COVID Paid Sick Leave- SB 114 Effective 02.19.2022

California SB 114 (Labor Code Section 248.6) is a new requirement that is effective February 19, 2022 with retroactivity to January 1, 2022. It provides supplemental paid sick leave to **employees who are unable to work or telework due to one of the below COVID-19 reasons. If the employee is still able to work remotely, these hours should not be used.**

1. The employee is under a COVID-19 quarantine or isolation period based on a governmental order or public health guidelines;

2. the employee has been advised by a health care provider to isolate or quarantine due to COVID-19;

3. the employee is attending an appointment for themselves or a family member for a COVID-19 vaccine or booster;

4. the employee is experiencing COVID-19 vaccine side effects or is caring for a family member who is experiencing side effects that prevent the employee from being able to work or telework;

5. the employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis;

6. the employee is caring for a family member who is subject to a COVID-19 quarantine or isolation period or who has been advised by a health care provider to quarantine or isolate;

7. the employee is caring for a child whose school or place of care is closed or otherwise unavailable for reasons related to COVID-19 on the premises.

**Additional Leave Allotment:**

Additionally, employees can take up to 40 hours of paid supplemental sick leave if the employee, or a family member for whom the employee is providing care, tests positive for COVID-19 and the employee is unable to work or telework. Employees are not required to exhaust the other bank of CA SPSL before accessing the 40 hours additionally provided because of a positive COVID-19 test.

**How to Report:**

Workday will be updated before the end of the 2/16/22 pay period. As before, employees will be prompted to select the appropriate reason for their absence as part of the time off request.

Per the legislation this time off will remain in effect through September 30, 2022.
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Retroactive to January 1, 2022

Employees who had a qualifying reason during the period of January 1, 2022 - February 15, 2022, can edit the previous time off request in Workday. The adjustment can be applied in cases when regular sick leave or vacation hours were used or when the employee took unpaid leave.

Any additional information regarding this requirement will be posted here.