



AB 1867 COVID-19 SUPPLEMENTAL PAID SICK LEAVE

AB 1867 provides California employees COVID-19 related supplemental paid sick leave. The supplemental sick leave is effective no later than **September 19, 2020**. To comply, College employees should take the following into consideration.

Eligibility

To qualify for COVID-19 supplemental paid sick leave, employee must leave the home or place of residence to perform work *and* satisfy one of the following three conditions:

- be subject to a federal, state, or local quarantine or isolation order related to COVID-19;
- be advised by a health care provider to self-quarantine or self-isolate due to concerns related to COVID-19; or
- be prohibited from working due to health concerns related to the transmission of COVID-19.

Supplemental Sick Hours Available

The available hours are based on the employee's schedule:

- 80 hours for employees who work 40 hours per week "full time." A worker is considered "full time" if they were scheduled to or did work on average at least 40 hours in the two weeks leading up to the leave.
- 75 hours for employees working 37.5 hours per week.
- Part-time employees are eligible for supplemental hours based on their schedule:
 - A part-time employee who has a normal weekly schedule is entitled to paid leave hours equaling the total number of hours they are scheduled to work over two weeks. For example, a part-time eligible employee working 25 hours per week is entitled to 50 supplemental sick hours.
 - An employee who works a variable number of hours would be eligible for leave time equal to 14 times the average number of hours the individual worked each day in the six months before the leave date.
- Employees determine how many hours of the eligible supplemental hours to use.
- When an employee is eligible to receive supplemental sick hours, the supplemental sick hours are available immediately upon employee's oral or written request.

Pay Rate

Supplemental sick leave is paid at the employee's regular rate of pay. The maximum amount of pay an employer must provide at \$511 per day or \$5,111 overall.

Effect on other leaves

Employees are not required to use any other paid or unpaid leave, paid time off, or vacation time first or in lieu of COVID-19 supplemental paid sick leave, it is to be provided in addition to any other leave time given.

Supplemental Leave End Date

These provisions are effective until the latter of December 31, 2020, or expiration of any federal extension of the FFCRA.

How to request COVID 19 Supplemental Paid Sick Leave

Eligible employees must request supplemental leave sick by contacting Human Resources at hr@stmarys-ca.edu.