

Chico State Enterprises Announcements

October 7, 2020

COVID-19 Supplemental Paid Sick Leave

The State of California passed emergency legislation, Assembly Bill 1867, enacting supplemental COVID-19 sick leave. The legislation immediately allows employees to use up to 80 hours of COVID-19 Supplemental Paid Sick Leave (CPSL).

Although employees are eligible for the CPSL, they do not automatically qualify for it. Employees are required to communicate (oral or written) to their supervisor or manager and advise them which of the following three specific COVID-19 related reasons for their requested absence:

- The employee is subject to a federal, state, or local quarantine or isolation order related to COVID-19;
- The employee is advised by a healthcare provider to self-quarantine or self-isolate due to concerns related to COVID-19; or
- The employee is prohibited from working by the employer due to health concerns related to the transmission of COVID-19.

CPSL is only available if an employee “leaves the person’s home or other place of residence to perform work for the person’s hiring entity”. In other words, CPSL is not available to employees who are working exclusively remote from home. If you have been approved through the [Return to Campus](#) process and have worked at any time at your specific work location, within the last 14 days, you would be eligible for CPSL. Additionally, CPSL is only available in connection with an employee’s own health or exposure. Unlike the “Families First Coronavirus Relief Act” (FFCRA), CPSL is not available to employees who must care for children whose schools or childcare close for COVID-19 related reasons.

Employees classified as Cycle 1 Benefited, will be eligible up to the maximum of 80 hours of CPSL available for a two-week period. Employees classified as Cycle 2 Non-benefited, will be eligible up to a maximum of 58 hours available for a two-week period. CPSL will be paid at the employee’s regular rate of pay. Employees will be able to see their amount of CPSL hours available on their wage statements (i.e.: paystubs) starting with the October 1 – 15 pay period.

CPSL will be in effect until December 31, 2020. However, if the federal government extends the coverage date for the FFCRA, then California’s CPSL will be extended to the same end date. Notably, if the law expires while an employee is taking CPSL, the employee can finish taking the amount of leave they are entitled to receive.

The [CA COVID-19 Supplemental Paid Sick Leave for Non-Food Sector Employees](#) information will be posted in CSE offices with the other required employment posters and will also be available on the [CSE Employee Resources webpage](#).

We understand how complex all these COVID-19 related programs can be so please contact CSE Human Resources (csehr@csuchico.edu) if you have any questions or concerns.