

Your Right to Paid Sick Leave

Today, you have been instructed to **self-quarantine** pending the results of your COVID-19 test, or you have **tested positive** for COVID-19.

Your employer may be required to provide you with **two weeks of fully paid sick leave** while you are self-quarantining or recovering. You are most likely entitled to this leave if:

- Your employer has **fewer than 500 employees** nationwide and you are not an emergency responder or healthcare worker.
- You are a **food sector worker**, which means that you work in agriculture, at a grocery store, at a restaurant, or delivering food, regardless of the size of your employer.
- You work within **the City of Santa Rosa** or unincorporated areas of Sonoma County.

COVID-19 related paid sick leave is available **in addition** to any paid sick hours you have earned but not yet used this year. All workers in California, regardless of whether they qualify for COVID-19 related leave, have the right to accrue paid sick leave and take at least 3 accrued days per year. Some workers in Sonoma County may be entitled to additional days.

Workers at companies with fewer than 500 employees may also be eligible for two weeks of partially paid sick leave to care for a family member who is sick or quarantined due to COVID-19, and for 10 weeks of partially paid family leave to care for a child who is home from school or daycare due to COVID-19.

All eligible workers have the right to paid sick leave regardless of their immigration status. You need to let your employer know as soon as possible that you'll need the time off. Your notification should include the reason you need to take paid sick leave.

It is unlawful for your employer to:

- **Retaliate against you for taking paid sick leave you are eligible for,**
- **Fail to post Federal, State, and local sick leave laws in your workplace,**
- **Not regularly provide you with records of how many sick hours you have accrued.**

If you are not eligible for COVID-19 related paid sick leave or if you need more than two weeks of leave, you might be able to receive **State Disability Insurance**. State Disability Insurance provides partial income replacement to workers who are unable to do their regular work due to a physical or mental health issue, regardless of immigration status. Talk to your health care provider about whether State Disability Insurance is right for you.

If you have questions about your right to paid sick leave or State Disability Insurance, or need help accessing these programs, please contact:

- **CRLA's COVID-19 Workers' Rights Helpline at (800) 357-9513, or**
 - **Legal Aid of Sonoma County's Disaster Relief Program at (559) 429-6974.**
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