


FOR DISTRIBUTION TO MEMBERS

Summary of Law is accurate as of 3/25/2020 ~ Call Office for updates.

Reason for Leave 	Federal Emergency Paid Sick Leave Benefit	FMLA / CFRA (Original & Expanded)	CA PFL	SDI	Unemployment
1. Member is Personally subject to a Federal, State, or Local Quarantine or Isolation Order (but, has no Covid-19 health condition)	Applies to all employees of employers with < 500 employees Benefit = 2 wks (up to 80 hrs.) of PAID leave at employee's regular rate of pay for avg. hrs. worked per week, up to 40, capped at \$511/day	No benefit	No benefit	No benefit	Applies if employee otherwise able & available for work. Usual work search & 1 wk. unpaid waiting period <i>waived</i>
2. Member Experiencing COVID-19 Symptoms & seeking diagnosis OR Quarantined by Health Care Provider	Same as #1 above	Applies if employer has > 50 employees & employee has worked 12 mos. & 1250 hrs. in last 12 mos. Benefit = up to 12 wks of job-protected, unpaid leave within a 12 month period	No benefit	Applies if employee has paid into fund, & has medical documentation or specific order from health department. Benefit = 60-70% of regular rate of pay Usual 1 wk. unpaid waiting period <i>waived</i>	No benefit
3. Member Caring for Quarantined Family Member	Applies to all employees employed by employer with < 500 employees Benefit = 2 wks leave PAID at $\frac{2}{3}$ of regular rate of pay up to \$200/day	Same as #2 above	Applies if employee has paid into fund & has medical documentation or public health order Benefit = 6 wks paid at 60-70% of wages	No benefit	No benefit
4. Member Caring for Child whose school / daycare is Closed	Same as #3 Above	Applies if employed for more than 30 days and employer has > 50 employees Benefit = 12 wks protected leave. Last 10 paid at $\frac{2}{3}$ of regular pay up to \$200/day	No benefit	No benefit	Eligibility possible if employee is unable to work because other childcare options are not available and cannot work remotely