



# PLEASE SUPPORT S.B. 422

An Act Concerning the  
Essential Workers COVID-19 Assistance Program

## S.B. 422: Essential Workers Need COVID-19 Paid Sick Leave

### COVID-19 Paid Sick Leave is Critical to Public Health & Economic Security:

- Nationally an average of [3.2 million](#) adults per week throughout the pandemic have reported being unable to work because they were either sick or because they were caring for someone who was sick with COVID-19. When Omicron hit, 8.8 million people missed work because they were sick or caring for someone with COVID-19.
- The absence of a federal paid sick leave policy and gaps in existing state law have left workers on the frontline of the pandemic, who are disproportionately women and people of color, without access to any paid sick leave. This puts essential workers, their families, co-workers and communities at higher risk of contracting the virus and missing their paycheck if they get sick.
- The Families First Coronavirus Relief Act provided some paid sick time to eligible workers in 2020. Research indicates that the law was successful in “flattening the curve” of COVID-19 transmissions and reduced the transmission of COVID-19 by [400 cases per day](#) in certain states.

### S.B. 422 expands the Essential Workers COVID-19 Assistance Program:

1. S.B. 422 adds essential workers in [category 1C](#) to the existing law so that they are eligible to apply to the Essential Workers COVID-19 Assistance Fund to receive payment for lost wages, medical or burial costs incurred between 3/10/20 and 7/20/21.
2. S.B. 422 provides up to 80 hours of paid sick leave to essential workers who need to take unpaid time from work for reasons related to COVID-19, including:
  - ⇒ An employee’s **need to self-isolate or care for themselves or a family member** because they were diagnosed with COVID-19 or are experiencing symptoms; seek preventive care concerning COVID-19; obtain medical diagnosis, care or treatment if they are experiencing symptoms of COVID-19; seek or obtain or recover from a COVID-19 vaccine or booster shot
  - ⇒ An employee’s **need to comply with an order or determination to self-isolate** if their physical presence on the job or in the community would jeopardize their health, the health of other employees or the health of an individual in the employee’s household because of possible exposure to COVID-19 or if they are exhibiting symptoms of COVID-19

- ⇒ An employee's inability to work because **they are prohibited from working by their employer** due to health concerns related to the potential transmission of COVID-19, are subject to a an isolation order related to COVID-19 or are waiting on the results of a diagnostic test
  - ⇒ An employee's **need to care for a family member when their care provider is unavailable** due to COVID-19 or if the family member's school or place of care has been closed due to COVID-19, including if a school or place of care is physically closed by providing virtual learning, require ors makes optional virtual learning instruction, or requires or makes available a hybrid of in person and virtual learn instruction
  - ⇒ An employee's inability to work because of **a health condition that may increase their susceptibility to or risk of COVID-19** including but not limited to: age, heart disease, asthma, lung disease, diabetes, kidney disease or a weakened immune system
3. S.B. 422 allows essential workers to apply for COVID-19 sick leave through the Essential Workers COVID-19 Assistance Fund **retroactively starting 7/21/21** until the Governor's or legislature's COVID-19 emergency declaration expires.
  4. S.B. 422 requires essential employees to apply for assistance from the Essential Workers COVID-19 Assistance Fund by submitting a claim to the administrator that includes evidence of their hourly earnings during the 8 calendar weeks immediately preceding the date they are unable to work due to COVID-19, the amount of uncompensated leave incurred and any additional information.