1. **What is the Supplemental Paid Sick Leave that is effective September 19, 2020?**

   COVID-19 Supplemental Paid Sick Leave must be provided to all employees who leave their homes or place of residence to perform work and who work for employers that have 500 or more employees nationwide under the new law (California Labor Code section 248.1).

2. **If I'm required to leave my home and report to campus to perform work, what can I use this Supplemental Paid Sick Leave for?**

   You must be unable to work due to one of the following reasons:
   
   o You are subject to a federal, state, or local quarantine or isolation order related to COVID-19
   
   o You are advised by a health care provider to self-quarantine or self-isolate due to concerns related to COVID-19
   
   o You are prohibited from working by USF due to health concerns related to the potential transmission of COVID-19

3. **How does the Supplemental Paid Sick Leave differ from SF Public Health Emergency Leave Ordinance (PHELO)?**

   This new law provides sick leave only for reasons listed in FAQ 2, and only covers workers who must leave their home to perform work for their employer. The new sick leave hours cannot be used for childcare/eldercare.

4. **I've previously used PHELO hours for isolation/quarantine or because I tested positive for COVID-19. Will I receive additional hours because of this new requirement?**

   No, since PHELO was in effect prior to September 19, 2020, the University is not required to provide additional hours since those are covered reasons also under the new California law. However, if you used SFPHELO hours for childcare/eldercare or care of a family member as allowed under PHELO, you may be eligible to have hours added if you now have to use hours due to the following reasons. Please contact leaves@usfca.edu for assistance.

   You must be unable to work due to one of the following reasons:
   
   a. You are subject to a federal, state, or local quarantine or isolation order related to COVID-19
   
   b. You are advised by a health care provider to self-quarantine or self-isolate due to concerns related to COVID-19
   
   c. You are prohibited from working by USF due to health concerns related to the potential transmission of COVID-19
5. **How much COVID-19 Supplemental Paid Sick Leave is a full-time worker entitled to receive?**

A qualified worker who is considered full-time or who worked or was scheduled to work an average of at least 40 hours per week in the two weeks before the leave is taken is entitled to 80 hours of COVID-19 Supplemental Paid Sick Leave. Please note that the law allows leave previously provided pursuant to a local ordinance (SFPHELO) to offset the required leave under the CA COVID Supplemental Sick Leave.

6. **How much does an employee who qualifies for the COVID-19 Supplemental Paid Sick Leave get paid?**

The worker is entitled to the highest of the following:

a. The worker’s regular rate of pay for the last pay period
b. The state minimum wage
c. The local minimum wage

7. **Where can I see my current balance?**

For this time off, you can view your current balance under the PHELO plan in USF Works or on your paystub. For any questions, please contact leaves@usfca.edu.

8. **When do the COVID-19 Supplemental Paid Sick Leave Hours expire?**

This new law expires December 31, 2020. In the event that PHELO hours expire before this Paid Sick Leave Requirement, hours will still be available in compliance with this new requirement. If the federal Families First Coronavirus Response Act (FFCRA) is extended beyond December 31, 2020, then this California sick leave law will be extended as well, and hours will be available accordingly.