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## New California COVID-19 Supplemental Paid Sick Leave – What Employers Need to Know

On March 19, 2021, California Governor Gavin Newsom approved Senate Bill 95 (“SB 95”) which entitles most California employees to a new bank of COVID-19 supplemental paid sick leave. The law will go into effect on March 29, 2021 and will not expire until September 30, 2021 at the earliest.

SB 95 requires California employers with more than 25 employees to provide up to 80 hours of paid sick leave to employees who are unable to work or telework for any of the following reasons:

- **Quarantine or Isolation Order:** The employee is subject to a quarantine or isolation order issued by the California Department of Public Health, the federal Centers for Disease Control and Prevention, or a local health officer (if multiple orders apply, employees may use the order with the longest quarantine or isolation periods, following its minimum period);
- **Self-Quarantine:** The employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19;
- **Vaccine Appointment:** The employee is attending an appointment to receive a vaccine to provide protection against COVID-19;

- **Vaccine Reaction:** The employee is experiencing symptoms related to a COVID-19 vaccine that prevents the employee from being able to work or telework;
- **Symptomatic:** The employee is experiencing symptoms associated with COVID-19 and is seeking medical diagnosis;
- **Family Leave:** The employee is caring for a covered family member who is ordered to isolate or quarantine, or who was advised by a medical provider to self-quarantine; or
- **School Closure:** The employee is caring for a covered child whose school or place of care is closed or otherwise unavailable for reasons related to COVID-19 on the premises.

California employers, including Park owners and management companies, should promptly review this complete law by clicking [here](#), and review their COVID-19 policies and paid sick leave practices as more and more employees are headed back into the workplace. If you have any questions about SB 91 or on updating your employment practices to ensure you are in compliance, please contact one of the Hart King attorneys below.

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