**What the new COVID-19 leave law may look like**

**Who qualifies?** Employees at all businesses with 26 or more employees, apparently including public sector employees. Part-time workers will be entitled to prorated leave based on their work week.

**How much leave?** Up to 80 hours of new paid leave for full-time employees. The previous paid leave law, SB 95, expired as of Sept. 30, 2021, and that leave did not carry over to 2022. This appears to be leave employees can take without having to burn through their accrued personal PTO.

**How do I** **qualify for the leave?** If an employee is sick with COVID-19 or must isolate or quarantine (under Cal/OSHA rules, CDC guidance, or standards specific to the employer, or if the employee must care for another person with COVID-19 or a child whose school is closed or interrupted for COVID­ related reasons. Up to three days of leave can be used to attend a vaccination appointment (for the employee or a family member) or to recover from vaccine adverse effects.

**What proof does an employee need to take leave?** For the first week (40 hours) of leave, there is no proof required, but to “unlock” the second week of leave, an employee must submit proof of a positive test for themselves or the person they are caring for. What form of proof and whether a home COVID test will suffice is yet to be determined.

**Is paid leave retroactive?** It will be retroactive to Jan. 1, 2022.