



Legislative Update

March 20, 2021

SB 95 Summary – COVID-19 Supplemental Paid Sick Leave

On Friday, March 19, 2021, Governor Newsom signed SB 95 extending COVID-19 Supplemental Paid Sick Leave. It takes effect on March 29, 2021 and will be applied going back to January 1, 2021. It expires on September 30, 2021.

It provides California employees with 2 weeks of paid sick leave when they cannot work for reasons related to COVID-19. This applies to both public and private sector workers. To qualify, you must work for an employer with 25 or more employees.

What does COVID-19 Supplemental Paid Sick Leave provide?

2 weeks of fully paid leave, up to \$511/day. These are in addition to California Paid Sick Days and any paid sick leave you took in 2020.

However, employers are not required to provide this in addition to paid sick leave under federal or local law that already meets these requirements. So, if a locality guarantees workers two weeks of such leave, as does LA County, for example, then that worker is only guaranteed two weeks of leave.

Additionally, if an employer guarantees workers two weeks of such leave then that worker is only guaranteed two weeks of leave. Employers who are already giving this leave—and workers who already have it—do not get an extra two weeks.

What can I use COVID-19 Supplemental Paid Sick Leave for?

It provides paid leave if you cannot work or telework because:

- You are subject to a quarantine or isolation order due to COVID-19.
- You were advised by a healthcare provider to quarantine due to concerns related to COVID-19.
- You are attending an appointment to receive a COVID-19 vaccine.
- You are recovering from symptoms of a COVID-19 vaccine.
- You are experiencing symptoms of COVID-19 and seeking a medical diagnosis.
- You are caring for a family member who has COVID-19, or who has been advised to self-quarantine.
- You are caring for a child whose school or place of care is closed or otherwise unavailable for reasons related to COVID-19 on the premises.

When can I take COVID-19 Supplemental Paid Sick Leave?

Although it takes effect on March 29, 2021, it applies going back to January 1, 2021. If you already took leave in 2021 for COVID-19, you can ask your employer to pay you for the time you were out of work, up to 2 weeks. They should pay you in your next pay period. COVID-19 SPSL will expire on September 30, 2021.

FOR ADDITIONAL INFORMATION, CONTACT:

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