

# WHAT IF I GET COVID?

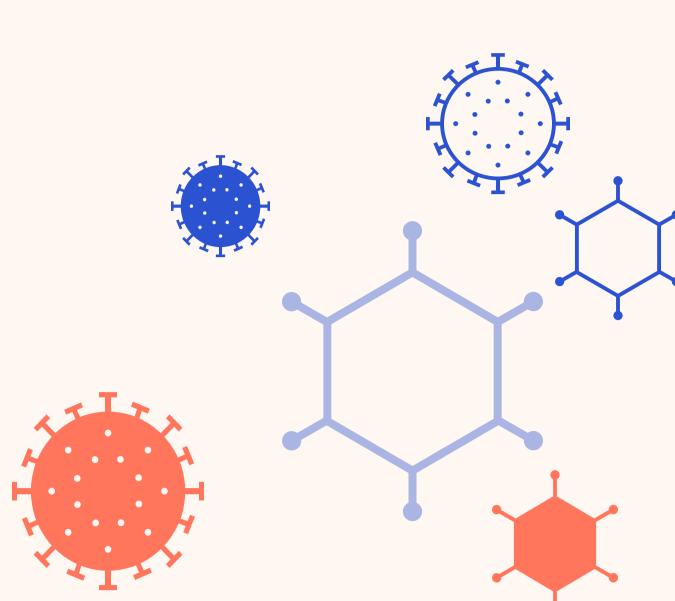


We would like to provide general information to SEA members on which leaves are available in case you become ill with COVID-19. As an SEA member, you have access to four types of leaves, and if all four are combined, they could provide you with up to **4-7 months** of District-provided leave.



## What types of leaves are available during COVID?

There are several different types of leaves that a unit member can use in case they are sick. The leaves must be used in the order given below. All the articles given below are from the SEA collective bargaining agreement.



FIRST LEAVE



### FAMILY FIRST CORONAVIRUS RESPONSE ACT

up to 80 hours

The CARES Act provides you up to 80 hours of sick leave. This leave is only available through December 2020, unless further funding is provided by federal government. This leave must be used consecutively with the exception of child care (qualifying reason #5).

%

May cover two weeks of paid leave

**(** 

Here are 6 qualifying reasons for leave

Y

You may only use this leave once

The Family First

Coronavirus Response

Act (FFCRA)

The Family First Coronavirus Response Act (FFCRA)

SUHSD FFCRA Leave form

#### SECOND LEAVE



#### SICK LEAVE article 22.2a

Every SEA member who is regularly employed five (5) days per week is entitled to ten (10) days of paid sick leave for each year of employment. For unit members paid at an hourly rate, sick leave benefits shall be computed on the basis of one (1) hour sick leave for each eighteen (18) hours of service rendered to the District.

Ask for you Year-end statement from your principal's secretary

Check for your accumulated sick leave balance

THE SICK LEAVE, INCLUDING
ACCUMULATED SICK LEAVE, AND THE
ONE HUNDRED DAY PERIOD SHALL RUN
CONSECUTIVELY.

AS CALIFORNIA EDUCATORS, WE ARE **NOT ELIGIBLE\_**FOR STATE DISABILITY BENEFIT, WE RECOMMEND PURCHASING DISABILITY INSURANCE.

#### THIRD LEAVE

### other sick leave benefits article 22.2b

In the event a unit member has depleted their available accrued sick leave, the member will be entitled to an additional one hundred (100) days of sick leave per incident or accident.

During this one hundred (100) day period the amount deducted from the salary of the unit member shall not exceed the sum that is actually paid a substitute employee employed to fill their position during their absence.

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Referred as Differential Pay Leave

#### DISABILITY INSURANCE

SUHSD ENDORSED

AMERICAN FIDELITY

JASON CZAJKOWSKI

article 22.2 B2

JASON.CZAJKOWSKI@AMERICANFIDELITY.COM (619) 665-0890

CTA ENDORSED
THE STANDARD

DISABILITYINSURANCE (800) 522-0406

CTAMEMBERBENEFITS.ORG/

#### FOURTH LEAVE



#### article 22.9

probationary or permanent status, the Board may grant an unpaid leave of absence when the unit member is unable to perform their duties due to ill health or physical disability.

This request must be accompanied by a

Upon written request by a unit member who has

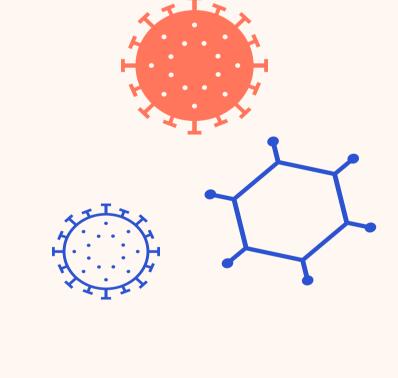
May be granted for up to two years

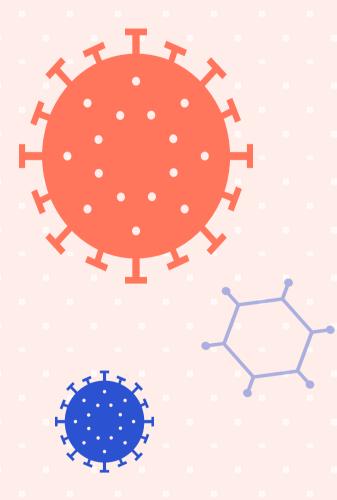
medical statement

#### COVID-19 Resource Sheet http://benefits.sweetwaterschools.org

FOR MORE RESOURCES

/files/2020/04/COVID-19\_VEBAMember-Resource-Sheet.pdf





# HOUSEHOLD GETS COVID? FAMILY MEDICAL LEAVE ABSENCE FAMILY FIRST CORONAVIRUS RESPONSE ACT

WHAT IF A MEMBER IN MY

up to 80 hours may only be used **once** 

In Families First Coronavirus Response Act, they have expanded the qualifying reasons in the family medical

COVID-19 if the employee is caring for an individual subject to Federal, State, or local quarantine or isolation order related to COVID-19; and/or has been advised by health care provider to self-quarantine related to COVID-19. This qualifying reason must be taken two weeks consecutively.

HAVE YOU DONATED DAYS TO

leave. An employee is entitled to take leave related to

#### Caring for children whose school

5th QUALIFYING REASON:

CHILD CARE

or place of care is closed (or child care provider is unavailable) due

to COVID-19 related reasons. This DOES NOT have to be consecutive hours/days.

## CATASTROPHIC LEAVE PROGRAM article 22.10

CATASTROPHIC LEAVE BANK?

The purpose of the Catastrophic Illness/Sick Leave
Bank is to create a Bank of sick leave days, from
which participants may apply for additional sick
leave days when suffering from a catastrophic
illness or event and have exhausted all other paid

leave.

Members (or their agents) may apply or use the

Bank: by submitting their request to the

Catastrophic Leave Bank: Review Committee using the appropriate District form, (Appendix G). Include with the form will be the verification of the Catastrophic Illness prepared in writing by a licensed physician of the state of California. Please

send your form to payroll2@sweetwaterschools.org.

Here is the link to the donation form

Quick video on how to fill out

the form on your Lenovo

CATASTROPHIC LEAVE BANK

COVERAGE.



ONLY 366 OUT 1800 SEA MEMBERS HAVE DONATED TO OUR DISTRICT'S

MEMBERS MUST HAVE AT LEAST TEN (10)
DAYS OF ACCRUED SICK LEAVE TO MAKE A
DONATION

MEMBERS MAY DONATE FROM ONE (1) TO SIX (6) DAYS. THE DAYS DONATED GO INTO THE DIFFERENTIAL PAY LEAVE WHICH PAYS FOR THE SUBSTITUTE AND RESTORES THAT LOSS IN COMPENSATION TO THE UNIT MEMBER; THE ONE DAY DONATED PAYS FOR MULTIPLE DAYS OF SUBSTITUTE EMPLOYEE