



# COVID-19 UPDATE



## MESSAGE FROM THE ASSISTANT CEO/HR DIRECTOR

On February 9, Governor Newsom signed Senate Bill 114(SB 114), which created new Labor Code Sections 248.6 and 248.7 and mandates that public and private employers with 25 or more employees provide up to a total of 80 hours of Supplemental Paid Sick Leave for COVID related absences in addition to paid time off benefits employees receive by law or policy. The law requires employers to provide up to 40 hours of paid sick leave for certain COVID-19-related reasons (as noted below) and an additional 40 hours, if needed, with proof of a positive COVID-19 test. The law is going into effect on February 19, 2022, applies retroactively to January 1, 2022, and is effective through September 30, 2022.

All employees (including TAP and Per Diems) who are unable to work or telecommute due to one of the below qualifying reasons are eligible for the first 40 hours of paid leave:

- Quarantine or isolation due to COVID-19 as defined by guidelines of the California Department of Public Health, Centers for Disease Control and Prevention, or Riverside County's Public Health Officer.
- Employees advised by a health care provider to self-quarantine due to concerns related to COVID-19.
- Employees experiencing symptoms similar to COVID and seeking medical diagnosis.
- Employees caring for a [family member](#) (as defined by Labor Code Section 245.5) who is sick with COVID-19 or is subject to quarantine/isolation protocols.
- Caring for a child whose school or place of daycare is closed due to COVID.
- Employees attending their vaccination appointment for their initial dose(s) or a booster dose.
- Employee is experiencing symptoms as a result of the COVID vaccine.

For this first 40 hours, no proof of a positive COVID-19 test is required. In addition, for each vaccination or vaccine booster, the County may limit the total COVID-19 supplemental paid sick leave to 3 days or 24 hours unless the employee provides verification from a health care provider that the covered employee or their family member is continuing to experience symptoms related to a COVID-19 vaccine or vaccine booster.

Employees can take an additional 40 hours Paid Sick Leave, provided that they show proof of a positive COVID-19 test for themselves or for the family member who is sick with COVID-19. If an employee refuses to test or chooses not to test (for either themselves or their family member), the County is not obligated to provide the additional 40 hours of leave. Employees are not required to exhaust the initial flexible 40 hours of SPL before accessing the 40 hours additionally provided as a result of a positive COVID-19 test.

In addition, the County is authorized to require the covered employee, if that employee tests positive, to submit to another test on or after the fifth day after the first positive test and provide documentation on those results. The County will provide the additional test at no costs to the employee.

Employees who are considered full-time or who have worked or been scheduled to work, on average, 40 hours per week in the preceding two weeks are entitled to the 2022 COVID-19 Supplemental Paid Sick Leave. In Home Supportive Services providers are also entitled the paid leave with the exception that no test is required for the additional 40 hours. All other employees, i.e. part-time employees, are entitled to the number of hours the employee would normally be scheduled to work over a two-week period. Employees will not be required to use other accrued leave before using COVID-19 Supplemental Paid Sick Leave.

A work request has been submitted to create and program the time reporting codes for this leave. The information on the codes will be communicated to the County Department Representatives as soon as the programming and testing is complete. It will take a least one pay period to complete what needs to be done for the codes and are aiming to have everything in place for pay period 6/2022. We ask for your patience as this is getting set up in system. In the meantime, if you believe you are eligible to receive this COVID-19 Supplemental Paid Sick Leave and are requesting retroactivity to January 1, 2022, please reach out to your supervisor/manager to discuss your situation.

Thank you for your service and your assistance in keeping both yourself and others safe.

  
BRENDA DIEDERICHS

## **Additional Resources:**

RUHS-Public Health:

- <https://www.rivcoph.org/coronavirus>

CDPH:

- <https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Get-the-Most-out-of-Masking.aspx>
- <https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Face-Coverings-QA.aspx>