


**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
<b>1.</b> Member is Personally subject to a Federal, State, or Local Quarantine or Isolation Order (but, has no Covid-19 health condition)	<b>Applies</b> to all employees of employers with < 500 employees <b>Benefit = 2 wks</b> (up to 80 hrs.) of <b>PAID</b> 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	<b>Applies</b> if employee otherwise able & available for work. Usual work search & 1 wk. unpaid waiting period <i>waived</i>
<b>2.</b> Member Experiencing COVID-19 Symptoms & seeking diagnosis OR Quarantined by Health Care Provider	<b>Same as #1 above</b>	<b>Applies</b> if employer has > 50 employees & employee has worked 12 mos. & 1250 hrs. in last 12 mos. <b>Benefit = up to 12 wks</b> of job-protected, <b>unpaid</b> leave within a 12 month period	No benefit	<b>Applies</b> if employee has paid into fund, & has medical documentation or specific order from health department. <b>Benefit = 60-70%</b> of regular rate of pay Usual 1 wk. unpaid waiting period <i>waived</i>	No benefit
<b>3.</b> Member Caring for Quarantined Family Member	<b>Applies</b> to all employees employed by employer with < 500 employees <b>Benefit = 2 wks</b> leave <b>PAID</b> at $\frac{2}{3}$ of regular rate of pay up to \$200/day	<b>Same as #2 above</b>	<b>Applies</b> if employee has paid into fund & has medical documentation or public health order <b>Benefit = 6 wks</b> paid at 60-70% of wages	No benefit	No benefit
<b>4.</b> Member Caring for Child whose school / daycare is Closed	<b>Same as #3 Above</b>	<b>Applies</b> if employed for more than 30 days and employer has > 50 employees <b>Benefit = 12 wks</b> protected leave. <b>Last 10 paid</b> 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