

**County of Alameda**  
**Senate Bill 114**  
**2022 COVID-19 Supplemental Paid Sick Leave Summary**

Senate Bill 114 (“SB 114”), signed by the Governor on February 9, 2022, provides employees with a total of up to 80 hours of Supplemental Paid Sick Leave (“2022 SPSL”) for COVID-19 related reasons in two (2) “batches” - each batch permitting up to 40 hours of 2022 SPSL. The following applies for each batch:

**BATCH NO. 1 – REASONS FOR LEAVE**

SB 114 allows employees to use up to 40 hours of 2022 SPSL if they are unable to work or telework for the following reasons:

- They are subject to a quarantine or isolation period related to COVID-19 as defined by an order or guidance of the State Department of Public Health, the federal Centers for Disease Control and Prevention (“CDC”), or a local public health officer who has jurisdiction over the workplace.
- They have been advised by a healthcare provider to isolate or quarantine due to COVID-19.
- They are experiencing symptoms of COVID-19 and seeking a medical diagnosis.
- They are caring for a family member who is subject to a CDC, state, or local public health order or guidance, or who has been advised by a health care provider to isolate or quarantine.
- They are caring for a child whose school or place of care is closed or otherwise unavailable for reasons related to COVID-19 on the premises.

Employees may also use their first batch of 2022 SPSL if:

- They are attending an appointment for themselves or a family member to receive a vaccine or a vaccine booster for protection against COVID-19.
- They are experiencing symptoms or caring for a family member experiencing symptoms related to a COVID-19 vaccine or vaccine booster that prevents them from working or teleworking. (**NOTE:** Employees may be limited to 24 hours of 2022 SPSL for vaccine-related symptoms unless they provide verification from a health care provider requesting additional time. This limitation applies for each vaccine or vaccine booster dose.)

**BATCH NO. 2 – REASONS FOR LEAVE**

An employee may qualify for a second batch of up to 40 hours of 2022 SPSL if they test positive for COVID-19 or are caring for a family member who tests positive. Employees will be required to provide documentation of the positive test result. Additionally, if an employee requests this second batch of 2022 SPSL for their own illness, employees will be required to test on day five (5) after the initial positive test. Tests are available to employees at no cost. Additionally, if an employee is caring for a family member and requests this second batch of 2022 SPSL, the employee may be required to provide proof of the family member’s positive test result.

Employees need not exhaust all 2022 SPSL from Batch No. 1 before using 2022 SPSL from Batch No. 2.

**TIMING**

2022 SPSL is effective on February 19, 2022 and is set to expire on September 30, 2022. Employees may request retroactive use of 2022 SPSL for qualifying absences that occurred on or after January 1, 2022.

More information will be forthcoming regarding 2022 COVID-19 Supplemental Paid Sick Leave through your department/agency HR Office.