

## **H.R. 6201 comes into effect beginning April 1, 2020**

**The act provides for 80 hours of Federally mandated sick leave paid at 100% regular rate of pay up to a maximum of \$ 511.00 per day; \$ 5,110.00 in the aggregate for the following:**

1. Employees who contract COVID-19
2. Employee who is subject to a COVID-19 quarantine or isolation declared by Federal, State, or local government
3. Employee who is self-quarantined on the advice of a healthcare professional
4. Employee who is awaiting a diagnosis and experiencing confirmed COVID-19 symptoms

**The act also provides for 80 hours of Federally mandated sick leave paid at 2/3 of regular rate of pay up to a maximum of \$ 200.00 per day; \$ 2,000.00 in the aggregate for the following:**

1. Employee who is caring for a person subject to a COVID-19 quarantine or isolation declared by Federal, State, or local government or who has been advised by a health care provider to self-quarantine due to COVID-19 concerns
2. Employee who is caring for a minor child because childcare or school is unavailable due to COVID-19 precautions
3. Employee who is experiencing any substantially similar condition qualified as specified by the Secretary of Health and Human Services (HHS)

### **The Emergency Family Leave Act Expansion (EFLAE)**

Temporary expansion is in addition to the emergency paid sick leave above; must have worked for employer for 30 days

Provides ten (10) additional weeks of job protected leave for an employee who is unable to work due to the need to care for a minor child (under 18) due to the unavailability of childcare or their school being closed resulting from a public health emergency related to COVID-19 that has been declared by Federal, State or local government

After the first two (2) weeks covered by the emergency paid sick leave

The remaining time, (10) weeks max., at 2/3 of regular wages, up to a maximum of \$ 200.00 per day; \$10,000.00 in the aggregate

**If after April 1, you cannot work for one of the reasons stated above, you should inform your employer and request paid leave. Record keeping for all paid leave is the responsibility of the employing contractor. If you have been laid off due to a lack of work (jobsites being shut down) then you should apply for normal Unemployment Insurance through CA EDD.**