

# Worker Leave and Pay Benefits Related to COVID-19

If you have COVID-19 or have been exposed and cannot go to work, you may be eligible to receive certain benefits, including paid sick leave.

The rights and protections described in the chart below must be provided to workers impacted by COVID-19, regardless of immigration status.

	What it is	What it provides	What you can do
<b>Paid sick leave</b>	<p>California Paid Sick Leave</p> <ul style="list-style-type: none"> <li>You start accruing when you begin work and can start using it after 90 days.</li> <li>For illness, medical or preventive care</li> </ul>	<ul style="list-style-type: none"> <li>Job-protected paid sick leave accrued at a rate of one hour for every 30 hours worked</li> <li>Employer may cap use at three days or 24 hours per year.</li> <li>Also available to care for family members</li> <li>Local laws may provide additional paid sick time.</li> <li>Cities or regions in California may require employers to provide additional sick leave. For example, Los Angeles requires a minimum of six paid sick leave days per year.</li> </ul>	<p>Tell your employer you need to use your paid sick leave. If your employer does not provide paid sick leave, you can file a wage claim with the Labor Commissioner's Office. More information is posted online at <a href="http://dir.ca.gov/covid/if-you-were-not-paid.html">dir.ca.gov/covid/if-you-were-not-paid.html</a></p>
<b>Short-term disability payments</b>	<p>State Disability Insurance (SDI)</p> <ul style="list-style-type: none"> <li>Unable to work or working less due to disability</li> <li>Paid into SDI during base period</li> </ul>	<ul style="list-style-type: none"> <li>Up to 60 or 70 percent of weekly wages, depending on income, for a maximum of 52 weeks (no waiting period for COVID-19 diagnosis)</li> </ul>	<p>Apply at <a href="http://edd.ca.gov/Disability/Disability_Insurance.htm">edd.ca.gov/Disability/Disability_Insurance.htm</a></p>
<p>If you might have contracted COVID-19 at work and need medical treatment or lose wages due to your injury or illness, you may be eligible for workers' compensation. Learn more at <a href="http://dir.ca.gov/covid/if-you-get-sick-at-work.html">dir.ca.gov/covid/if-you-get-sick-at-work.html</a>.</p>			
<b>Paid family leave</b>	<p>Paid Family Leave (PFL)</p> <ul style="list-style-type: none"> <li>Care for a seriously ill family member</li> <li>Paid into SDI during base period</li> </ul>	<ul style="list-style-type: none"> <li>Up to 60 or 70 percent of weekly wages, depending on income, for a maximum of eight weeks (can be taken intermittently)</li> </ul>	<p>Apply at <a href="http://edd.ca.gov/Disability/Paid_Family_Leave.htm">edd.ca.gov/Disability/Paid_Family_Leave.htm</a></p>
<b>Job-protected leave</b>	<p>CA Family Rights Act (CFRA)</p> <ul style="list-style-type: none"> <li>One-plus year of service</li> <li>1,250-plus hours of work in previous year</li> <li>Five-plus employees</li> </ul>	<ul style="list-style-type: none"> <li>12 weeks job-protected leave if seriously ill or taking care of seriously ill family member (can be taken intermittently).</li> <li>Continuation of health benefits.</li> </ul>	<p>Request from your employer or go to <a href="http://www.dfeh.ca.gov/family-medical-pregnancy-leave/">www.dfeh.ca.gov/family-medical-pregnancy-leave/</a></p>
<p>NOTE: Workers who need additional leave for their own illness may qualify for leave as an accommodation for a disability under the Fair Employment and Housing Act. Visit <a href="http://www.dfeh.ca.gov/accommodation/">www.dfeh.ca.gov/accommodation/</a> to learn more.</p>			

**Please note:** If you tested positive, were diagnosed with or exposed to COVID-19, advise your employer as soon as possible. For the period you cannot report to work, you may be eligible for pay such as through workers' compensation, paid sick leave or other benefits.

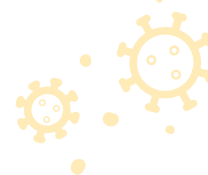
**How this might work:** Ed is exposed to COVID-19 by a family member, and his doctor tells him to get tested and quarantine. Ed tests positive and has lasting symptoms.

**Step 1: Use California paid sick leave**

Ed tells his employer he is using his paid sick leave and his expected return date.

**Step 2: Request CFRA from employer and apply for SDI from EDD**

After using up his paid sick leave, Ed asks his employer for more time off under the CFRA to protect his job and files for State Disability Insurance (SDI) through the Employment Development Department (EDD) for income.



**For more information:**  
[dir.ca.gov/covid](http://dir.ca.gov/covid)

