

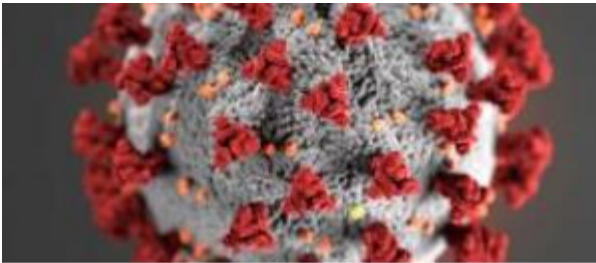


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SAFETY COMMUNICATION

COVID-19 Update: 2/14/22

New COVID-19 Supplemental Paid Sick Leave Law for 2022, and Indoor Mask Mandate Expires on February 15, 2022, with some exceptions



NEW COVID-19 SUPPLEMENTAL PAID SICK LEAVE

Governor Newsom recently signed the 2022 COVID-19 Supplemental Paid Sick Leave Law (SB 114), which applies to all employers with 26 or more employees. The law is effective on February 19, 2022, and retroactive to January 1, 2022. Employers are required to provide COVID-19 supplemental paid sick leave for qualifying leaves during the period January 1, 2022, to September 30, 2022.

The COVID-19 Supplemental Sick Leave (SPSL) applies when an employee is unable to work or telework due to one or more of the following reasons:

1. The employee is subject to a quarantine or isolation period related to COVID-19.
2. The employee has been advised by a healthcare provider to isolate or quarantine due to COVID-19.
3. The employee is attending an appointment for themselves or a family member to receive a vaccine or vaccine booster for protection against COVID-19, subject to some limitations.
4. The employee is experiencing symptoms or caring for a family member with symptoms related to a COVID-19 vaccine or vaccine booster that prevents the employee from being able to work or telework. (An employer may limit an employee's total leave for this reason to 3 days or 24 hours per vaccine or booster dose, including time taken to get a vaccine or booster under reason #3.
5. The employee is experiencing symptoms of COVID-19 and is seeking a medical diagnosis.
6. The employee is caring for a family member who is subject to an order or guidance or who has been advised to isolate or quarantine.
7. The employee is caring for a child whose school or place of care is closed related to COVID-19.
8. The employee, or a family member for whom the employee is providing care, tests positive for COVID-19.

Full-time employees are entitled to up to 40 hours of COVID-19 SPSL. Full-time employees are entitled to an additional 40 hours of SPSL upon showing a positive COVID-19 test for the employee or a family member. A single employee could receive up to 80 hours of SPSL. Please consult your local jurisdictions with their own SPSL ordinances and additional requirements. Below is a link to SB 114.

https://leginfo.ca.gov/faces/billTextClient.xhtml?bill_id=202120220SB114

INDOOR MASK MANDATE & EXCEPTIONS

The California Department of Public Health (CDPH) statewide requirement that masks be worn in all indoor public settings in California will expire on February 15, 2022. Effective February 16, 2022, only unvaccinated persons are required to mask in all indoor public settings. Masks are still required for all individuals in the following indoor settings:

- On public transit
- Indoors in K-12 schools and childcare
- Emergency shelters and cooling and heating centers
- Healthcare settings
- State and local correctional facilities and detention centers
- Homeless shelters
- Long term care settings and adult and senior care facilities

There are jurisdictions that still maintain some indoor mask mandates, such as L.A. County. Please check with your local health department before lifting any indoor mask mandate. Below is a link to the CDPH updated guidance for the use of face masks.

<https://www.cdph.ca.gov/programs/CID/DCDC/Pages/COVID-19/guidance-for-face-coverings.aspx>