

[Blogs](#)

March 24, 2021

Wage & Hour Developments

California Requires COVID-19 Supplemental Paid Sick Leave Through September 30, 2021

On March 19, 2021, Governor Newsom approved [SB 95](#), which requires COVID-19 supplemental sick leave through September 30, 2021 and creates new COVID-19 vaccine-related paid sick leave obligations for covered employers. The new law, which adds Sections 248.2 and 248.3 to California's Labor Code, is effective immediately, but the employer obligation to provide COVID-19 supplemental paid sick leave does not take effect until March 29 (10 days after the date of enactment). It is important to note that the obligation to provide supplemental paid sick leave is retroactive to January 1, 2021, which means employers may owe back pay to employees who took covered leave on a previously unpaid basis, following the December 31, 2020 expiration of California's previous supplemental sick leave legislation, [discussed here](#). Read full post on [Coronavirus \(COVID-19\): Guidance for Businesses](#).

Authors



[Heather M. Sager](#)

Partner

HSager@perkinscoie.com [415.344.7115](tel:415.344.7115)

Explore more in

[Labor & Employment](#)

Blog series

Wage & Hour Developments

The regulatory landscape, appetite for administrative agency enforcement, and judicial interpretations related to wage-and-hour issues are rapidly evolving. Our blog is a one-stop resource for federal- and state-level updates and analysis on wage-and-hour-related developments affecting employers. [Subscribe ?](#)

[View the blog](#)