



2022 COVID-19 Supplemental Paid Sick Leave - Extended through 12/31/22
9/30/22 – 12:40 p.m.

Just when we thought employers would be relieved of further burdens associated with COVID-19, on September 29, 2022, Governor Newsom signed [AB 152](#), which immediately extends the **2022 CSPSL** provisions applicable to **employers with 26+ employees** from September 30, 2022 **through December 31, 2022**, with some modifications.

Employers have always had the right to deny payment to an employee for time missed by the employee due to the employee or a covered family member testing positive for COVID if the employee refuses to provide documentation of a positive test result. Additionally, employers have always been authorized to require an employee who tests positive for COVID to submit to another COVID test on or after the 5th day after the 1st positive test and to provide documentation of the results. Under the new law, employers are permitted to require an employee who tests positive to submit to a 2nd test within no less than 24 hours. The new law also states that employers have no obligation to provide additional 2022 CSPSL to an employee who refuses to submit to the tests that are required by the employer. As a reminder, all tests required by the employer must be provided to the employee at no cost to the employee.

Thankfully, although 2022 CSPSL is extended to the end of the year, employees are not provided with a new bank of paid leave hours. Accordingly, those employees who have exhausted their 2022 CSPSL will not be entitled to any additional paid leave.

AB 152 also establishes the California Small Business and Nonprofit COVID-19 Relief Grant Program with the [Governor's Office of Business and Economic Development](#) ("GO-BIZ") to assist qualified small businesses and nonprofits that are incurring costs for 2022 CSPSL.

Although the [2022 CSPSL FAQs](#) have not been updated as of the time this email is sent, we expect the FAQs will be revised to reflect the changes and will serve as a good resource for employers with questions about how to administer 2022 CSPSL moving forward.

There are many other employment-related laws that have been enacted this year which will impact how you operate moving forward. **Save the date** for our annual **Employment Law Update**, which will take place on **December 14, 2022 from 9:00 – 11:00 a.m.** at Spring Creek Golf & Country Club in Ripon. Those of you who cannot join us in person will have the opportunity to participate via Zoom. We'll send all the details for the Employment Law Update as the date approaches.

As always, feel free to reach out to either of us anytime should you need any assistance. Have a wonderful weekend! Cheers!



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