During a PHE, employees still earn up to 48 hours of accrued leave and may use supplemental leave before accrued leave.

Employees can use accrued leave for the following safety or health needs:

1. a mental or physical illness, injury, or health condition that prevents work, including diagnosis or preventive care;
2. domestic abuse, sexual assault, or criminal harassment leading to health, relocation, legal, or other services needs;
3. caring for a family member experiencing a condition described in category (1) or (2); or
4. caring for a child or other family member in category (1)-(3), or whose school or child care is unavailable due to the PHE.

Employees are required to be paid their regular pay rate during leave, and the employer must continue their benefits.

All employees are required to be paid their regular pay rate during leave, and the employer must continue their benefits.

Workers’ Rights to Use Their Own Personal Protective Equipment (“PPE”):

- A worker must be allowed to voluntarily wear their own PPE (mask, faceguard, gloves, etc.) if the PPE (1) provides more protection than equipment provided at the workplace, (2) is recommended by a government health agency (federal, state, or local), and (3) does not make the worker unable to do the job.