

COVID-19 (Coronavirus Disease) and Emeryville's Paid Sick Leave Law

The City of Emeryville is taking measures to slow the spread of the new coronavirus (COVID-19) in our community. This is an important reminder to all Emeryville employers and employees of Emeryville businesses about Emeryville's Sick Leave Law and guidance from the State of California regarding paid leave and unemployment eligibility.

City of Emeryville employers covered by Section 5-37.03 of the Minimum Wage, Paid Sick Leave Ordinance must allow covered employees to use accrued sick leave in the following situations:

- 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 the employee falls within the definition of a "vulnerable population" under the Guidance from the State or any other official subsequent updates.
- The employee takes time off work because the employee's business or a work location temporarily ceases operations in response to a public health or other public official's recommendation;
- The employee takes time off work because the employee needs to provide care for a family member who is not sick but who public health officials or healthcare providers have required or recommended isolate or quarantine; or
- The employee takes time off work because the employee needs to provide care for a family member whose school, childcare provider, senior care provider, or work temporarily ceases operations in response to a public health or other public official's recommendation.

Background

Section 5-37.03 of the Emeryville's Minimum Wage and Paid Sick Leave Ordinance requires employers to provide paid sick leave to all employees (including temporary and part-time employees) who perform work in the City for at least 2 hours per week. Employees may use paid sick leave when they or a family member, designated person or service animal are ill, injured, or for the purpose of receiving medical care (including preventive care), treatment, diagnosis, or other medical reason.

Nothing prevents an employer from offering more generous or flexible paid leaves, such as Personal Time Off (PTO) that can be used for sickness, vacation, or other personal needs.

Further guidance on the use of paid sick leave and additional resources can be found below:

California Labor Commissioner guidance on State paid sick leave and the Coronavirus is available at <https://www.dir.ca.gov/dlse/2019-Novel-Coronavirus.htm>. California Employment Development Department guidance on Disability Insurance, Paid Family Leave, and Unemployment Insurance and the Coronavirus is available at https://edd.ca.gov/about_edd/coronavirus-2019.htm.