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Employment Update: COVID Sick Pay for Santa Rosa Employees
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On February 2, the City of Santa Rosa passed a local urgency ordinance that temporarily reinstates mandatory employer-provided **paid leave** for COVID-19 to employees that work within the geographic boundaries of the City of Santa Rosa. The ordinance, effective February 2 – March 31, 2021, mirrors the mandated emergency paid sick leave provisions in the federal Families First Coronavirus Response Act (FFCRA), providing leave for the following reasons:

1. The employee is subject to quarantine or isolation by federal, state or local order due to COVID-19, or
2. The employee is advised by a health-care provider to self-quarantine due to COVID-19, or
3. The employee experiences symptoms of COVID-19 and is seeking medical diagnosis, or
4. The employee is caring for an individual who is quarantined or isolated, or otherwise unable to receive care due to COVID-19, or
5. The employee is caring for a minor child because a school or daycare is closed, or the child care provider is not available due to COVID-19.

Sick leave is paid at the employee's regular rate of pay up to \$511 per day not to exceed \$5,110, if an employee qualifies under reasons (1)-(3), above, and at two-thirds of the employee's regular rate of pay up to \$200 per day not to exceed \$2,000, if an employee qualifies under (4)-(5), above.

While the mandate to provide FFCRA paid leave for the above reasons expired on December 31, 2020, the FFCRA tax credit for choosing to provide leave was extended through March 31, 2021. The Santa Rosa ordinance reinstates the mandate to provide this leave for all employers with employees that work within Santa Rosa city limits.

Note that the ordinance does not expand the amount of leave available to employees under the FFCRA or the previous Santa Rosa ordinance (up to 80 hours of Emergency Paid Sick Leave). As such, employers do not need to grant additional leave to employees who have already utilized all of their leave entitlement under the FFCRA or the previous Santa Rosa ordinance.

Information about the Santa Rosa ordinance and downloadable flyers in English and Spanish are available at <https://srcity.org/3348/Temporary-Sick-Leave-Ordinance>. And if you have any specific questions about the ordinance please reach out to us to discuss.