DURING THE COVID 19 PANDEMIC, UNEMPLOYMENT BENEFITS HAVE BEEN EXPANDED

WHO SHOULD APPLY FOR UNEMPLOYMENT

- **ALL WORKERS** who are furloughed, laid off, hours reduced or without work through no fault of their own because of the COVID-19 pandemic should apply for unemployment benefits. Now through July 31, Pandemic Unemployment Compensation will add $600 a week to the individual benefit amount.
- **ALL WORKERS** includes: self-employed workers, independent contractors, gig workers, freelancers, workers seeking part-time work, and workers who do not have a long-enough work history to qualify for state UI benefits and workers who have exhausted their state UI benefits.
- **UNDOCUMENTED WORKERS** are not eligible for Unemployment or Pandemic Unemployment.

EXPANDED PANDEMIC UNEMPLOYMENT

Pandemic Unemployment Compensation
- Usual calculated benefit plus an additional $600 per week in compensation thru July 31

Pandemic Emergency Unemployment Compensation
- Provides an additional 13 weeks of state UI benefits after 26 weeks are exhausted

Pandemic Unemployment Assistance
- Expands eligibility to self-employed workers, independent contractors, gig workers, freelancers, workers seeking part-time work, and workers who do not have a long-enough work history to qualify for state UI benefits and workers who have exhausted their state UI benefits
- Workers who are eligible for state UI are not eligible for the PUA program.
- Workers must be authorized to work, so undocumented workers will not qualify.

The Families First Coronavirus Response Act (FFCRA) requires certain employers to provide employees with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19.

EMERGENCY PAID SICK LEAVE

- California State Law requires employers to provide up to 3 days of paid sick leave a year
- FFCRA provides for up to 80 additional hours of paid sick leave / if qualified for reasons related to COVID-19.
- All employees of covered employers (0 – 500 employees) are eligible for two weeks of paid sick time for specified reasons related to COVID-19. Employers with fewer than 50 employees may apply for an exemption.
- Employees employed for at least 30 days are eligible for up to an additional 10 weeks of paid family leave to care for a child under certain circumstances related to COVID-19 (see Emergency Paid Family and Medical Leave below).
- There are no immigration related exclusions, but it applies only to employees of a covered employer.

PAID FAMILY LEAVE

- Up to 6 weeks of paid leave at 60-70 % of wages (depending on income)
- Available if unable to work because you are caring for family member who is ill or who is quarantined because of COVID 19 – requires medical certification
- Must request leave from employer and apply for payment through EDD at [SDI Online](https://www.sdi.ca.gov)
- There are no immigration related exclusions, but it applies only to employees of a covered employer

EXPANDED PAID FAMILY AND MEDICAL LEAVE

- Includes paid leave needed to care for a minor child whose school or care provider is closed or unavailable because of coronavirus, at two-thirds the employee’s regular rate of pay
- Employees must have been employed by their current employer for at least 30 calendar days before going out on PFML
• First two weeks unpaid. Up to 10 additional weeks paid leave at 2/3 regular rate of pay.
• Pay is provided by the employer
• There are no immigration related exclusions, but it applies only to employees of a covered employer

STATE DISABILITY INSURANCE
• Partial wage replacement for up to 52 weeks for individuals unable to work due to quarantine or illness, requires medical certification
• There are no immigration related exclusions, but you must have earned wages from a qualifying employer during the base period prior to your claim

WORKERS COMP
• For employees who received a work related injury, including contracting COVID 19
• Available regardless of immigration status
• Benefits may include temporary or permanent disability payments and medical treatment
• The employer must provide you with a claim form once you report the injury