% pay; max \$200/day, \$2,000 total   | Family care: 66 2/3% pay; max \$200/day, \$2,000 total  |
| Specified Reasons for Use  |  |   |
| Quarantine ordered by public official or healthcare provider   | Yes  | Yes   |
| Experiencing symptoms and seeking medical treatment  | Yes  | Yes   |
| Underlying health condition or over age 65   | Yes  | Yes   |
| To obtain COVID-19<br>vaccination, or to recover from<br>illness due to vaccination<br>Care for family member who is |  | Yes   |
| sick and/or under official or<br>healthcare provider-directed<br>quarantine  | Quarantine   | Quarantine  |
| Care for family member whose<br>school or care facility is<br>closed   | Yes - minor children only  | Yes - minor children o  |
| Worksite closure due to official public health order or  | Yes  | Yes   |
| recommendation<br>Documentation  | An employer may request the basis for SPSL; provided, however, that a doctor's note or   |   |
|  | other documentation is not required.   | other documentation is not r  |
| Employer Offset  | <ul> <li>SPSL is in addition to any other paid sick leave, paid time off, or vacation time that an employer currently provides to an employee by statute, policy, or collective bargaining agreement</li> <li>An employer may not require an employee to use other accrued paid sick leave, paid time off, or vacation time before using SPSL</li> <li>If an employer has granted additional paid sick leave (beyond any paid sick leave, paid time off, or vacation time afforded an employee by statute, policy, or collective bargaining agreement) since March 19, 2020 specifically for use for COVID-19-related matters, the employer may use those leave hours as a credit against the number of SPSL hours required by this section.</li> <li>Employers that provide paid leave under California Supplemental Paid Sick Leave (Executive Order N-51-20) are permitted to offset that leave.</li> </ul> | <ul> <li>SPSL is in addition to any other paid sick leave, paid employer currently provides to an employee by statute agreement.</li> <li>An employer may not require an employee to use oth time off, or vacation time before using SPSL.</li> <li>If an employer granted additional paid sick leave (betome off, or vacation time afforded an employee by statute bargaining agreement) since March 19, 2020, specific matters, the employer may use those leave hours as a SPSL hours required by this ordinance.</li> <li>If an employee is entitled to leave hours pursuant to codified by AB1867), the employer may use those leave number of SPSL hours required by this ordinance.</li> </ul> |
| Notice to Employees  |  |   |
|  | Notice of safety requirements only   | None stated   |
| Notice to Employees - link<br>Additional Links   | N/A  | N/A   |
|  | https://sacramentocovidrelief.org/workers/information-for-workers/   | Businesses_Workers (sacco   |

CA - San Anselmo (expired) CA - San Francisco (City & County) (expired) (expired) ealth, and Safety Act of 2020 Supplemental Paid Sick Leave Public Health Emergency Leave k Leave Urgency Ordinance <u>Ord. No. 59-20</u> Extension - Ord. No. 20-21 <u>rdinance</u> October 8, 2021 <u>May 14, 2021</u> 8/16/21 - 9/30/21 4/17/20 - 12/31/20 31/21 Extended through 4/12/21 (no new leave entitlement) ment) Expired 9/30/21 Expired 4/12/21 nto County with 500+ employees All private employers within the Town of San Anselmo with 25 or fewer employees 500+ employees worldwide (not subject to FFCRA) Effective 2/11/21: Conditionally excludes Non-Profit Organizations that do not Healthcare Operations (both as defined). amento County who cannot work or All employees who have worked for the employer for more than two hours within the All employees who perform work in the City or County of San Francisco who c geographic boundaries of San Anselmo who cannot work or telework work or telework ncare workers Does not exclude emergency responders and healthcare workers. However, an employer may deny these individuals all or part of leave for school/care closures if Employers may limit use by emergency responders and healthcare workers e staffing needs dictate. employee's own health needs Not specified With expressed clear waiver 80 hours T (40h/week): 80 hours T: 80 hours Other: 2-week average during 6 months prior to leave Other: 2-week average hours scheduled in the 6 months prior to 2/25/20 EEs hired after 2/25/20: Eligible for the number of hours equal to the avg 2-w worked between DOH and date of SF leave, including hours for which any type was taken Max \$511/day, \$5,110 total\* 100% pay \* If federal COVID-19 paid leave legislation is enacted that provides benefits exceeding these limits, the federal limits will apply. Yes Yes Yes Yes Not specified Yes Yes No Quarantine or Illness Quarantine or Illness Yes Yes only No No ided, however, that a doctor's note or Employers may require employees to identify the basis for which the employee An employer may require an employee to identify the basis for requesting Pu is requesting leave but cannot require employees to furnish Emergency Leave, but may not require the disclosure of health information ot required. a doctor's note or other supporting documentation. documentation (including but not limited to a doctor's note) vaid time off, or vacation time that an - SPSL is in addition to any other paid sick leave, paid time off, or vacation time that an - Employees may, but are not required to, use other accrued paid time off befo ute, policy, or collective bargaining employer provided employees on or before March 16, 2020. - To the extent an employee had at least eighty (80) hours of accrued paid sick leave - PHEL is in addition to any paid time off an employer offered or provided emp other accrued paid sick leave, paid benefits as of the date of this Ordinance or at least one hundred sixty (160) hours of a or before April 17. combination of paid sick leave, vacation and PTO paid time off benefits ("Accrued - However, an employer's obligation to offer PHEL may be reduced for every h beyond any paid sick leave, paid Leave Benefits"), the obligation to provide Supplemental Paid Sick Leave under this employer allowed an employee to take paid time off for reasons consistent w statute, policy, or collective Ordinance shall be deemed to be satisfied. To the extent accrued paid sick leave outlined under the ordinance on or after February 25, 2020, not including any cifically for use for COVID-19 related benefits afforded employees as of the date of this Ordinance were less than eighty (80) previously accrued hours. s a credit against the number of hours, or Accrued Leave Benefits were less than one hundred sixty (160) hours, an - Employers that provide paid leave under California Supplemental Paid Sick L Employer is required to furnish Supplemental Paid Sick Leave to the extent of (Executive Order N-51-20) are permitted to offset that leave. to Executive Order N-51-20 (now such deficiency. An Employer may credit the total COVID-19 paid sick leave leave hours as a credit against the hours already furnished to an Employee under the FFCRA or Cal/OSHA Effective 2/11/21: Emergency Ordinance 21-20 removed the requirement that regulations, as well as any substantially similar State or Federal COVID-19 paid employers must permit employees to use (i.e., be paid for) PHEL for hours the sick leave legislation that may be enacted in the future, against the Supplemental scheduled to work. Paid Sick Leave obligations required by this Ordinance. Nothing in this Ordinance shall require that employers provide employees with a new accrual of Supplemental Paid Sick Leave hours. Within 7 days of adoption of this Ordinance employers must provide notice to employees of their rights under this Ordinance in a manner calculated to reach all employees, including posting a notice in both English and Spanish in the workplace, on Notice posted conspicuously and/or distributed to all employees, in all lang spoken by 5% of population; record on wage statement "to the extent feat any intranet or app- based platform and/or via email. Each Employer shall also maintain a record of each employee's name, the hours worked, and pay rate for at least a three-year period Poster It is not clear whether a model notice will be provided. https://www.townofsananselmo.org/1494/Town-Ordinance---COVID-19-Sick-Leave county.net) https://sfgov.org/olse//node/1021

EXPIRED

| not organized<br>memory         Mode (2) and quality de emergency into (2-EX)<br>memory (2-EX)         Image (2-EX)         Image (2-EX)           not organized<br>memory (2-EX)         Provide (2-EX)         Image (2-EX)         Image (2-EX)           not organized<br>memory (2-EX)         Provide (2-EX)         Image (2-EX)         Image (2-EX)           not organized<br>memory (2-EX)         Provide (2-EX)         Image (2-EX)         Image (2-EX)           not organized<br>memory (2-EX)         Provide (2-EX)         Image (2-EX)         Image (2-EX)           not organized<br>memory (2-EX)         Provide (2-EX)         Image (2-EX)         Image (2-EX)         Image (2-EX)           not organized<br>memory (2-EX)         Provide (2-EX)         Image (2-EX)         Image (2-EX)         Image (2-EX)         Image (2-EX)           not organized<br>memory (2-EX)         Provide (2-EX)         Image   |                | CA - San Jose (expired)  | CA - San Mateo County (expired)   |  |
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| Description         Description         Description         Description           Version         Address State         Address State         Address State         Address State           Version         Address State         Address State         Address State         Address State           Version         Address State         Address State         Address State         Address State           Version         Factor State         Factor St  |                | COVID-19 Paid Sick Leave   | Supplemental Paid Sick Leave  |  |
| Interact         Interact         Interact         Interact         Interact           4 (202)         4(202)         1   |                |  |   |  |
| 4-750     1501/001       Paral 1501/001     Paral 1501/001       Para 1501/001     Paral 1501/001       Para 1501/001     Paral 1501/001       Para 1501/001     Paral 1501/001       Para 1501/001     Para 1501/001 <tr< td=""><td></td><td></td><td></td><td></td></tr<>   |                |  |   |  |
| Burk Law and Mark Law Marketing<br>Conservations and Marketing Marketing<br>Marketing Marketing Marketing<br>Marketing Marketing Marketing<br>Marketing Marketing Marketing<br>Marketing Marketing Marketing<br>Marketing Marketing Marketing<br>Marketing Marketing<br>Marketing Marketing<br>Marketing Marketing<br>Marketing Marketing<br>Marketing Marketing<br>Marketing Marketing<br>Marketing Marketing<br>Marketing Marketing<br>Marketing<br>Marketing Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketing<br>Marketi  |                |  |   |  |
| Image: State  |                |  |   | Poinctr                                    |
| Number         Number<   |                | (no new leave entitlement)   |   | Reinsta                                    |
| Interced     Market 20 are calculated to be service (inter 1-1000)     Interced 2000, 1000,   |                | Expired 6/30/21  | · · · · · · · · · · · · · · · · · · ·   |  |
| Status         Number of the status         Numer of the status         Number of the status <td></td> <td></td> <td>500+ employees nationally; excludes federal, state and local government agencies</td> <td>All employ<br/>nationally</td>   |                |  | 500+ employees nationally; excludes federal, state and local government agencies      | All employ<br>nationally                   |
| extent         extent<   |                |  |   | Employers<br>required to                   |
| set and televisions and televi  |                |  | Mateo County since January 1, 2020; excludes food sector workers covered under        | Employee:<br>Work" per                     |
| 1.1 (2) Note:         1.1 (2)   |                |  | Employers may limit use by emergency responders, healthcare workers and aviation      |  |
| Average of the set overlap and and a matter prior to 4/     Other 2 week alongs bekeen 1/1 and ///     O       Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///       Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///       Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///       Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///       Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///       Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///       Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///       Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///       Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///       Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///       Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///       <   |                | Not specified  | With expressed clear waiver   | Not specif                                 |
| Average of the set overlap and and a matter prior to 4/     Other 2 week alongs bekeen 1/1 and ///     O       Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///       Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///       Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///       Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///       Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///       Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///       Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///       Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///       Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///       Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///       Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///     Inter 2 week alongs bekeen 1/1 and ///       <   |                |  | •   | FT: 80 hou                                 |
| Integ of laws     T. 00 cors     Integ of laws     Integ o  |                |  |   | Other: 2-w                                 |
| Image: Series   |                |  |   | - An emplo<br>sick leave                   |
| Indicators to base of employee used EPSL in 2220 under original ordinance or under<br>Production of any or applicable indicators of under<br>grants or drag for into if any or applicable indicators of under<br>grants or drag for into if any or applicable indicators of under<br>grants or drag for into if any or applicable indicators of under<br>grants or drag for into if any or applicable indicators of under<br>grants or drag for into if any or applicable indicators of under<br>grants or drag for into if any or applicable indicators of<br>grants of into into into into into into into into  |                | PT: 2-week average<br>Other/Variable schedule: average number of hours scheduled per day during 6 months |   | week perio                                 |
| Indicators to base of employee used EPSL in 2220 under original ordinance or under<br>Production of any or applicable indicators of under<br>grants or drag for into if any or applicable indicators of under<br>grants or drag for into if any or applicable indicators of under<br>grants or drag for into if any or applicable indicators of under<br>grants or drag for into if any or applicable indicators of under<br>grants or drag for into if any or applicable indicators of under<br>grants or drag for into if any or applicable indicators of<br>grants of into into into into into into into into  |                | Amounts above are entitlements for the period beginning April 2, 2020 (i.e., no new                      |   |  |
| Ending case: 66 20% pagy rank 5000day, 52.000 ktrall         Max Si Tiday, 50, 110 total         Max Si Tiday, 50,  |                | entitlement to leave if employee used EPSL in 2020 under original ordinance or under                     |   |  |
| Family care: 66 20% pay' nax 9000bins, 92:000 bins     9:000 bins     <  |                | Own leave: 100% pay*; max \$511/day, \$5,110 total   |   | Own leave                                  |
| * present of regular rate of pay or againable minimum wage         *           • and the second of  |                | Family care: 66 2/3% pay*; max \$200/day, \$2,000 total  | Max \$511/day, \$5,110 total  | \$5,110 tot                                |
| Image: set in the set   |                | * greater of regular rate of pay or applicable minimum wage  |   | With reins                                 |
| Image: set in the set   |                |  |   |  |
| Image: set in the set   |                |  |   |  |
| Image: second  |                | Yes  | Yes   |  |
| Image:  |                | Yes  | Yes   |  |
| Image: state         Image: state<  |                | Not specified  | Not specified   |  |
| Image: space  |                | No   | No  |  |
| No         No           Public Health         Not specified         An employer may request information supporting an employee's request for support may request by the United States Department of Labor.           Defore using any approach leave at least equivalent to the Paid States methodes in the Paid States Department of Paid States Department of Labor.         SPSL is in addition to and independent of any form of leave (e.g., succentor, sick, or support Paid or uppid er using a normal complex in the methode or using the ordinance or succentor states the environment of paid personal leave bests than the Paid State Is any environment or the state state is environment or paid states the environment or used by the Ordinance or required to ruppid er may any or the Ordinance enter the environment or paid states the environment or used by the Ordinance.         SPSL is in additional paid leave spacifically for COVID-19 related to unitare part and or uppid er use any other paid or uppid leave, paid or uppid er use any other paid or uppid er use any other paid or used by the Ordinance.           Intertwork         Effective date. The employer must provide the amount or sick leave hours negline to provided states apprinted to take ave based teal view part and the provision or additional paid leave particular to the laws of another juris diction provided states and hours as the employee would have received under SPSL.           Intertwork         Effective 11/12021 same as above, plus         None stated           Intertwork         None stated         None stated <td></td> <td>Quarantine</td> <td>Quarantine or Illness</td> <td></td>   |                | Quarantine   | Quarantine or Illness   |  |
| Public Health<br>tion or other         An employer may request information supporting an employee's request for<br>Supplemental Paid Sick Leave, as provided in the FFCRA or in the applicable<br>regulations or guidance issued by the United State Department of Labor.           before using<br>Paid personal leave at least equivalent to the Paid Sick time required by this Ordinance.         - SPSL is in addition to and independent of any form of leave (e.g., vacation, sick, or<br>spersonal leaves) to which an employee may be entited to utilize pursuant to the<br>employee so that the extent of such effective of the composition of<br>the detent of such effective of the composition to the Paid Sick time required by this Ordinance<br>on the Ordinance reflective date, at least the number of paid sick keave hours required<br>to the effective date. The employer must provide the amount of sick keave hours near<br>to the effective date. The employer must provide the amount of sick keave hours near<br>to the effective 1/1/2021: Same as above, plus:         - An employer provide addition at paid leave specification<br>to the employee in the ordinance.         - An employee provide addition at paid leave specification<br>to the employee to the total hours required by the Ordinance.         - An employee provide addition at paid leave specification<br>to the effective 1/1/2021: Same as above, plus:         - An employee provide leave specification<br>ordinance.         - An employee would have received under SPSL.         - If an employee<br>to the employee as a rete of pay or hourly accrued<br>the motion or additional paid leave specification<br>to the effective 1/1/2021: Same as above, plus:         - An employee provided by the ordinance may be<br>enduced for every hourd the many ployee at a rete of pay or hourly accrued<br>the ass than that provide by SPSL under the any ployee<br>or offer any tince, the employee would have received under SPSL.  |                | Yes - minor children only  | Yes   |  |
| Public Health<br>tion or other         An employer may request information supporting an employee's request for<br>Supplemental Paid Sick Leave, as provided in the FFCRA or in the applicable<br>regulations or guidance issued by the United State Department of Labor.           before using<br>Paid personal leave at least equivalent to the Paid Sick time required by this Ordinance.         - SPSL is in addition to and independent of any form of leave (e.g., vacation, sick, or<br>spersonal leaves) to which an employee may be entited to utilize pursuant to the<br>employee so that the extent of such effective of the composition of<br>the detent of such effective of the composition to the Paid Sick time required by this Ordinance<br>on the Ordinance reflective date, at least the number of paid sick keave hours required<br>to the effective date. The employer must provide the amount of sick keave hours near<br>to the effective date. The employer must provide the amount of sick keave hours near<br>to the effective 1/1/2021: Same as above, plus:         - An employer provide addition at paid leave specification<br>to the employee in the ordinance.         - An employee provide addition at paid leave specification<br>to the employee to the total hours required by the Ordinance.         - An employee provide addition at paid leave specification<br>to the effective 1/1/2021: Same as above, plus:         - An employee provide leave specification<br>ordinance.         - An employee would have received under SPSL.         - If an employee<br>to the employee as a rete of pay or hourly accrued<br>the motion or additional paid leave specification<br>to the effective 1/1/2021: Same as above, plus:         - An employee provided by the ordinance may be<br>enduced for every hourd the many ployee at a rete of pay or hourly accrued<br>the ass than that provide by SPSL under the any ployee<br>or offer any tince, the employee would have received under SPSL.  |                | No   | No  |  |
| tion or other     Supplemental Paid Sick Leave, as provided in the FFCRA or in the applicable<br>regulations or guidance issued by the United States Department of Labor.       before using<br>reployees on<br>structure structure   | Dublic Hoolth  |  |   | Only on                                    |
| Paid personal feave at least equivalent to the Paid Sick time required by this Ordinance.       proposes if such employee provides some combination of paid personal leaves) to which an employee to use any other paid or unpaid leave, paid if such employer must comply with this Ordinance to Educate elements of such deficiency.       An employee to use any other paid or unpaid leave, paid if the extent of such deficiency.       If an employee to use any other paid or unpaid leave, paid if the extent of such deficiency.       If an employee to use any other paid or unpaid leave, paid if the extent of such deficiency.       If an employee to use any other paid or unpaid leave, paid if the extent of such deficiency.       If an employee to use any other paid or unpaid leave, paid if the extent of such deficiency.       If an employee row other and excent of use other paid sick leave hours required by the Ordinance.         ick Leave       to the effective date. The employer must provide the amount of sick leave hours needed by the ordinance.       If an employee my other some specifically for COVID-19 related provise to a deficiency for COVID-19 related provises of additional paid leave specifically for COVID-19 related provise of additional paid leave specifically for COVID-19 related provise of additional paid leave specifically for COVID-19 related provise of additional paid leave specifically for COVID-19 related provise of additional paid leave specifically for COVID-19 related provise of additional paid leave specifically for COVID-19 related provise of additional paid leave specifically for COVID-19 related provise of additional paid leave specifically for COVID-19 related provise of additional paid leave specifically for COVID-19 related provise of additional paid leave specifically for COVID-19 related provise of additional paid leave specid additional paid leave provide S  |                | Not specified  | Supplemental Paid Sick Leave, as provided in the FFCRA or in the applicable           | Only spe                                   |
| Sick time required by this Ordinance, the employer must comply with this Ordinance in the extent of such deficiency.       - An employer may not require an employee to use any other paid or unpaid leave, paid with the extent of such deficiency.       - An employer may not require an employee to use any other paid or unpaid leave, paid with the extent of such deficiency.       - An employer may not require an employee to use any other paid or unpaid leave, paid with the extent of such deficiency.       - An employer may not require an employee to use any other paid or unpaid leave, paid with the extent of such deficiency.       - An employer may not require an employee to use any other paid or unpaid leave, paid with the extent of such deficiency.       - An employer may not require an employee to use of paid set leave accrued or used by the employee provided supplemental leave pursuant to the laws of an other paid or unpaid leave, paid with the ordinance.       - An employer may not require an employee to use other paid leave provided supplemental leave pursuant to the laws of another jurisdiction to provide Supplemental leave pursuant to the laws. If an employer to be ordinance and paid eave specifically for COVID-19 Leave to an employee at rate of pay or hourly accrual rate of paid sick leave hours needed for every hour the employee was permitted to take such leave. If an employer or provided Voluntary COVID-19 Leave to an employee of the employee of the employee uses the paid sick time under this ordinance.         Image:       - An employer may not require an employee to use other paid sick time under this ordinance.       - An employer  | -              | Paid personal leave at least equivalent to the Paid Sick time required by this Ordinance.                | personal leaves) to which an employee may be entitled to utilize pursuant to the      | - This ordi<br>what an er                  |
| t with those<br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b>any</b><br><b></b> |                | Sick time required by this Ordinance, the employer must comply with this Ordinance to                    | - An employer may not require an employee to use any other paid or unpaid leave, paid | <ul> <li>Does not<br/>with some</li> </ul> |
| by the Ordinance, regardless of paid sick leave accrued or used by the employee prior<br>to the effective date. The employer must provide the amount of sick leave hours nequined by the ordinance.<br>Effective 1/1/2021: Same as above, plus:<br>- An employer not require an employee uses the paid sick time under this<br>ordinance.<br>Effective 1/1/2021: Same as above, plus:<br>- An employer to the employee before the employee uses the paid sick time under this<br>ordinance.<br>Ianguages<br>feasible*<br>None stated<br>None stated<br>None stated  | •              |  |   | required b<br>combination                  |
| Ito bring the employee up to the total hours required by the Ordinance.       Fequiring the provision of additional paid leave specifically for COVID-19 related purposes at any time, the obligation to provide SPSL under this Ordinance may be reduced for every hour the employee to take such leave. If an employee to use other paid leave provided by the employer to the employee before the employee uses the paid sick time under this ordinance.       requiring the provision of additional paid leave specifically for COVID-19 related purposes at any time, the obligation to provide SPSL under this Ordinance may be reduced for every hour the employee to take such leave. If an employee to use other paid leave provided by the employer to the employee before the employee uses the paid sick time under this ordinance.       requiring the provision of additional paid leave specifically for COVID-19 related purposes at any time, the obligation to provide SPSL under this ordinance may be reduced for every hour the employee to take such leave. If an employee ordinance.       requiring the provision of additional paid leave specifically for COVID-19 related to take such leave. If an employee ordinance.       requiring the provision of additional paid leave specifically for COVID-19 related to take such leave. If an employee ordinance is the employee before the employee uses the paid sick time under this ordinance.       requiring the provision of additional paid leave specifically for COVID-19 related to take such leave. If an employee ordinance is the employee before the employee uses the paid sick time under this ordinance.       requiring the provision of additional paid leave specifically for COVID-19 related to take such leave. If an employee ordinance is the employee would have received under SPSL.       requiring the provision of additional paid leave specifically for COVID-19 related to take such leave. If an employee or   |                |  |   | required to<br>- To the ex                 |
| that       Effective 1/1/2021: Same as above, plus:       - An employer may not require an employee to use other paid leave provided by the employee may not require an employee uses the paid sick time under this ordinance.       - An employer may not require an employee to use other paid leave provided by the employee area to an employee to the employee before the employee uses the paid sick time under this ordinance.       - An employee may not require an employee to use other paid leave provided Voluntary COVID-19 Leave to an employee at rate of pay or hourty accrual rate less than that provided by SPSL, then such amounts or hours may be offset against such rates and hours as the employee would have received under SPSL.       - It is the paid to be the employee to use other paid leave provided Voluntary COVID-19 Leave to an employee to use other paid leave provided Voluntary COVID-19 Leave to an employee at rate of pay or hourty accrual rate less than that provided by SPSL, then such amounts or hours may be offset against such rates and hours as the employee would have received under SPSL.       - It is the paid to be the paid to b   | ick Leave      | to the effective date. The employer must provide the amount of sick leave hours needed                   | 30, 2020, or provided supplemental leave pursuant to the laws of another jurisdiction | sick time s<br>federal or                  |
| s they are not<br>employer to the employee before the employee before the employee uses the paid sick time under this<br>ordinance.       provided Voluntary COVID-19 Leave to an employee at a rate of pay or hourly accrual<br>rate less than that provided by SPSL, then such amounts or hours may be offset<br>against such rates and hours as the employee would have received under SPSL.       provided Voluntary COVID-19 Leave to an employee at a rate of pay or hourly accrual<br>rate less than that provided by SPSL, then such amounts or hours may be offset<br>against such rates and hours as the employee would have received under SPSL.       provided Voluntary COVID-19 Leave to an employee at a rate of pay or hourly accrual<br>rate less than that provided by SPSL, then such amounts or hours may be offset<br>against such rates and hours as the employee would have received under SPSL.       provided Voluntary COVID-19 Leave to an employee at a rate of pay or hourly accrual<br>rate less than that provided by SPSL, then such amounts or hours may be offset<br>against such rates and hours as the employee would have received under SPSL.       provided Voluntary COVID-19 Leave to an employee would have received under SPSL.       provided Voluntary COVID-19 Leave to an employee would have received under SPSL.       provided to an employee to an employee to an employee would have received under SPSL.         languages<br>feasible"       None stated       None stated       None stated       None stated  |                |  | purposes at any time, the obligation to provide SPSL under this Ordinance may be      | obligations<br>of paid lea                 |
| ordinance.     against such rates and hours as the employee would have received under SPSL.     -       Image: feasible*     None stated     None stated  | s they are not | - An employer may not require an employee to use other paid leave provided by the                        | provided Voluntary COVID-19 Leave to an employee at a rate of pay or hourly accrual   | paid sick lexceed the                      |
| languages<br>feasible"     None stated  |                |  |   | - If the em                                |
| feasible"   |                |  |   | benefit.                                   |
| feasible"   |                |  |   |  |
| feasible"   | languages      | None stated  | None stated   | Written                                    |
| N/A N/A   |                |  |   |  |
| N/A N/A   |                | ····   | ····  |  |
| https://www.sanjoseca.gov/your-government/departments-offices/public-works/labor-   |                |  | N/A   |  |
| nttps://www.sanjoseca.gov/your-government/departments-onices/public-works/labor-<br>compliance/urgency-covid-19-paid-sick-leave-ordinance   |                |  |   |  |

| CA - Santa Rosa ( <i>expired</i> )   | CA - Sonoma County (expired)   |
|--|--|
| COVID-19 Paid Sick Leave   | Supplemental Paid Sick Leave   |
| <u>ORD 2020-006</u>  | Ordinance No. 6336 2/9/21 (replaced Ordinance 6320)  |
| Reinstatement - ORD 2021-001   | Ord. No. 6348 6/8/21   |
| <u>October 8, 2021</u><br>7/7/20 - 12/31/20  | <u>October 8, 2021</u><br>8/18/20 - 12/31/20,  |
| stated effective 2/2/21 through the later of 3/31/21 or expiration of FFCRA tax  | unless FFCRA is extended   |
| credits - website reflects 9/30/21 expiration<br>(no new leave entitlement)  | 2/9/21: Extended to 6/30/21 (no new leave entitlement)   |
| Amendments from original ordinance noted below.  | 6/8/21: Extended to 9/30/21 (with new leave entitlement in 2021)   |
| Expired 9/30/21  | Updates/amendments noted below.  |
|  | Expired 9/30/21  |
| oyers (original ordinance applied to employers with 500+ employees<br>ly); excludes government employers except the City of Santa Rosa   | 500+ employees nationally; excludes government agencies  |
| ers under 50 employees who qualify for exemption from FFCRA are not<br>to provide leave for child care due to school/care closure.   | Effective 2/9/21: All employers within the unincorporated areas of the county; excludes government agencies  |
| ees who have worked at least 2 hours in the city, perform "Allowed or Essential ermitted in Orders issued by the Sonoma County Public Health Officer, and are o work   | Employees who have worked at least 2 hours within the geographical boundaries of unincorporated Sonoma County, and are unable to work or telework.   |
|  | Does not exclude emergency responders and healthcare workers.<br>Effective 2/9/21: an employer may deny these individuals all or part of leave for school/care<br>closures if staffing needs dictate.  |
| cified   | Not specified  |
| ours   | FT (40h/wk): 80 hours  |
| -week average<br>ployee who works part of his or her hours within the city limits is entitled to paid<br>we hours equal to the number of hours he or she works on average over a two-  | 6/8/21 Urgency Ordinance: A full-time Employee who is normally scheduled to work forty (40) or more hours per week may use up to eighty (80) hours of Supplemental Paid Sick Leave from January 1, 2021 through September 30, 2021.  |
| riod in the city   | Other: 2-week average over the prior 6 months<br>6/8/21 Urgency Ordinance: no change   |
|  | See additional notes under Employer Offset below.  |
|  |  |
|  | 100%   |
| ve: 100% pay; max \$511/day,<br>otal   | 100% pay<br>Max \$511/day, \$5,110 total   |
| nstatement of ordinance: Family care: 66 2/3% pay; max \$200/day, \$2,000 total  |  |
|  |  |
| Yes  | Yes  |
| Yes  | Yes  |
| Not specified  | Not specified  |
| No   | Yes - added 6/9/21   |
| Quarantine   | Quarantine or Illness  |
| Yes - minor children only  | Yes  |
|  |  |
| No   | No   |
| pecifies that for an employee or family member instructed to isolate "a written<br>note from a medical provider is not required".  | An employer may request the basis for SPSL but may not require employees to furnish a doctor's note or other documentation.  |
| dinance is intended to provide additional COVID-related paid sick leave beyond   |  |
| employer normally provides.<br>not apply to any employer that has provided its employees, as of July 7, 2020,<br>ne combination of paid personal leave at least equivalent to the paid sick time<br>by this ordinance for a COVID-related leave. An employer that provides some<br>tion of paid sick leave less than the paid sick time required by this chapter is<br>to comply with this chapter to the extent of such deficiency. | Sick Leave law as well as any preexisting paid time off (vacation, sick and/or PTO) provided to employees prior to March 16, 2020, subject to the below potential offsets. An employer may not require an employee to use any other paid or unpaid leave, sick pay, paid time off, or vacation time provided by the employer to the employee before the employee uses SPSL If an employee has at least 80 hours of accrued paid sick leave benefits as of August 18, 2020, or at least 160 hours of a combination of paid sick leave, vacation and PTO paid time off benefits ("Accrued Leave Benefits"), the obligation to provide SPSL will be considered          |
| e specifically related to COVID-19, employers may substitute leave under the<br>or state law for its obligations under this ordinance to the extent those<br>ons coincide and the relevant federal or state law permits such concurrent use  | satisfied. If accrued paid sick leave benefits afforded employees as of August 18 are less than 80 hours, or Accrued Leave Benefits are less than 160 hours, an employer is required to furnish SPSL to the extent of such deficiency.   |
| eave; provided, however, that employers shall be required to provide additional<br>k leave under this chapter to the extent that the requirements of this chapter<br>he requirements of those laws.<br>mployer can show that the need for an employee's requested leave is due to  | Effective 2/9/21: Employers may credit the total COVID-19 paid sick leave hours already provided under FFCRA, AB 1867 (CA State SPSL), Cal/OSHA regulations and the original Sonoma County Ordinance, as well as any substantially similar COVID-19 paid sick leave legislation that may be enacted in the future, against this Ordinance's requirements.  |
| oyee's intentional violation of a health order, then the employer may deny the   | Effective 6/8/21: Employers are only required to provide the SPSL hours on a one-time basis.<br>- To the extent an employee has at least 80 hours of accrued paid sick leave benefits as of<br>June 8, 2021 or at least 160 hours of a combination of paid sick leave, vacation and PTO paid   |
|  | time off benefits ("Accrued Leave Benefits"), the obligation to provide Sonoma County SPSL<br>will be considered satisfied. To the extent accrued paid sick leave benefits afforded<br>employees as of June 8, 2021 are less than 80 hours, or Accrued Leave Benefits are less<br>than 160 hours, an employer must provide SPSL to the extent of such deficiency.<br>- An Employer may credit the total COVID-19 paid sick leave hours furnished to an Employee<br>under the American Rescue Plan Act, AB 85 (budget act), SB 95 (CA State SPSL), and/or<br>Cal/OSHA regulations against the Supplemental Paid Sick Leave obligations required by this<br>Ordinance. |
| n notice of employee rights to current employees and to new hires within one week of the start of employment   | Notice posted in English and Spanish in the workplace, on any intranet or app-based platform,<br>or via email  |
| Notice   | Notice   |
|  |  |
| Website  | Website  |



|  | Colorado (expired)   | Colorado (expired)  | District of Colombia (expired)   | Maryland (never took effe  |
|--|--|---|--|--|
|  | Health Emergency Leave with Pay (HELP)   | Healthy Families and Workplaces Act<br>Emergency Paid Sick Leave  | Paid Public Health Emergency Leave   | Essential Workers Protection<br>Public Health Emergency Leave  |
| Link to Law/Ordinance  | Rules  | <u>SB20-205</u>   | D.C. Act 23-326 "CSEA"   | <u>HB581</u>   |
| Latest Trion Statutory Update  | <u>May 1, 2020</u>   | <u>April 9, 2021</u>  | <u>D.C. Act 24-125</u><br>December 3, 2021   | August 11 Proclamation August 27, 2021   |
| Effective Date   | Originally 3/26/20,<br>amended 4/3 and 4/27  | 7/14/20 - 12/31/20  | 3/11/20 - 12/31/20   | Enacted 5/30/21<br>PHEL will only become a requirement of emp  |
|  | Effective through 7/14/20 - terminated upon enactment of SB20-205  | HFWA's permanent Public Health Emergency Leave applies 1/1/21 and later   | Extended through 6/10/21 by D.C. Act 24-30<br>Extended further by D.C. Act 24-62, signed 5/3/21, and Mayor's Order 2021-069, which extends<br>the public health emergency "for so long as District of Columbia law extends the emergency".<br>D.C. Act 24-96 extended PHEL through 9/5/21,<br>D.C. Act 24-125 extended PHEL through 11/5/21.<br>(no new leave entitlement)<br>Expired 11/5/21  | <ol> <li>the Maryland State of Emergency due to COVID-19 is ren<br/>12), and</li> <li>state or federal funds for PHEL purposes are made availa<br/>this would happen during the state buck<br/>August 11 Proclamation - SOE ender</li> </ol>   |
| Employers  | All employers in specified industries (expanded 4/3 and 4/27)  | All employers to which FFCRA's EPSLA does not already apply   | Any employer with 50-499 employees that is not a health care provider  | "Essential Employers" identified by the governor or a state or<br>in operation during a catastrophic health emergency.<br>A "catastrophic health emergency" is defined as "a situation ir  |
|  |  |   |  | serious disability is threatened imminently because of exposu<br>executive proclamation and related to a communicable diseas   |
| Eligible Employees   | All employees of employers in specified industries   | All employees not currently covered under FFCRA's EPSLA who are unable to work or telework  | All employees employed for at least 15 days prior to the request for leave   | "Essential Workers", defined as those who (1) perform work<br>be performed remotely and (2) provides services that the em<br>its operations.   |
| Collective Bargaining<br>Agreement Exception   | Not specified  | CBA providing equivalent or more generous paid leave supersedes law   | Not specified  | Not specified  |
| Benefit - time available   | Two calendar weeks (up to a maximum of 80 hours). If the employee was not going to work<br>during all two weeks, the employee is paid for those days he or she actually would have worked.<br>If the employee receives a negative test result before the end of two weeks, the paid leave ends   |   | FT: 80 hours<br>Other: 2-week average  | <ul> <li>If specified in a federal program, order, law or regulation, learned under that requirement;</li> <li>If not specified in a federal program, order, law or regulation - Full-Time/40 hours/week: 112 hours</li> <li>Part-Time/&lt;40 hours/week: an amount of hours equivalent during a 4-week period</li> <li>Variable schedule: an amount of hours equivalent to the n scheduled per week over the 6-month period prior to the date worker did not work during that 6-month period, the greater o or the average hours per week the worker would normally be</li> </ul> |
| Benefit - pay  | Two-thirds of the employee's regular rate of pay   | Consistent with FFCRA:<br>Own leave: 100% pay; max \$511/day, \$5,110 total<br>Family care or "substantially similar condition": 66 2/3% pay; max \$200/day, \$2,000 total  | 100% рау   | Not specified  |
| Specified Reasons for Use<br>Quarantine ordered by public  |  |   |  |  |
| official or healthcare provider  | Yes  | Yes   | Yes  | Yes  |
| Experiencing symptoms and seeking medical treatment  | Yes  | Yes   | Yes  | Yes  |
| Underlying health condition or over age 65   | Not specified  | Yes - follows FFCRA guidance  | Yes - follows FFCRA guidance   | Not specified  |
| To obtain COVID-19<br>vaccination, or to recover from<br>illness due to vaccination<br>Care for family member who is | No   | No  | No   | Not specified  |
| sick and/or under official or<br>healthcare provider-directed<br>quarantine  | No   | Quarantine  | Quarantine   | Yes  |
| Care for family member whose<br>school or care facility is closed  | NO   | Yes - minor children only   | Yes - minor children only  | Yes  |
| Worksite closure due to official<br>public health order or<br><u>recommendation</u><br>Documentation                 | No<br>Employers may require documentation, but only as consistent with what the Family and Medical<br>Leave Act (FMLA) permits and with the additional limitation that the employee be allowed to<br>provide the documentation (1) upon return from leave, and (2) in the form of his or her own<br>written statement instead of documentation directly from a healthcare provider.  | No Supporting documentation may be requested, consistent with FFCRA requirements.   | No<br>Employers may request "reasonable" certification for absences of three or more consecutive<br>working days.<br>When certification is requested, the employee is not required to provide it until one week after<br>returning to work. Employers who do not contribute to employees' health care premiums may<br>not request documentation.   | No<br>Employers may request documentation. If documentation is<br>may be denied.   |
|  | <ul> <li>If an employer already provides the paid leave necessary to meet the Rules, then the employer does not need to provide additional leave. However, if an employer does not already provide enough paid sick leave to comply with these rules, it will have to provide additional paid sick leave to meet the rules' requirements.</li> <li>Also, if an employee already exhausted any paid leave allotted by the employer, but then has flu-like symptoms and is being tested for COVID-19 or is under instructions from a health care provider to quarantine or isolate due to a risk of having COVID-19, he or she is entitled to the additional paid sick days the Rules provide</li> </ul> | <ul> <li>Consistent with FFCRA (29 C.F.R. 826.160(a),(b); see also FFCRA FAQ #32):</li> <li>HFWA-required leave must be provided in addition to leave under an employer policy that existed prior to April 1, 2020, and an employee may first use HFWA-required paid leave before using any other leave under an employer policy that existed prior to April 1, 2020.</li> <li>Compliance can be through a paid leave policy not limited to COVID-19 that an employer adopted on or after April 1, 2020, if it (A) provides the same quantity and pay rate of leave as HFWA, for all situations HFWA covers, and (B) lets employees take HFWA-required leave even if they already used their leave under the policy for other purposes (e.g., a vacation or a non-COVID-related health need)</li> <li>Additional guidance may be found in Interpretive Notice &amp; Formal Opinion (INFO) #6A (Notice link below).</li> </ul> | <ul> <li>Employees may only use PHEL concurrently with or after exhausting other company, federal (including FFCRA) or district entitlement.</li> <li>If used concurrently, the employer may reduce the payment under emergency leave by the amount provided by other paid leave.</li> <li>If an employee elects to use PHEL after exhausting other paid leave, the employer may reduce the number of hours of PHEL by the number of hours of paid leave taken under federal or District law or the employer's policies.</li> <li>Nothing in this section shall be construed to require an employer to provide an employee with PHEL for more than 2 full weeks of work, up to 80 hours. If an employee exhausts PHEL and subsequently informs the employer of a continued need to be absent from work, the employer shall inform the employee of any paid or unpaid leave to which the employee may be entitled pursuant to federal or District law or the employer is policies.</li> </ul> |  |
|  | None stated  | Poster displayed conspicuously and notice distributed to all employees, in all languages spoken<br>by 5% of population  | Notice must be posted in a conspicuous place and provided to eligible employees; electronic means are acceptable for employees working remotely  | Not specified  |
| Notice to Employees - link   | N/A  | see INFO #6A (notice includes link to poster)   | website (no model notice posted)   | N/A  |
| Additional Links   |  |   | OHR website (DC FMLA amendment)  | https://www.dllr.state.md.us/labor/wages/esse  |

## COVID-19 Emergency Paid Sick Leave Laws

EXPIRED

| bia ( <i>expired</i> )  | Maryland (never took effect)  | Massachusetts ( <i>expired</i> )   |  |
|---|---|--|--|
| mergency Leave  | Essential Workers Protection Act  | COVID-19 Emergency Paid Sick Leave   |  |
| <u>6 "CSEA"</u>   | Public Health Emergency Leave (PHEL) <u>HB581</u>   | <u>HB3702</u>  |  |
| <u>4-125</u>  | August 11 Proclamation  | <u>HB4127</u>  |  |
| <u>3, 2021</u><br>2/31/20   | August 27, 2021<br>Enacted 5/30/21  | <u>March 10, 2022</u><br>5/28/21 - earlier of exhaustion of the COVID-19 Emergency Paid Sick Leave Fund (see 'Benefit -  |  |
| 1 by D.C. Act 24-30<br>, and Mayor's Order 2021-069, which extends<br>ct of Columbia law extends the emergency".<br>PHEL through 9/5/21,  | <ul> <li>PHEL will only become a requirement of employers if and when:</li> <li>1. the Maryland State of Emergency due to COVID-19 is renewed (<i>most recently renewed July</i> 12), and</li> <li>2. state or federal funds for PHEL purposes are made available to the employer (<i>FAQs indicate this would happen during the state budget process</i>).</li> </ul>  | pay' below) or 9/30/21<br>Extended by HB4127 the until earlier of exhaustion of the COVID-19 Emergency Paid Sick<br>Leave Fund (see 'Benefit - pay' below) or 4/1/22<br>(no new leave entitlement, but includes family member vaccination as of 10/1/21)   |  |
| PHEL through 11/5/21.<br>entitlement)<br>/5/21  | August 11 Proclamation - SOE ended 8/15/21  | Program ending March 15, 2022<br>Employers may continue to seek reimbursement for qualifying leave costs taken between May<br>28, 2021 and March 15, 2022. Applications for reimbursement must be submitted by April 29,<br>2022.  |  |
| health care provider  | "Essential Employers" identified by the governor or a state or federal agency as critical to remain in operation during a catastrophic health emergency.  | All employers except the federal government  |  |
|   | A "catastrophic health emergency" is defined as "a situation in which extensive loss of life or serious disability is threatened imminently because of exposure to a deadly agent" subject to an executive proclamation and related to a communicable disease.  |  |  |
|   | "Essential Workers", defined as those who (1) perform work during an emergency that cannot be performed remotely and (2) provides services that the employer determines to be critical to its operations.   | All employees whose primary place of employment is within the state of Massachusetts and who cannot work or telework.  |  |
|   |   | An employee's "primary place of employment" means the worksite or physical location where the employee spent the greatest percentage of work hours between the dates of January 1, 2020 and April 30, 2021; temporary telecommuting arrangements entered into during this period should not factor into this determination. For a new employee who commences work on or after May 1, 2021, "primary place of employment" means the worksite or physical location where the employee is expected to spend the greatest percentage of work hours between the first day of work and September 30, 2021, based on the work arrangement agreed upon between the employer and the employee.  |  |
|   |   | Not specified  |  |
|   | <ul> <li>Part-Time/&lt;40 hours/week: an amount of hours equivalent to average hours typically worked during a 4-week period</li> <li>Variable schedule: an amount of hours equivalent to the number of hours the worker was scheduled per week over the 6-month period prior to the date an emergency is declared. If the worker did not work during that 6-month period, the greater of the expected hours at time of hire</li> </ul> | <ul> <li>40+ hours/week: 40 hours</li> <li>&lt;40 hours/week: average hours normally worked in a 14-day period</li> <li>Variable schedule: average number of hours the employee was scheduled to work per week over the 6-month period immediately preceding leave, including hours taken for any type of leave. Expected hours/wages at time of hire should be used if the individual did not work during such 6-month period.</li> <li>An employee may use EPSL on an intermittent basis and in hourly increments.</li> </ul>  |  |
|   | Not specified   | immediately following the termination of the need for leave.<br>Greater of regular rate of pay or state minimum wage, to a maximum of \$850.   |  |
|   |   | Employers may apply to the executive office for administration and finance, or any department or agency thereof designated by the executive office, for reimbursement of EPSL hours paid through the COVID-19 Emergency Paid Sick Leave Fund (excludes employers eligible for tax credits for FFCRA leave provided voluntarily). Applications for reimbursements must be in a form to be prescribed, and include a copy of a written request for EPSL from the employee to the employer, in which the employee provides: (i) the employee's name; (ii) the date or dates for which leave is requested and taken; (iii) a statement of the COVID-19 related reason the employee is requesting leave and written support for such reason; and (iv) a statement that the employee is unable to work, including by means of telework, for such reason. For a leave request based on a quarantine order advice, the statement must also include: (i) the name of the governmental entity or of the health care provider; and (ii) if the person subject to quarantine or advised to self-quarantine is not the employee, that person's name and relation to the employee. |  |
|   |   |  |  |
|   | Yes   | Yes  |  |
|   | Yes   | Yes  |  |
| RA guidance   | Not specified   | Not specified  |  |
|   | Not specified   | Yes<br>Includes family member vaccination/recovery effective 10/1/21   |  |
| ine   | Yes   | Yes  |  |
| ildren only   | Yes   | No   |  |
|   | No  | No   |  |
| n for absences of three or more consecutive<br>lays.<br>not required to provide it until one week after   | Employers may request documentation. If documentation is not provided as requested, leave may be denied.  | Employers may request documentation from employees, and must do so in order to claim reimbursement from the state ( <i>see 'Benefit - pay' above</i> ).  |  |
| te to employees' health care premiums may<br>umentation.  |   | Any health information collected must be maintained separately from other personnel files, and be treated as confidential medical records in accordance with applicable state and federal law. Employers may not disclose such information without the employee's express permission.  |  |
| or after exhausting other company, federal<br>the <b>payment</b> under emergency leave by the   | <ul> <li>PHEL is in addition to any other leave or benefit, including time accrued under the state's<br/>Healthy Working Families Act (accrued paid sick time law)</li> </ul>   | - EPSL is in addition to other job protected time off, paid or unpaid, provided under the state's<br>Earned Sick Time Law, federal law, company policy or Collective Bargaining Agreement;<br>however, EPSL may be reduced if the aggregate amount an employee would receive would   |  |
| isting other paid leave, the employer may   |   | exceed the employee's average weekly wage.<br>- An employer may not require an employee to use other paid leave provided by the employer to  |  |
| ber of hours of paid leave, the employer may<br>ber of hours of paid leave taken under federal<br>re an employer to provide an employee with<br>hours. If an employee exhausts PHEL and<br>need to be absent from work, the employer<br>we to which the employee may be entitled<br>policies. |   | <ul> <li>An employer may not require an employee to use other paid leave provided by the employer to the employee before the employee uses EPSL, unless federal law requires otherwise.</li> <li>Any employer with a separate COVID-19 sick leave policy who makes available an amount of COVID-19 sick leave sufficient to meet this law's requirements, that may be used for the same purposes and under the same conditions, is not required to provide additional leave. However, leave time taken prior to May 28, 2021, does not satisfy the state mandate*, and is not eligible for reimbursement under this state program.</li> <li>EPSL may be reduced by the amount of wages or wage replacement that an employee receives for that period under any government program or law.</li> </ul>   |  |
| nd provided to eligible employees; electronic<br>ployees working remotely   | Not specified   | Notice must be posted conspicuously and provided to eligible employees. Electronic means are acceptable for employees working remotely or if the employer does not maintain a physical workplace.<br>This requirement can be satisfied by using either the poster form or the document form of the notice.   |  |
| notice posted)  | N/A   | Mebsite/FAQ/Resources  |  |
| ILA amendment)  | https://www.dllr.state.md.us/labor/wages/essessentialprofags.shtml  | Expiration Notice  |  |
| i   |   |  |  |

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|  | Phila   |  |
|--|---|--|
|  | Public Heal   |  |
| Link to Law/Ordinance  |   |  |
| Latest Trion Statutory Update<br>Effective Date  |   |  |
|  | Temporarii<br>I<br>Expired 12/31/20 -   |  |
| Employers  | All employers ("Hiring Entities")<br>Please refer to the law text for the full definitions of   |  |
|  |   |  |
| Eligible Employees   | All "covered individuals" working within the geogra<br>more Hiring Entity who are not covered under FFC<br>telework. "Covered individuals" include employees<br>home healthcare workers, domestic service worker<br><i>Please refer to the law text for the full definitions of</i><br>Terminated individuals are eligible for reinstatement  |  |
| Collective Bargaining<br>Agreement Exception   | Provisions may be waived in CBA but only if (a) th benefits, and (c) the agreement is in effect contrac   |  |
| Benefit - time available   | <ul> <li>40+ hours/week: greater of 80 hours or the avera</li> <li>&lt;40h/wk: 14-day average</li> <li>Variable schedule: average wages per day over the emergency, including wages for time on any type of should be used if the individual did not work during</li> </ul>   |  |
|  | <ul> <li>PHEL may be used in the smaller of hourly increatuses to account for absences or use of other time.</li> <li>A covered individual may use all or a portion of P month following the conclusion of such emergency.</li> <li>For covered individuals working for more than on be developed. Until then, the individual is entitled to requirements above.</li> <li>The maximum 112 hours of PHEL is available easecond declaration is made for the same health coemergency has ended.</li> </ul> |  |
| Benefit - pay  | 100% regular rate of pay  |  |
| Specified Reasons for Use  |   |  |
| Quarantine ordered by public official or healthcare provider   |   |  |
| Experiencing symptoms and seeking medical treatment  |   |  |
| Underlying health condition or   |   |  |
| over age 65<br>To obtain COVID-19<br>vaccination, or to recover from<br>illness due to vaccination<br>Care for family member who is<br>sick and/or under official or<br>healthcare provider-directed |   |  |
| <u>quarantine</u><br>Care for family member whose<br>school or care facility is closed   |   |  |
| Worksite closure due to official   |   |  |
| public health order or<br>recommendation<br>Documentation  | A Hiring Entity is only permitted to request that a   |  |
| Employer Offset  | <ul> <li>Covered individuals who are entitled to leave und from that same Hiring Entity.</li> <li>Hiring Entities may require PHEL to run concurre provided by federal or state law unless such federa Entity must provide additional PHEL to the extent t laws.</li> <li>If a Hiring Entity's existing policy provides an amount of the same reasons an provide additional paid leave.</li> </ul>  |  |
| Notice to Employees  | A notice must be distributed to all employees or p<br>within <b>15 days</b> of the law's effective date (i.e., by<br>the Hiring Entity<br>Records of hours worked, leave pro  |  |
| Notice to Employees - link   | Paid  |  |
| Additional Links   |   |  |
|  |   |  |

## COVID-19 Emergency Paid Sick Leave Laws

EXPIRED

|  | Philadelphia, PA (expired)   | Philadelphia, PA (expired)   | Washington (expired)   |
|--|--|--|--|
|  | Public Health Emergency Leave (2020)   | Public Health Emergency Leave (2021)   | Food Production Workers Paid Leave   |
| dinance  | Bill No. 200303  | <u>Bill No. 210122-A</u>   | Proclamation 20-67   |
| atutory Update                                     | April 9, 2021  | July 16, 2021  | April 9, 2021  |
|  | 9/17/20 - 12/31/20<br>Temporarily adds §9-4116 to the city's   | 3/29/2021 (not retroactive to 1/1/21) - expiration of the governor's Proclamation of Disaster Emergency<br>Amends §9-4116 previously added to the city's   | 8/13/20 - earlier of program termination or the expiration of Proclamation 20-25 (State of Emergency)  |
|  | paid sick leave law  | paid sick leave law  | Employers may not operate between 8/18 and 11/13/20 unless they provide this leave   |
|  | Expired 12/31/20 - see Bill No. 210122-A, next column  | PA's disaster emergency declaration terminated 6/10/21;<br>employees may use PHEL until one week after (i.e., until 6/17/21)   | Program appears to have been terminated 11/13/20; see link in last row.  |
|  | All employers ("Hiring Entities")<br>Please refer to the law text for the full definitions of Employer and Hiring Entity   | All employers with 50 or more employees  | Food production employers operating orchards, fields, dairies, fruit- and vegetable-packing warehouses, meat and seafood processors and packers, certain farm labor contractors, and other specified industries  |
|  | All "covered individuals" working within the geographic boundaries of the city for at least 40 hours/year for one or more Hiring Entity who are not covered under FFCRA's EPSLA and who cannot work or are not "reasonably able" to telework. "Covered individuals" include employees and other individuals such as pool/per diem healthcare workers, home healthcare workers, domestic service workers, and those who work for food delivery or transportation networks. <i>Please refer to the law text for the full definitions of Covered Individual and Employee.</i> Terminated individuals are eligible for reinstatement of available leave time if rehired within 6 months.                     | Employees who have worked for a given employer for 90 or more days and:<br>(i) work within Philadelphia,<br>(ii) normally work for a given employer within the City of Philadelphia but are currently teleworking from<br>any other<br>location as a result of COVID-19, or<br>(iii) work for a given employer from multiple locations or from mobile locations, provided that 51% or<br>more of work time is spent within the City of Philadelphia.             | Food production workers, including domestic workers (including those living in WA), seasonal<br>or migrant workers as defined by the federal Migrant and Seasonal Agricultural Worker<br>Protection Act (MSPA), and foreign workers lawfully present in the US to perform agricultural<br>labor or services on a temporary or seasonal basis. Workers do not need to be classified as<br>employees to be covered. Excludes workers covered by FFCRA. |
|  | Provisions may be waived in CBA but only if (a) the waiver is explicitly expressed, (b) the CBA provides comparable benefits, and (c) the agreement is in effect contractually. CBA terms must be implemented bilaterally.   | Provisions may be waived in CBA but only if (a) the waiver is explicitly expressed, (b) the CBA provides comparable benefits, and (c) the agreement is in effect contractually. CBA terms must be implemented bilaterally.   | Not specified  |
|  | - PHEL may be used in the smaller of hourly increments or the smallest increment that the employer's payroll system uses to account for absences or use of other time.   | <ul> <li>&lt;40 hours/week: average number of hours worked or scheduled to work (whichever is greater) in a 14-day period</li> <li>Variable schedule: 14 times the average number of daily hours that the employee was scheduled over the past 90 days of work, including hours for which the employee took leave of any type.</li> <li>PHEL may be used until 1 week following the official termination or suspension of the public health emergency</li> </ul> | FT or scheduled to work at least 40 hours in the 2 weeks preceding leave: 80 hours<br>PT or scheduled to work fewer than 40 hours in the 2 weeks preceding leave: the number of<br>hours normally scheduled during a 2week period or, if the worker's schedule varies, 14 times<br>the average number of hours worked each day in the period preceding leave.  |
|  | <ul> <li>A covered individual may use all or a portion of PHEL at any time during the public health emergency and for one month following the conclusion of such emergency.</li> <li>For covered individuals working for more than one Hiring Entity, a centralized system for tracking and payment will be developed. Until then, the individual is entitled to leave from each Hiring Entity in accordance with the requirements above.</li> <li>The maximum 112 hours of PHEL is available each time a new public health emergency is declared, or when a second declaration is made for the same health concern more than one month after the original public health emergency has ended.</li> </ul> | - Employees who take PHEL are entitled, upon return from leave, to be restored to the position held prior to leave.  |  |
|  | 100% regular rate of pay   | 100% regular rate of pay   | \$10.75/hour   |
| ons for Use  |  |  |  |
| ered by public<br>hcare provider                   | Yes  | Yes  | Yes  |
| ymptoms and<br>al treatment                        | Yes  | Yes  | Yes  |
| Ith condition or                                   | Not specified  | Not specified  | Yes  |
| D-19<br>to recover from<br>raccination             | No   | Yes  | No   |
| member who is<br>ler official or<br>vider-directed | Quarantine   | Quarantine or illness  | No   |
| member whose<br>facility is closed                 | Yes  | Yes - children (any age)   | No   |
| re due to official<br>rder or<br>on                | No   | No   | No   |
|  | A Hiring Entity is only permitted to request that a covered individual submit a self-certified statement, asserting that leave was used for PHEL purposes.   | An employer may only to request that an employee submit a self-certified statement asserting that leave was used for PHEL purposes.  | Not specified  |
|  | <ul> <li>Covered individuals who are entitled to leave under FFCRA from a specific Hiring Entity, are not entitled to PHEL from that same Hiring Entity.</li> <li>Hiring Entities may require PHEL to run concurrently with public health emergency paid leave or paid sick time provided by federal or state law unless such federal or state law prohibits the concurrent use of paid leave. A Hiring Entity must provide additional PHEL to the extent the this law's requirements exceed the requirements of the other laws.</li> <li>If a Hiring Entity's existing policy provides an amount of paid sick leave that satisfies or exceeds the requirements of</li> </ul>                            | - PHEL is in addition to all other paid leave benefits offered by an employer, and may not be reduced by the amount of any paid leave an employee has previously received, including any public health   | - For Full-Time workers (as defined above) employers must substitute this paid leave with any<br>other paid sick leave provided (including WA statutory paid sick leave) if that leave is<br>immediately and similarly available.  |
|  | A notice must be distributed to all employees or posted conspicuously, in all languages spoken by 5% of population, within <b>15 days</b> of the law's effective date (i.e., by 10/2/20). May be provided electronically to remote employees or if the Hiring Entity does not maintain a workplace.<br>Records of hours worked, leave provided and leave used must be maintained for 2 years.  | A notice must be distributed to all employees or posted conspicuously, in all languages spoken by 5% of population, within <b>15 days</b> of the law's effective date (i.e., by 4/13/21). May be provided electronically to remote employees or if the employer does not maintain a workplace.<br>Records of hours worked, leave provided and leave used must be maintained for 2 years.   | None stated  |
| oyees - link<br>s                                  | Paid Sick Leave Resources  | Paid Sick Leave Resources  | N/A <u>https://www.commerce.wa.gov/serving-communities/covid-19-food-production-worker-paid-leave-program/</u>   |
|  |  |  |  |

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