

**From:** [Sabina Netto](#)  
**To:** [All Alameda Mailboxes](#)  
**Subject:** Supplemental Paid Sick Leave Update  
**Date:** Tuesday, May 4, 2021 10:44:50 AM

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Hello,

A few weeks ago, we sent out an email regarding the State's Supplemental Paid Sick Leave (SPSL) program. One reason indicated for use of this leave was for childcare related to school/day care closures due to COVID related reasons.

However, we have received further clarification from the State's Department of Industrial Relations (DIR) regarding qualifying SPSL usage in regards to childcare.

DIR provided the following interpretation concerning the necessary circumstances in order for an employee to qualify for SPSL to provide care to a child "whose school or place of care is closed or otherwise unavailable for reasons related to COVID-19 on the premises":

A child's classroom in school or place of care has been closed after concern that a person who had been present on the school or daycare premises on or after January 1, 2021, was exposed to, or had contracted, COVID-19.

This does not include caring for a child whose school or daycare was closed before January 1, 2021.

If the school or daycare was closed on or after January 1, 2021, it must have been due to a closure, or partial closure, making the care unavailable due to COVID-19 on the premises.

This means that SPSL may not be used for school closures that have been ongoing (i.e. not re-opened, hybrid, etc.) or for other daycare/childcare needs that are not specifically related to a closure due to an incident of COVID-19 on the premises.

Going forward, effective pay period 5/8/2021, you may only use SPSL for a childcare reason that complies with the clarification provided here.

If you have requested retroactive usage of SPSL, please clarify whether the reason for time off was due to a school/day care closure due to COVID-19 on the premises of the facility.

In addition, we wanted to provide one additional clarification about SPSL and remaining City provided COVID-19 leave (pay codes 135 and 136). To be eligible to use SPSL, an employee must have exhausted their City provided COVID-19 leave.

Please reach out with any questions.

Sincerely,

Sabina

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