

## **UPDATE #4 – COVID 19 WAGE REPLACEMENT BENEFITS / GENERAL INFO**

**SAN MATEO CENTRAL LABOR COUNCIL / COMMUNITY SERVICES / April 3, 2020**

### **DURING THE COVID 19 PANDEMIC, UNEMPLOYMENT BENEFITS HAVE BEEN EXPANDED**

#### **WHO SHOULD APPLY FOR UNEMPLOYMENT**

- ALL WORKERS who are furloughed, laid off, hours reduced or without work through no fault of their own because of the COVID-19 pandemic should apply for unemployment benefits. Now through July 31, Pandemic Unemployment Compensation will add \$600 a week to the individual benefit amount.
- ALL WORKERS includes: self-employed workers, independent contractors, gig workers, freelancers, workers seeking part-time work, and workers who do not have a long-enough work history to qualify for state UI benefits and workers who have exhausted their state UI benefits
- UNDOCUMENTED WORKERS are not eligible for Unemployment or Pandemic Unemployment

### **EXPANDED PANDEMIC UNEMPLOYMENT**

#### **Pandemic Unemployment Compensation**

- Usual calculated benefit plus an additional \$600 per week in compensation thru July 31

#### **Pandemic Emergency Unemployment Compensation,**

- Provides an additional 13 weeks of state UI benefits after 26 weeks are exhausted

#### **Pandemic Unemployment Assistance.**

- Expands eligibility to self-employed workers, independent contractors, gig workers, freelancers, workers seeking part-time work, and workers who do not have a long-enough work history to qualify for state UI benefits and workers who have exhausted their state UI benefits
- Workers who are eligible for state UI are not eligible for the PUA program.
- Workers must be authorized to work, so undocumented workers will not qualify

**The Families First Coronavirus Response Act (FFCRA) requires certain employers to provide employees with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19.**

### **EMERGENCY PAID SICK LEAVE**

- California State Law requires employers to provide up to 3 days of paid sick leave a year
- FFCRA provides for up to 80 additional hours of paid sick leave / if qualified for reasons related to COVID-19.
- All employees of covered employers ( 0 – 500 employees) are eligible for two weeks of paid sick time for specified reasons related to COVID-19. Employers with fewer than 50 employees may apply for an exemption.
- Employees employed for at least 30 days are eligible for up to an additional 10 weeks of paid family leave to care for a child under certain circumstances related to COVID-19 (see Emergency Paid Family and Medical Leave below).
- There are no immigration related exclusions, but it applies only to employees of a covered employer.

### **PAID FAMILY LEAVE**

- Up to 6 weeks of paid leave at 60-70 % of wages (depending on income)
- Available if unable to work because you are caring for family member who is ill or who is quarantined because of COVID 19 – requires medical certification
- Must request leave from employer and apply for payment through EDD at [SDI Online](#)
- There are no immigration related exclusions, but it applies only to employees of a covered employer

### **EXPANDED PAID FAMILY AND MEDICAL LEAVE**

- Includes paid leave needed to care for a minor child whose school or care provider is closed or unavailable because of coronavirus, at two-thirds the employee's regular rate of pay
- Employees must have been employed by their current employer for at least 30 calendar days before going out on PFML

- First two weeks unpaid. Up to 10 additional weeks paid leave at 2/3 regular rate of pay.
- Pay is provided by the employer
- There are no immigration related exclusions, but it applies only to employees of a covered employer

#### **STATE DISABILITY INSURANCE**

- Partial wage replacement for up to 52 weeks for individuals unable to work due to quarantine or illness, requires medical certification
- There are no immigration related exclusions, but you must have earned wages from a qualifying employer during the base period prior to your claim

#### **WORKERS COMP**

- For employees who received a work related injury, including contracting COVID 19
- Available regardless of immigration status
- Benefits may include temporary or permanent disability payments and medical treatment
- The employer must provide you with a claim form once you report the injury