

Disclaimer: Intended for general information purposes only, leaves may interact with each other, for more detailed information including claim forms, please call Human Resources.

Program	Why	What	Benefits
Disability Insurance	If you're unable to work due to medical quarantine or illness related to COVID-19 (certified by a medical professional)	Short-term benefit payments to eligible workers who have a full or partial loss of wages due to a non-work-related illness, injury, or pregnancy.	Approximately 60-70 percent of wages (depending on income); ranges from \$50-\$1,300 a week for up to 52 weeks.
Paid Family Leave	If you're unable to work because you are caring for an ill or quarantined family member with COVID-19 (certified by a medical professional)	Up to six weeks of benefit payments to eligible workers who have a full or partial loss of wages because they need time off work to care for a seriously ill family member.	Approximately 60-70 percent of wages (depending on income); ranges from \$50-\$1,300 a week for up to 6 weeks.
Unemployment Insurance	If you have lost your job or have had your hours reduced for reasons related to COVID-19	Partial wage replacement benefit payments to workers who lose their job or have their hours reduced, through no fault of their own.	Range from \$40-\$450 per week for up to 26 weeks.
Pandemic Emergency Compensation Program	The \$2 trillion Coronavirus Response Act President Trump signed will expand unemployment benefits.	Pandemic Emergency Compensation program funded by stimulus package extends unemployment to Californians for a total of 39 weeks.	An additional \$600 a week to a person's regular unemployment benefits, cease to be paid out after July 31, 2020.
Paid Sick Leave	If you or a family member are sick or for preventative care when civil authorities recommend quarantine	The leave you have accumulated, or your employer has provided to you under the Paid Sick Leave law.	Paid to you at your regular rate of pay

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<p>FMLA</p>	<p>Entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons.</p>	<p>Authorizes eligible employees to take up a total of 12 weeks of paid or unpaid job-protected leave during a 12-month period for specified family and medical reasons.</p>	<p>While on leave, employees keep the same employer-paid health benefits they had while working.</p>
<p>CFRA</p>	<p>Entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons.</p>	<p>Authorizes eligible employees to take up a total of 12 weeks of paid or unpaid job-protected leave during a 12-month period</p>	<p>While on leave, employees keep the same employer-paid health benefits they had while working.</p>
<p>Emergency Family and Medical Leave Expansion Act Eligibility:</p>	<p>The employee has worked for the City of Cupertino for at least 30 calendar days. Employee is unable to work (or telework) due to a need to care for the son or daughter (under 18 years of age) who's school or place of care has been closed, or who's child care provider is unavailable due to a COVID-19 emergency declared by either a Federal, State, or local authority; and the employee provided reasonable notice of the need for the leave.</p>	<p>Employees are eligible for up to 12 weeks of job-protected Public Health Emergency Leave from April 1, 2020 through December 31, 2020</p>	<p>The first 2 weeks of leave can be unpaid, covered by Emergency Paid Sick Leave or employees can use accrued leaves. For the remaining 10 weeks, an employee is entitled to paid leave at two-thirds of the employee's regular rate of pay. However, paid leave is subject to a cap of \$200 per day and \$10,000 total. Accrued leave may be used to supplement.</p>

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Emergency Paid Sick Leave Act:	Employee is subject to a Federal, State, or local quarantine or isolation order, been advised by a health care provider to self-quarantine or experiencing symptoms of COVID-19 and seeking a medical diagnosis.	Employees are entitled to Emergency Paid Sick Leave at their regular rate of pay subject to caps from April 1, 2020 through December 31, 2020 (up to 80 hours)	Emergency Paid Sick Leave at their regular rate of pay (subject to the following caps) \$511/Day and \$5,110 in the Aggregate (Federal, State, local, or Health Care Provider quarantine or isolation order related to COVID-19 or for the employees' own illness \$200/Day and \$2,000 in the Aggregate (Care for Family related to COVID-19)
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