



## COVID-RELATED LEAVES

Below is a brief summary of options that are available to employees who need to take leave for COVID-19 related reasons.

1. SPSL (COVID-19 Supplemental Paid Sick Leave)
  - Per [Senate Bill 114, Chapter 4](#)
  - Up to 80 hours for all non-union employees, APC, CFA, CSUEU, SUPA, Teamsters, UAW members Jan 1, 2022-Dec 31, 2022
  
2. ECRL (CSU's Expanded COVID-19 Related Leave Program)
  - 128 hours for all employees (except Teamsters)
  - 256 hours for Teamsters
  - 80 hours of Senate Bill 95\* included in the 128 and 256 hours noted above
  - Available January 1, 2021 - December 31, 2021
  
3. \*[Senate Bill 95](#) (Signed by Governor Newsom on March 19, 2021)
  - Provides supplemental paid sick leave for employees in the state of California who are unable to work or telework due to COVID-19
  - Provides leave 80 hours (For staff included in ECRL as noted above)
  - Available January 1, 2021 - September 30, 2021
  
4. Sick Leave
  - 8 hour/month for full-time
  
5. Vacation
  - Accrued hours vary by CBA
  
6. CTO (Compensatory Time Off for non-exempt employee)
  - Employees can use CTO hours previously earned. (Non-exempt employees have the option of requesting compensatory time in lieu of overtime wages.)
  
7. Additional Day Off (ADO)
  - Employees are entitled to use earned ADO on another scheduled workday. Depending upon their employment category, employees have a certain time period to take these accrued days off.
  
8. Catastrophic Leave (Disaster/State of Emergency)
  - Donation program with unlimited number of donation hours
  - Donations may be inter-campus for non-represented employees. Intra-campus for represented employees.
  - Will need to “make an exception” pursuant to Title V to use this leave for COVID purposes.

*University Personnel: Updated 6.7.22/mc*