

Earned Sick Leave COVID-19 Guidelines

Employees covered by the [San Diego Earned Sick Leave Ordinance](#) may use accrued Earned Sick Leave in the following situations:

- The Employee's place of business is closed by order of a public official due to a Public Health Emergency;
- The Employee is providing care or assistance to a child whose school or childcare provider is closed by order of a public official due to a Public Health Emergency;
- The Employee takes time off work because public health officials or healthcare providers require or recommend an Employee isolate or quarantine to prevent the spread of disease;
- The Employee takes time off work because they are 65 or older or have a serious chronic medical condition as described by the Centers for Disease Control; or
- The Employee takes time off work because the Employee needs to provide care for a family member, by blood or affinity, who public health officials or healthcare providers have required or recommended isolate or quarantine.

Earned Sick Leave may also be used for absences due to illness; the diagnosis, care or treatment of an existing health condition; or preventative care for the Employee or the Employee's family member.

Families First Coronavirus Response Act (FFCRA)

- The Families First Coronavirus Response Act (FFCRA) requires certain employers to provide eligible employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19.
- The [U.S. Department of Labor](#) has additional information on the FFCRA requirements and eligibility.

California COVID-19 Supplemental Paid Sick Leave

- On September 9, 2020, the state of California extended paid sick days to employees exposed or testing positive to COVID-19 and not previously covered under the federal FFCRA. Please visit <https://www.dir.ca.gov/dlse/Comparison-COVID-19-Paid-Leave.html> for additional information on California paid sick leave.
- For additional guidance related to COVID-19 for employers and workers, please visit: <https://www.labor.ca.gov/coronavirus2019/>