AB 1867 – COVID-19 Supplemental Paid Sick Leave (AB 1867 SPSL)
Use API Pay code: COVID SUPP SL
FAQs

Q. If I was previously on a National Emergency Personal Leave (NEPL) due to one of the three qualifying reasons, can my use of sick leave be reversed and instead have the AB 1867 SPSL applied in its place?
A. No, the AB 1867 SPSL went into effect on September 19, 2020 and cannot be applied prior to this date. In addition, this new sick leave benefit will be in its own bank, separate and apart from sick leave and paid leave bank.

Q. If I was previously on a NEPL due to one of the three qualifying reasons and had elected to go unpaid, can I now request the use of AB 1867 SPSL?
A. No, the AB 1867 SPSL went into effect on September 19, 2020 and cannot be applied prior to this date.

Q. What are the qualifying reasons to be eligible for the AB 1867 SPSL?
A. You may request this pay using the pay code: "COVID SUPP SL" if any of the following applies:
- You are subject to a federal, state, or local quarantine or isolation order related to COVID-19.
- You are advised by a health care provider to self-quarantine or self-isolate due to concerns related to COVID-19.
- You are prohibited from working by the employer due to health concerns related to the potential transmission of COVID-19.

Q. Will I need to exhaust my sick leave and/or paid leave hours before I can apply for the AB 1867 SPSL?
A. No, an employee is <u>not</u> required to use their sick leave or paid leave before using the AB 1867 SPSL applied if they are eligible. All three will be maintained in separate banks.

Q. How many hours am I eligible for?
- *Full-Time* employees scheduled to work 80 hours (i.e. 1.0 FTE) a pay period are eligible for 80 hours of SPSL.
- *Part-Time* employees will have the SPSL pro-rated based upon their FTE.
- *Per Diem* employees will have their SPSL calculated based upon 14 times the average number of hours worked per day over the past 6 months.

Q. If I am too sick to work due to symptoms unrelated to COVID-19, am I eligible for SPSL?
A. No, SPSL may only be used for COVID related absences as detailed above.

Q. If I call out with one or more cold-like symptoms, decide to get tested and am taken off of work by Occupational Health & Safety, will the time that I am taken off of work be covered by SPSL?
A. Yes, this time qualifies under the reasons explained above. If your test results are positive, you can continue to use the SPSL benefit. If the results are negative, you can then switch from SPSL to your accrued sick leave if you remain off work, as of the date results were obtained.

Q. How may I request the AB 1867 SPSL?
A. This new benefit will have its own pay code in API – "COVID SUPP SL". For employees, who are not on a leave of absence, they may enter the code on their timecard for leadership approval. Employees on leave will be able to elect the use of Supplemental Sick Leave via the Request for Leave of Absence request *National Emergency Personal Leave*

Q. I am required to self quarantine, but am able to work remotely; will I be eligible for the AB 1867 SPSL?
A. No, employees who are able to work remote are not eligible for this benefit.

Q. Where can I get more information?
A. Please see our All User Message dated September 18, 2020:

http://intranet.rchsd.org/documents/2020/09/covid-19-communication-sept-18-2020.pdf