

Resources for Workers Impacted by COVID-19



This information is directly from the State of California Employment Development Department website as of 3/16/20.

Sick or Quarantined

If you're unable to work due to having or being exposed to COVID-19 (certified by a medical professional), you can file a Disability Insurance (DI) claim. DI provides 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. Benefit amounts are approximately 60-70 percent of wages (depending on income) and range from \$50-\$1,300 a week.

The Governor's Executive Order waives the one-week unpaid waiting period, so you can collect DI benefits for the first week you are out of work. If you are eligible, the EDD processes and issues payments within a few weeks of receiving a claim. For guidance on the disease, visit the California Department of Public Health website.

Caregiving

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), you can file a Paid Family Leave (PFL) claim. PFL provides 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 or to bond with a new child. Benefit amounts are approximately 60-70 percent of wages (depending on income) and range from \$50-\$1,300 a week. If you are eligible, the EDD processes and issues payments within a few weeks of receiving a claim.

Other Frequently Asked Questions

Can my employer require me to continue to go to work during the COVID-19 Outbreak? Yes, they can. Absent a state or federal mandate, employers can continue to require employees to attend work. They should follow local and state health department guidelines to minimize risk for employee's exposure – see CDC recommendations. If you are not well and sick, please use your available and accrued sick time to stay home.

Can my employer require me to have a sick note? Each employer has different policies, but they can request a doctor's note in order for an employee to use sick time. In most cases, this doctor's note should be provided within a reasonable timeframe – e.g. within a few days of taking the sick time.

What if I am sent home because I am over the age of 65? If you cannot get a doctor's note to go out on disability, you can file for unemployment.

School Closures

If your child's school is closed, and you have to miss work to be there for them, you may be eligible for Unemployment Insurance benefits. Eligibility considerations include if you have no other care options and if you are unable to continue working your normal hours remotely. File an Unemployment Insurance claim and EDD representatives will decide if you are eligible.

Reduced Work Hours

If your employer has reduced your hours or shut down operations due to COVID-19, you can file an Unemployment Insurance (UI) claim. UI provides partial wage replacement benefit payments to workers who lose their job or have their hours reduced, through no fault of their own. Workers who are temporarily unemployed due to COVID-19 and expect to return to work with their employer within a few weeks are not required to actively seek work each week. However, they must remain able and available and ready to work during their unemployment for each week of benefits claimed and meet all other eligibility criteria. Eligible individuals can receive benefits that range from \$40-\$450 per week.

The Governor's Executive Order waives the one-week unpaid waiting period, so you can collect UI benefits for the first week you are out of work. If you are eligible, the EDD processes and issues payments within a few weeks of receiving a claim.

For iPhone and Android, open the Camera app, hold your device to read the QR code. Tap on notification to open the link.



State of California Employment Development Department Link:
edd.ca.gov/about_edd/coronavirus-2019.htm

File an Unemployment Insurance Claim: edd.ca.gov/Unemployment/Filing_a_Claim.htm



File a Disability Insurance Claim Link: edd.ca.gov/Disability/How_to_File_a_DI_Claim_in_SDI_Online.htm

File a Paid Family Leave (PFL) Link: edd.ca.gov/Disability/How_to_File_a_PFL_Claim_in_SDI_Online.htm



What Can I Do If Have Additional Concerns?
Contact your Union Rep or the Office 714-995-4601 ext. 296

More Resources

If you are uninsured because you have not enrolled in your employer provided health insurance or are not yet eligible, there are options for getting doctors note at a low-cost:

- Walk in Medical Clinic Long Beach + Los Alamitos offer \$49 consultations at 4401 Atlantic Ave Suite 202, Long Beach, CA 90807. For more information and to make a same day appointment, call 562-988-2777 or visit drarchna4u.com.
- The Children's Clinic Long Beach offers low cost care as well, and offers payment on a sliding scale based on income for people without insurance. They have various locations throughout Long Beach. Visit thechildrensclinic.org for more information or call 844-822-4646 to make an appointment.
- Reddy Urgent Care offers walk in services and consultations for \$100. They have two location in Long Beach at 4237 Atlantic Ave or 123 Atlantic Ave. See reddyuc.com for more information.
- In Orange County – visit ohealthinfo.com/phs/about/dcepi/clinics for a list of clinics as well as the Coalition of OC Community Health Clinics at cocco.org.
- In other areas of LA County – visit publichealth.lacounty.gov/chs/phcenters.htm for a list.

Center for Disease Control – Interim Guidance for Business and Employers Recommended Strategies for Employers to use NOW (If your employer is not following these recommendations, please contact your Union Representatives) *For detailed recommendations from the CDC, visit: cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html*

- Actively encouraging sick employees to stay home
- Separating sick employees from other employees sending those sick home immediately
- Emphasize staying home when sick, respiratory etiquette and hand hygiene by all employees
- Perform routine environmental cleaning
- Additional Measures in Response to Currently Occurring Sporadic Importations of the COVID-19 to include:
 - Conduct a risk assessment of their potential exposure when an employees is well but has a sick family member at home with COVID-19
 - Informing fellow employees of possible exposure to COVID-19 if an employee is confirmed to have COVID-19 while maintaining confidentiality as required by the Americans with Disabilities Act (ADA)

What Other Resources Does the Union Have?

We have a food bank available to our current members. Please contact your union rep or visit the UFCW 324 office at 8530 Stanton Ave, Buena Park CA 90620 between 9 am – 5 pm to access the food bank.

What Can I Do If Have Additional Concerns?

Contact your Cannabis Division Union Representative with any specific questions you have!

Long Beach Representative, Andrew Hausermann: 714-769-4853

Santa Ana and Bellflower Representative, Joe Hernandez: 714-686-5478