

COVID-19 EMPLOYER AND EMPLOYEE RESOURCES

In light of COVID-19, the Governor has taken several actions to ensure the health and safety of Californians and ensure employers and employees are not severely impacted by the economic effects this pandemic may cause. Governor Newsom declared a State of Emergency due to the Coronavirus on March 4th. The resources outlined below for employers and employees have been made available through the Governor's Executive Orders and existing programs. Additional consumer resources can be found at www.covid19.ca.gov.

The following resources are available to employers:

- Reduced Work Hours - Employer experiencing a slowdown in the business or services as a result of the Coronavirus impact on the economy may apply for the [UI Work Sharing Program](#). This program allows employers to seek an alternative to layoffs.
- Potential Closure or Layoffs - Employers planning a closure or major layoffs as a result of the Coronavirus can get help through the Rapid Response program. The Rapid Response Service fact sheet can be found [here](#).
NOTE: Governor Newsom issued an [Executive Order](#) suspending the bulk of the California Worker Adjustment and Retraining Notification Act, which requires employers provide 60 days' advance notice to employees when they must order a mass layoff.
- Tax Assistance - Employers experiencing a hardship as a result of COVID-19 may request up to a 60-day extension of time from the EDD to file their state payroll reports and/or deposit state payroll taxes without penalty or interest.
 - The Franchise Tax Board has also extended personal and business tax filings to July 15, 2020. A full list of tax filers and their due dates can be found [here](#).
 - The CA Department of Tax and Fee Administration has also granted extensions for filing returns and making payments, relief from interest and penalties, and filing a claim for refund. Information from CDTFA can be found [here](#).
- Guidance on requirements to protect workers from Coronavirus can be found [here](#).

Resources for Small Businesses:

- The Office of the Small Business Advocate offer consulting, training, and access to capital. Local centers can be found [here](#) or you can talk to a specialist directly, [here](#).

- U.S. Small Business Administration - Small businesses and nonprofits can apply for SBA disaster assistance programs online or seek assistance from SBA's Customer Service Center at 1-800-659-2955/1-800-877-8339 (TTY) or by email. Visit the [SBA website](#) for more details.

- CA I-Bank - California also offers small business locals from the CA Infrastructure and Economic Development Bank. For more information, please visit the [CA I-Bank website](#).

- State Treasurer - The California Capital Access Program for Small Businesses encourages banks and other financial institutions to make loans to small businesses that have difficulty obtaining financing. To find participating lenders, visit the [Treasurer's website](#).

- Other employer resources can be found on the Department of Labor and Workforce's Coronavirus Resources website, [here](#).

The following benefits are available for employees:

- Disability Insurance: If you're unable to work due to medical quarantine or illness related to COVID-19 (certified by a medical professional). This benefit is a short-term benefit payment to eligible workers who have a full or partial loss of wages due to a non-work-related illness, injury, or pregnancy. The benefit includes approximately 60-70% of wages (depending on income); ranges from \$50-\$1,300 a week for up to 52 weeks.

- Paid Family Leave: If you're unable to work because you are caring for an ill or quarantined family member with COVID-19 (certified by a medical professional). This benefit provides up to six weeks of benefit payments to eligible workers who have a full or partial loss of wages because they need time off work to care for a seriously ill family member. The benefit includes approximately 60-70% of wages (depending on income); ranges from \$50-\$1,300 a week for up to 6 weeks.

- Unemployment Insurance: If you have lost your job or have had your hours reduced for reasons related to COVID-10. This benefit provides partial wage replacement benefit payments to workers who lose their job or have their hours reduced, through no fault of their own. The benefit includes a range from \$40-450 per week for up to 26 weeks.

- Paid Sick Leave: If you or a family member are sick or for preventative care when civil authorities recommend quarantine. The benefit includes the leave you have accumulated or your employer has provided to you under the Paid Sick Leave law. This benefit includes your regular rate of pay or an average based on the past 90 days.

- Workers' Compensation: If you are unable to do your usual job because you were exposed to and contracted COVID-19 during the regular course of your work, you may be eligible for workers' compensation benefits. The benefit includes temporary disability (TD) payments, which begin when your doctor says you can't do your usual work for more than 3 days or you are hospitalized overnight. You may be entitled to TD for up to 104 weeks. TD stops when either you return to work, your doctor releases you for work, or your doctor says your illness has improved as much as it's going to. TD generally pays two-thirds of the gross wages you lose while you are recovering from a work-related illness or injury, up to a maximum weekly amount set by law. In addition, eligible employees are entitled to medical treatment and additional payments if a doctor determines you suffered a permanent disability because of the illness.

Although the Legislature is currently on an extended Spring Recess due to COVID-19, a few bills have been introduced in response to the emergency:

[AB 2887](#) (Bonta) Contains various COVID-19 aid provisions, including:

- ensuring schools continue to receive funding during pandemics/outbreaks/etc.
- ensuring impacted students in need receive nutritious meals
- establishes a moratorium on collection of rent from small businesses during emergencies
- requires the I-Bank to provide zero-interest loans to small biz and nonprofits during emergencies
- provides paid sick leave for employees and requires DIR to establish paid sick leave for day laborers and independent contractors during emergencies for up to 14 days
- prohibits utilities from being shut off for nonpayment for the first three billing cycles following an emergency

[AB 3216](#) (Kalra) Prohibits employers from refusing to allow an employee to take family and medical leave for COVID-19 and institutes various other related requirements/protections.

As this pandemic is ever-changing, we will continue to update you when new resources and updates are made available.