



## 2021 COVID-19 SUPPLEMENTAL PAID SICK LEAVE (SB 95)

Your union UFCW fought hard and won COVID-19 Supplemental Paid Sick Leave for California's workers. For the past year, we know our members have ensured Californians were fed and healthy throughout the pandemic by staying on the job, but were continuously subject to COVID-19 infection, using up what little paid sick leave they had. With SB 95, California's workers are now entitled to COVID-19 Supplemental Paid Sick Leave so you, and your family, can stay safe and healthy.



- Workers are now entitled to **two weeks of COVID-19 Supplemental Paid Sick Leave until September 30, 2021.**
- Even if you have used other forms of leave this year, **you may be eligible for retroactive payments.**
- You can use this leave to:
  - **Care for yourself**
  - **Care for a family member, or**
  - **Vaccine-related needs**

## FREQUENTLY ASKED QUESTIONS

Every employment situation is different, please contact your local union representative if you are interested in accessing these benefits.

### How much 2021 COVID-19 Supplemental Paid Sick Leave am I eligible for?

Full time employees are eligible for 80-hours of 2021 COVID-19 Supplemental Paid Sick Leave.

Part-time employees that have worked in the past 14 days may take fourteen times the average number of hours the covered employee worked each day for the employer in the six months preceding the date the covered employee took/will take 2021 COVID-19 Supplemental Paid Sick Leave.

### Who is eligible for 2021 COVID-19 Supplemental Paid Sick Leave?

All public or private employers with more than 25 employees are covered, including those with collective bargaining agreements. This law does not cover independent contractors.

### What reasons can I take 2021 COVID-19 Supplemental Paid Sick Leave?

The covered employee must be unable to work or telework due to any one of the following reasons:

- **Caring for Yourself:** The covered employee is subject to a quarantine or isolation period related to COVID-19 (see note below), or has been advised by a healthcare provider to quarantine due to COVID-19, or is experiencing symptoms of COVID-19 and seeking a medical diagnosis.
- **Caring for a Family Member:** The covered employee is caring for a family member who is either subject to a quarantine or isolation period related to COVID-19 (see note below) or has been advised by a healthcare provider to quarantine due to COVID-19, or the employee is caring for a child whose school or place of care is closed or unavailable due to COVID-19 on the premises.
- **Vaccine-Related:** The covered employee is attending a vaccine appointment or cannot work or telework due to vaccine-related symptoms.

### How do I ask my employer for my PTO back if I had to use it for COVID-19 related reasons?

If you had to use PTO for one of the reasons listed above, ask your employer verbally or by written request (written request is recommended) for retroactive 2021 COVID-19 Supplemental Paid Sick Leave and for your PTO to be restored on your next pay period.