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Employment Update: Supplemental COVID Sick Pay Extended to Dec 31

The Governor signed AB 152 extending COVID-19 supplemental paid sick leave ("SPSL") through Dec. 31, 2022, consistent with the expiration of the current Cal/OSHA ETS. It was set to expire today. The law does not provide additional hours of pay. Employees are still limited to a combined 80 hours of time for symptoms, treatment and illness for self and family, but if they have not used them, the hours will be available until the end of the year. The best news is that the law allows small businesses to recoup the costs of SPSL. As a reminder, SPSL applies to employers with 26 or more employees only.

AB 152 establishes the California Small Business and Nonprofit COVID-19 Relief Grant Program within the Governor's Office of Business and Economic Development ("GO-Biz"). Go-Biz will provide grants of up to \$50,000, but "no more than the actual costs incurred for" SPSL between Jan. 1, 2022 and Dec. 31, 2022, to qualified small businesses and nonprofit organizations.

The grants are available to businesses in the state that have provided COVID-19 SPSL and meet these criteria:

- Incorporated as a "C" corporation, "S" corporation, cooperative, limited liability company, partnerships, or limited partnership or registered as a 501(c)(3), 501(c)(6), or 501(c)(19).
- Began operation before June 1, 2021.
- Are currently in operation.
- Have 26 to 49 employees.

You should adjust your policies to allow for the extended provision of SPSL and check with your tax or payroll advisor about applying for the grant if you are an employer with 26-49 employees and will have paid SPSL benefits during the year of 2022.

As always, please feel free to reach out with any questions or concerns.