

April 3, 2020

New PTO Program & Sick Pay Benefits

Kumho stated that during the April 1-8 shutdown, all employees will be covered by a new PTO program that should ensure workers are **paid their regular straight-time hourly rate**.

In addition, you are eligible for new paid sick leave protections and, if the shutdown is extended or your hours are cut, you may be eligible for new unemployment benefits.

PAID SICK LEAVE

Under new laws, you should be eligible for **paid sick leave** if:

- You are infected, ordered to self-quarantine or experiencing symptoms and seeking a diagnosis
- Caring for an individual who is infected
- Forced to miss work to care for a son or daughter, even if they are healthy

UNEMPLOYMENT

If Kumho decides to lay off employees or reduce hours, you should apply for unemployment benefits.

New state and federal laws expanded unemployment benefits to include:

- No waiting period
- No in-person requirement – you can apply online
- An additional \$600 per week on top of regular state benefits until July 31, 2020

If you are laid off or your hours are cut, the USW can help with understanding unemployment benefits.

GET MORE INFO

Federal and state laws are changing quickly. If you have questions about these benefits or are concerned that Kumho has not paid you properly, you can contact the USW.

- **Facebook Page: USW at Kumho**
- Get **text message updates**: Text the phone #: 47486, Enter the message: USWatKumho
- Call Leshonda Reeves at: 256-390-3409