

**COVID-19 Related Paid Leaves**

*Last Updated on 5/18/20: 2:00 pm*

Reason for Leave	Days 1 – 10	Days 11 – 60	Days 61+
<b>1) Workplace COVID-19 Exposure</b>	Up to 80 hours of Emergency Sick Leave capped at \$511/day (\$5,110 total) that <i>shall</i> be supplemented with Paid Admin. Leave <sup>1</sup> after COV exhausted	Paid Admin. Leave after COV exhausted <sup>1</sup>	
<b>2) Fed., State or Local Required Quarantine / Isolation (e.g., diagnosed with COVID-19)<sup>5</sup></b>	Up to 80 hours of Emergency Sick Leave capped at \$511/day (\$5,110 total) that <i>may</i> be supplemented with employee paid leave balances <sup>4</sup> ( <i>shall</i> be supplemented with Paid Admin. Leave <sup>1</sup> for those working in the workplace after COV exhausted)	Employee paid leave balances <sup>4</sup> (Paid Admin. Leave <sup>1</sup> after COV exhausted for those working in the workplace)	
<b>3) Healthcare Provider Approved Isolation</b>			
<b>4) COVID-19 Symptoms</b>			
<b>5) Child Care or School Closure</b>	Up to 80 hours of Emergency Sick Leave (2/3rds) capped at \$200/day (\$2,000 total) that <i>may</i> be supplemented with employee paid leave balances <sup>4</sup>	Up to 400 hours (no more than 10 weeks) of Emergency FMLA Leave (2/3rds) capped at \$200/day (up to \$10,000 total) that <i>shall</i> be supplemented with employee paid leave balances (with exception of paid sick leave which is at employee discretion) <sup>4</sup>	Employee paid leave balances <sup>4</sup>
<b>6) Care for Qualifying Individuals</b>	Up to 80 hours of Emergency Sick Leave (2/3rds) capped at \$200/day (\$2,000 total) that <i>may</i> be supplemented with employee paid leave balances <sup>4</sup>	Employee paid leave balances <sup>4</sup>	
<b>7) Substantially Similar HHS</b>			
<b>8) Employee Requested Isolation<sup>3</sup></b>	Employee paid leave balances (except sick pay) if operationally feasible		
<b>9) Commute Disruption</b>			
<b>10) Workplace Closure</b>	Paid Furlough Leave <sup>2</sup>		

<sup>1</sup> For 30 days, with up to 60 days maximum for those who cannot telecommute

<sup>2</sup> Through at least May 31, 2020 for those who cannot telecommute

<sup>3</sup> Instances in which the employee is not diagnosed or exhibiting symptoms consistent with COVID-19 and do not otherwise qualify for use of paid sick leave

<sup>4</sup> Integration subject to employee agreement and includes newly proposed additional allocation of 80 hours of City sick pay

<sup>5</sup> Employees potentially eligible for workers' compensation after exhaustion of ESP and COV if employee is diagnosed and was working at work

#### Paid Admin. Leave

- Contingent upon signing up for third party paid leave benefits (e.g., SDI) the same as is required for access Catastrophic Illness Leave
- Only applicable until an employee is cleared to return to work, childcare responsibilities end, etc.

#### Employment Types:

- A. Essential Employees Working at Work: Paid as regular hours worked (WKP)
  - If 2, 3 or 4 → paid admin. leave
- B. Essential / Non-Essential Employees Working at Home (Telecommute): Paid as regular hours worked (WKP)
  - If 2 or 3 → continue working, unless get symptoms and then paid leave balances
  - If 4 → paid leave balances
- C. Non-Essential *not* Working at Home (Furloughed): Paid as paid administrative leave (AIP)
  - If 2, 3 or 4 → paid leave balances