



The California Fashion Association is focused on building a knowledge base to identify and meet the needs of the various constituents of the industry.

January 11, 2021

FIHRA (Fashion Industry Human Resource Association)



“A Message From Laura Worsinger...”

“Even though FFCRA (**Federal**) mandated paid leave expired Dec 31, the Tax credits *were extended* --- Employers can continue to claim tax credits through March 31st if they choose to voluntarily provide paid leave. However, big problem are the Cal/OSHA Emergency Covid Regulations (**State**) ---for which you really need a road map—

Among other things, the **new Cal/OSHA Emergency Regulations** require employers to exclude employees who are “exposed” to Covid-19 from the workplace into quarantine for a 10 day period.

What “exposed” means is being within **six feet for 15 cumulative minutes or greater within any 24-hour period** to a person in the workplace who tests positive.

The kicker--Employers must also maintain earnings, seniority, and all other employee rights and benefits for employees who are excluded from the workplace during the 10 day quarantine period.

The good news---Employers should be able to claim FFCRA tax credits for up to 10 days of compensation paid to employees who are quarantined in California as required by Cal/OSHA because quarantines required by state law --such as the Cal/OSHA regulations, are eligible for tax credits pursuant to the FFCRA.

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The CFA was formed to facilitate that service and we are grateful to the many members and non-members alike who have stepped up in support of the country’s population in dire stress.

California Fashion Association

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