

Chico State Enterprises Announcements

Thursday, October 6, 2022

2022 COVID-19 Supplemental Paid Sick Leave Extended

The 2022 COVID-19 Supplemental Paid Sick Leave was originally scheduled to expire on September 30, 2022, but on September 29, 2022, Governor Gavin Newsom signed Assembly Bill 152, extending the leave through December 31, 2022.

Importantly, AB 152 does not grant additional leave or otherwise create a new leave entitlement beyond what was created earlier this year under SB 114. Rather, it simply pushes back the sunset date for the 2022 COVID-19 Supplemental Paid Sick Leave to December 31, 2022, extending the time period in which employees can use their existing leave through the end of the year. If an employee has already used their 2022 COVID-19 Supplemental Paid Sick Leave earlier in the year, they are not entitled to additional leave under AB 152.

Supplemental Paid Sick Leave applies to employees who are “unable to work or telework” due to one of the qualifying reasons.

An employee who satisfies one of the following conditions may qualify for leave:

1. The worker is subject to a quarantine or isolation “period” related to COVID-19; or
2. The worker is advised by a health care provider to self-quarantine or isolate due to concerns related to COVID-19.

Additional qualifying reasons for paid sick leave as follows:

1. The employee is attending an appointment to receive a vaccine for protection against contracting COVID-19;
2. The employee is experiencing symptoms related to a COVID-19 vaccine that prevent the employee from being able to work;
3. The employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis;
4. The employee is caring for a family member (minor or adult child, parent, spouse, domestic partner, grandparent, grandchild, or sibling) who is subject to a quarantine or isolation period, or who has been advised to self-quarantine; or
5. The employee is caring for a child (regardless of age) whose school or place of care is closed or otherwise unavailable for reasons related to COVID-19 on the premises.

Like the legislation enacted last year, a worker considered to be “full-time” by the employer is entitled up to 80 hours of COVID-19 supplemental paid sick leave. Part-time employees are eligible for variable leave amounts based upon hours worked. A worker who has a normal weekly schedule is entitled to paid leave hours equaling the total number of hours they are scheduled to work over two weeks. An individual who works a variable number of hours is eligible for leave time equal to 14 times the average number of hours the individual worked each day in the six months before the leave date. The calculation for a worker employed less than six months is generally made over the entire period of employment.