



Channel Islands

COVID-19 Supplemental Paid Sick Leave (SPSL)

On February 9, 2022, the Governor passed Senate Bill (SB) 114 COVID-19 Supplemental Paid Sick Leave. SB 114 provides for new supplemental paid sick leave up to 80 hours (10 days) and is available effective **January 1, 2022**, through **September 30, 2022**, for represented employees unable to work or telework due to COVID-19-related reasons.

The CSU has approved the CSU Supplemental Paid Sick Leave (SPSL) program for non-represented employees, extending the program's deadline to **December 31, 2022**, and eliminating the daily SPSL pay maximums prescribed in SB 114.

All employees are eligible to participate in SPSL with limited exceptions as noted below.

Eligibility

Pursuant to SB 114, all employees are eligible for COVID-19 SPSL with the exception of work study student employees. Retired annuitants are only eligible for provisions specifically outlined in SB 114, not the enhancements offered by CSU to non-represented employees or to represented employees through the collective bargaining process as inclusion in such programs is expressly prohibited by CalPERS for retired annuitants.

***There is no waiting period to become eligible for this leave, and new employees hired after the effective date are considered eligible upon hire.

Employees may only utilize SPSL for time periods in which they are scheduled to work, thus making time off necessary and given the employee is unable to work on site or telework. SPSL cannot be used to extend a temporary appointment or to receive pay during periods in which an employee is not scheduled to work.

Qualifying Reasons for Leave

Up to **40 hours** (5 days) of SPSL can be used for the following reasons when employees are unable to work on site or telework:

1. a) Employee is subject to quarantine or isolation related to COVID-19, as defined by the State Department of Public Health, Centers for Disease Control and Prevention, or a local health officer who has jurisdiction over the workplace;* or

2. b) Employee is advised by a health care provider to isolate or quarantine due to concerns related to COVID-19; or
3. c) Employee is attending an appointment for themselves or a family member to receive a COVID-19 vaccine or a vaccine booster (See limit on use of hours below.); or
4. d) Employee is experiencing symptoms, or caring for a family member experiencing symptoms, related to a COVID-19 vaccine or vaccine booster that prevents the employee from being able to work (See limit on use of hours below.); or
5. e) Employee is experiencing COVID-19 symptoms and seeking a medical diagnosis; or
6. f) Employee is caring for a family member who is subject to a quarantine or isolation order or guideline or who has been advised to isolate or quarantine by a health care provider due to concerns related to COVID-19; or
7. g) Employee is caring for a child whose school or place of care is closed or otherwise unavailable for reasons related to COVID-19 on the premises.

**If an employee is subject to more than one of the above “jurisdictions”, the employee is permitted to use SPSL for the minimum quarantine or isolation period under the order or guidance that provides for the longest such minimum period.*

Up to **40 hours (5 days)** of additional SPSL can be used **only** for the following reason when employees are unable to work on site or telework:

- h) Employee, or a family member that is under their care, tests positive for COVID-19.

Employees do not need to exhaust the leave to which they are entitled to for reasons a), b), or c), before using this additional SPSL.

Vaccine or Vaccine Booster Time Limits

For each vaccination or vaccine booster, the total COVID-19 supplemental paid sick leave is limited to 3 days (24 hours). If the employee or their family member continues to experience symptoms related to the vaccine or vaccine booster beyond 3 days (24 hours) limit, the employee must provide verification from a health care provider upon request. The 3 day or 24-hour limitation applies to each vaccine or vaccine booster and includes the time used to get the vaccine or vaccine booster.

Total Time Available under SPSL

The total maximum amount of COVID-19 supplemental paid sick leave that employees are entitled to shall not exceed 80 hours (10 days) for the period between January 1, 2022, and September 30, 2022 (December 31, 2022 for non- represented employees). SPSL may not continue past December 31, 2022 for employees eligible to use SPSL.

Any questions regarding this process should be sent to human.resources@csuci.edu.