

March 19, 2020
Employee Communication #5
COVID – 19

Current Business Status – MODIFIED OPERATIONS

Amid the COVID-19 pandemic we are working to keep our employees and their families safe. What employees are entitled to as far as benefits should you lose time from work may be confusing, so we are trying to make it easier for you and spread awareness. Please use the attached EDD Coronavirus (COVID-19) FAQ sheet as guidance regarding what paid leave time may be available to you by the California EDD if you are currently missing work hours or miss work hours in the future due to the COVID-19 pandemic.

For those of you that have accrued vacation and sick pay please note that you are able to use vacation pay at the same time you are collecting CA Unemployment, Paid Family Leave or Disability benefits however you are not allowed to use sick time at the same time that you are collecting CA Unemployment, Paid Family Leave or Disability benefits. Please keep this in mind while completing your timecards if you are receiving benefits through the EDD and are planning on using your accrued paid time off.

If you have any additional questions about Unemployment Insurance, Paid Family Leave or Disability Insurance through the EDD, please contact the following person in Therma's Human Resources Department:

Justine Gonzalez
jgonzalez@therma.com
(408) 941-3724

Please note that our HR Department does not have special access to the EDD and we are not able to talk directly to the EDD, escalate or prioritize claims or guarantee benefit payments. This resource is for informational purposes only.

Katie Madorin
Director Human Resources