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 Jan 1, 2022-Dec 31, 2022
   - Up to 80 hours for all union employees Jan 1, 2022-Sept 30, 2022 (pending bargaining)

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
   - Expires on 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)
   - Expires 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.