



CORONAVIRUS

INDUSTRY ALERT

Learn more at [UnitedContractors.org/COVID19](https://www.unitedcontractors.org/COVID19)

CA COVID-19 SUPPLEMENTAL PAID SICK LEAVE Relief Grant Program

As of January 11, 2023

The **California COVID-19 supplemental Paid Sick Leave Relief Grant Program** was created through advocacy efforts by UCON in 2022. It will provide up to \$50,000 in financial relief for small businesses, as defined, including many of our contractors.

Who qualifies for this program?

To qualify for the SPSL Relief Grant, a business must meet all of the following criteria:

1. Is a “C” or “S” corporation, cooperative, limited liability company, partnership or limited partnership;
2. Began operating before June 1, 2021;
3. Is currently active and operating;
4. Has 26 to 49 employees and provides payroll data and an affidavit attesting to that fact;
5. Has provided SPSL pursuant to the requirements of Labor Code §§ 248.6 and 248.7; and,
6. Provides organizing documents.

How does the 26 to 49 employee count work for construction employers, who have variable workforces throughout the year?

It is important to note that California construction employers were the only employers who were provided a variance when calculating the less than 50 employee threshold. While the grant program contains the less than 50 employee qualifier to access grant funds for all other employers in the state, we were able to secure industry specific language to allow construction employers to count only “core employees” towards the less than 50 employee threshold. That exemption reads as follows:

“For purposes of calculating the number of employees to determine if the employer meets the 26 to 49 employees requirement for access to the grant program, an employer covered by Industrial Welfare Commission Order No. 16-2001, shall calculate their number of employees as the number of full-time employees that have worked for the employer, without any break in employment, for the past 24 months.”

This language should significantly increase the number of contractors who will qualify for access to the grant program.

When can we apply for this grant relief and how?

The Governor’s Office of Business and Economic Development (GO-Biz) who will administer the program has targeted late Q1 of 2023 for the program to be ready to receive applications. Once they have an administrator in place, they will start to have additional information such as a website, instructions, dates, FAQ, etc. UCON will update our members when this information becomes available.