

C57 COVID-19 Auto response 3/16/2020

Hello,

This response is addressing the most common questions I'm receiving in a fast-changing environment relating to the County's COVID-19 response and is an automatic reply. I'll work to respond to your individual email but want everyone to have access to the most up to date information I have which is why you're receiving this automatic response.

As of today, Monday March 16, the County is in the process of sending all "non-essential" workers to either work from home or be at home and await instructions if there's no telework that can be performed. Essential employees are employees who the County determines can't miss work or it would cause harm to public health and safety. Being sent home will be on paid time and won't require you to use vacation, comp, sick, etc... Who is sent home and when may take some time or days to determine.

If your child is at home due to a school closure and you need to miss work to care for them

You may have to use vacation or comp time (assuming you weren't sent home as a non-essential employee as outlined above). AFSCME is working to ensure that all accruals used for this purpose will be refunded to you but this will take time to resolve (assuming we can) and you'll need to do what you can for now. We're working at the Federal and State levels as well to address these and other COVID related situations.

If YOU are Sick or Quarantined

If you're unable to work due to having or being exposed to COVID-19 (certified by a medical professional), you can file a Disability Insurance (DI) claim. DI provides 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. Benefit amounts are approximately 60-70 percent of wages (depending on income) and range from \$50-\$1,300 a week.

For guidance on the disease, visit the California Department of Public Health website.

If you Believe You Were Infected at Work

If you believe you may have been infected while performing work for San Mateo County, you should fill out a workers compensation claim immediately (within 24-hours) upon becoming ill and/or being tested positive for COVID-19. For guidance on completing a workers compensation claim, please visit the County's Worker' Compensation Procedure website

If you are Caregiving for someone sick

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), you can file a Paid Family Leave (PFL) claim. PFL provides 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 or to bond with a new child. Benefit amounts are approximately 60-70 percent of wages (depending on income) and range from \$50-\$1,300 a week.

If the County Temporarily Reduces or Eliminates Hours (Office Closures)

If the County reduces your hours or shuts down operations due to COVID-19, AFSCME will immediately seek to have everyone on “paid release time”. However, this may take time to sort-out. Don’t wait! You can file an Unemployment Insurance (UI) claim. UI provides partial wage replacement benefit payments to workers who lose their job or have their hours reduced, through no fault of their own. Workers who are temporarily unemployed due to COVID-19 and expected to return to work with their employer within a few weeks are not required to actively seek work each week. However, they must remain able and available and ready to work during their unemployment for each week of benefits claimed and meet all other eligibility criteria. Eligible individuals can receive benefits that range from \$40-\$450 per week. For a list of common asked and Answered questions about various Disability or Paid Leave Benefits, and, Unemployment Insurance Benefits, please see the FAQ webpage for the California Employment Development Department