



COVID-19 RELATED EMPLOYEE BENEFITS

Employee Training
MODULE 5

**The information contained within is from CDC.gov , CalOSHA or the State of California unless otherwise noted*



BENEFITS YOU
MAY BE ELIGIBLE
FOR IF YOU'RE
SICK

EMPLOYER OR GOVT.-SPONSORED LEAVE BENEFITS

- There are Information on employer or government-sponsored leave benefits the employee may be entitled to receive that would make it financially easier to stay at home.
- What employees are entitled to may be confusing. This table makes it easier to understand what resources may be available.
 - <https://www.labor.ca.gov/coronavirus2019/#chart>

DISABILITY INSURANCE

- **WHY:**
 - If you're unable to work due to medical quarantine or illness related to COVID-19 (must be certified by a medical professional).
- **WHAT:**
 - Short-term benefit payments to eligible workers who have a full or partial loss of wages due to a non-work-related illness, injury, or pregnancy.
- **BENEFITS:**
 - Approximately 60-70 percent of wages (depending on income); ranges from \$50-\$1,300 a week for up to 52 weeks.
- [LEARN MORE](#) or [FILE A CLAIM](#).

PAID FAMILY LEAVE

- **WHY:**
 - If you're unable to work because you are caring for an ill or quarantined family member with COVID-19 (certified by a medical professional)
- **WHAT:**
 - Up to six weeks of benefit payments to eligible workers who have a full or partial loss of wages because they need time off work to care for a seriously ill family member.
- **BENEFITS:**
 - Approximately 60-70 percent of wages (depending on income); ranges from \$50-\$1,300 a week for up to 6 weeks.
- [LEARN MORE](#) or [FILE A CLAIM](#).

UNEMPLOYMENT INSURANCE

- **WHY:**
 - If you have lost your job or have had your hours reduced for reasons related to COVID-19
- **WHAT:**
 - Partial wage replacement benefit payments to workers who lose their job or have their hours reduced, through no fault of their own.
- **BENEFITS:**
 - Range from \$40-\$450 per week for up to 26 weeks (plus additional weeks under extended UI benefits programs).
- [LEARN MORE](#) or [FILE A CLAIM](#).

CALIFORNIA PAID SICK LEAVE

- **WHY:**
 - If you or a family member are sick or for preventive care, including when civil authorities recommend quarantine, isolation, or stay-at-home.
- **WHAT:**
 - The leave you have accumulated or your employer has provided to you under the Paid Sick Leave law. This may be 1 hour accrued for every 30 hours worked or 3 days/24 hours provided per year; employer may cap accrual at 48 hours and use at 3 days or 24 hours, whichever is greater, within a 12-month period.
- **BENEFITS:**
 - Paid to you at your regular rate of pay or an average based on the past 90 days.
- [LEARN MORE](#) or [FILE A CLAIM](#).

FEDERAL FAMILIES FIRST CORONAVIRUS RESPONSE ACT (FFCRA) EMERGENCY PAID SICK LEAVE

- **WHY:** If you are unable to work (or telework) because:
 1. You are subject to a Federal, State, or local quarantine or isolation order related to COVID-19.
 2. You have been advised by a health care provider to self-quarantine due to concerns related to COVID-19.
 3. You are experiencing symptoms of COVID-19 and seeking a medical diagnosis.
 4. You are caring for an individual who is subject to an order as described in subparagraph (1) or has been advised as described in paragraph (2).
 5. You are caring for a child whose school or place of care has been closed, or whose child care provider is unavailable, for reasons related to COVID-19.
 6. You are experiencing any other substantially similar condition specified by the Secretary of Health and Human Services.
- **WHAT:**
 - Up to 80 hours of paid sick leave for employees who work for public employers, or for private employers with fewer than 500 employees. (Some exceptions may apply, including small business exemption from providing paid leave for child care.)
- **BENEFITS:**
 - For employee: Higher of regular rate or minimum wage rate, not to exceed \$511 per day and \$5,110 in total
 - **For family care:** 2/3 of regular rate, not to exceed \$200 per day and \$2,000 in total
- [LEARN MORE](#) or [FILE A CLAIM](#).

MORE INFORMATION

- Employees have rights to workers' compensation benefits and presumption of the work relatedness of COVID-19 pursuant to the Governor's Executive order N-62- 20.[Here](#).
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