

PAID LEAVE GUIDE FOR LA COUNTY WORKERS

I have to isolate or quarantine because of COVID-19. What do I do about my pay and my job in LA?



Learn about your different paid leave options in this guide.

In LA, a combination of local, state, and federal laws means most people should be able to keep their pay and their job if they need to isolate or quarantine because of COVID-19. State Disability Insurance (SDI) can help those who need more time to recover or if you've used all of your paid sick days. Those not covered can apply for special assistance.



Families First Coronavirus Response Act (FFCRA)

Small Businesses (less than 500 employees)

- 100% pay for two weeks (up to 80 hours) if a government agency or health care provider says you should quarantine, and/or you are experiencing symptoms and seeking a COVID-19 diagnosis.
- 2/3 pay for two weeks (up to 80 hours) to care for a sick or quarantined family member, or care for a child whose school or childcare is closed or unavailable due to COVID-19.
- If you've worked for your employer for at least 30 days, you get up to 10 additional weeks of 2/3 pay to care for a child if school or childcare is closed due to COVID-19.

Self-employed or gig worker

- Can apply for federal tax credits to pay for the time you need.

Health care worker or emergency responder

- Your employer may decide you can't use this leave.

Important Notes

- Tell your employer you need to take FFCRA leave. Employer may ask for dates of leave, reason for leave, statement from you that you cannot work, and the name of the health care provider who told you to take leave.
- Use FFCRA leave first.
- Learn more about this leave [here](#).

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COVID-19 Supplemental Paid Sick Leave for California Workers Excluded from FFCRA

Large businesses (more than 500 employees)

- Employees who work for employers who have 500 or more employees can receive this leave under California law (Labor Code section 248.1).
- 100% pay for two weeks (up to 80 hours) if a government agency or health care provider says you should quarantine or isolate, or your employer tells you to stay home due to health concerns related to COVID-19.

Self-employed or gig worker

- Not eligible for this leave unless you have been misclassified as an independent contractor and you are actually an employee under the law.

Health care worker or emergency responder

- Can receive this leave under California law (Labor Code section 248.1).

Important Notes

- The right to this leave is effective starting September 19, 2020.
- Use this leave first before using your regular paid sick days.
- Right to use this leave expires on December 31, 2020. However, if the FFCRA is extended, then this leave (COVID-19 Supplemental Paid Sick Leave) will be extended to the same end date as the FFCRA. If the law expires while a worker is taking this leave, the worker can finish taking the amount of leave they are entitled to receive.
- To learn more about this leave click [here](#).

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COVID-19 Supplemental Paid Sick Leave for Food Sector Workers

Large businesses (more than 500 employees)

- Food sector workers who work for an employer with 500 or more employees qualify to take this leave.
- A “food sector worker” means that you perform work in a certain food-related industry or in the retail food supply chain, including pick-up, delivery, warehousing, packaging, retail, or preparation, and that you leave home to perform work. Examples of covered workers: farm workers, grocery store workers, food pick-up and food delivery workers.
- 80 hours of time off for those considered full-time workers, in addition to any other accrued paid sick leave.
- Workers do not have to be classified by the hiring entity as an employee to be covered.

Self-employed or gig worker

- covered under this leave.

Important Notes

- The right to this leave was effective starting April 16, 2020.
- To learn more about this leave click [here](#).

We're here to support workers! Let us know how we can help!



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Los Angeles Paid Sick & Safe Days

Small business employees (less than 500 employees)

- 6 job-protected paid sick and safe days to care for yourself and your families while sick or injured, to get medical care, or for reasons related to sexual assault, domestic violence, or stalking.

Large businesses (500+ employees) COVID-19 Public Order

- Up to 80 additional hours of paid sick time for COVID-19-related reasons.
- If an employer offers more than 80 hours of paid sick time annually, extra hours will bring the total to 160 hours.
- Does not apply to government employees, emergency and health service workers, parcel delivery workers, and some other workers.

Important Notes

- Tell your employer you need to take Los Angeles paid sick and safe days. Employers can only ask for the reason for leave – no doctor's note necessary.
- Ends 2 weeks after the emergency ends.
- Use FFCRA leave first.
- Learn more about LA Paid Sick & Safe Days [here](#).



California State Disability Insurance (SDI) and Paid Family Leave (PFL)

All California Employees

- State Disability Insurance or Paid Family Leave (PFL) available to care for yourself or your family during serious illness, including for COVID-19 needs.
- This is not job-protected leave, unless you also qualify for the [California Family Rights Act](#) (800-884-1684) or the federal [Family and Medical Leave Act](#) (1-866-487-9243).
- Apply through the CA EDD website: http://www.edd.ca.gov/File_and_Manage_a_Claim.htm

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California Paid Sick & Safe Days

All California Employees

- Up to 3 job-protected paid sick and safe days to care for yourself and your families while sick or injured, to get medical care, or for reasons related to sexual assault, domestic violence, or stalking.

Important Notes

- Tell your employer you need to take California paid sick and safe days.
- Use after FFCRA.
- Learn more about California Paid Sick and Safe Days [here](#).



Relief Funds for LA Workers

All California Employees

- Visit <https://tinyurl.com/ydah43yg> for a list of relief funds in California put together by [Legal Aid at Work](#).



Legal Help

- Contact [Bet Tzedek](#) for free, expert legal advice and representation to low-income residents of Los Angeles County.
- Contact [Legal Aid at Work](#) for free, expert legal advice and representation for low-income workers across California. Call their toll free phone number in California: 800-880-8047. If you're outside of California, call 415-593-0033. Services available in English, Spanish, Cantonese, Mandarin, and other languages.
- Call 211 for more information on employment benefits.



For Additional Information

- <http://publichealth.lacounty.gov/media/Coronavirus/docs/business/FAQ-WorkersRights.pdf>