



G6 Hospitality

Benefits Summary for Workers Impacted by COVID-19

If you are affected by COVID-19 at work, you may be eligible for certain benefits. This document is intended to provide a summary of and help you understand different options and benefits, but it is not a comprehensive explanation of each. Some are Company benefits and some are public or government sponsored benefits. You may not be eligible for all benefits listed below. Also, some benefits may substitute for others so that you cannot take advantage of both – for example, the Motel 6/Studio 6/G6 Hospitality National Emergency Pay will substitute for the California COVID-19 Supplemental Sick Leave Pay. Links are provided where more detailed information is available.

Motel 6/Studio 6/G6 Hospitality National Emergency Pay (NEP)

- NEP was set up to provide emergency pay to team members that are required to stay home and not report to work because of COVID. Team members are eligible for NEP in the following cases:
 - If you have a positive COVID-19 test or several symptoms
 - If you've had direct exposure to a guest, fellow team member, or child/dependent in the household who is COVID-19 positive.
 - If you are eligible under other legal requirements such as local ordinances or orders.
- NEP pays up to 160 hours of pay for full-time team members depending on each team member's individual circumstances, hours and employment status. Part time or variable hour team members may receive up to 80 hours of pay.
- NEP is paid in lieu of other legal requirements including state or local emergency paid sick leave as allowed by law.
- NEP is not accrued time and is not paid out at termination.
- For more details on NEP, please contact HR Team Member Services at (469) 737-3366.

Motel 6/Studio 6/G6 Hospitality Earned Time Off/Paid Time Off/Vacation Time

- Motel 6/Studio 6/G6 Hospitality offers eligible Team Members with Earned Time Off (ETO); Paid Time Off (PTO); vacation; holiday pay; paid sick leave; and other similar paid time off.
- Time off balances are available on Team Member pay statements.
- For more information about the paid time off benefits available to you, please see the Company Benefits-at-a-glance document or contact HR Team Member Services at (469) 737-3366.



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Disability Insurance

- If you're unable to work due to medical quarantine or illness related to COVID-19 (certified by a medical professional).
- Short-term benefit payments to eligible workers who have a full or partial loss of wages due to a non-work-related illness, injury, or pregnancy.
- Approximately 60-70 percent of wages (depending on income); ranges from \$50-\$1,300 a week for up to 52 weeks.
- For more information click on the link: [Disability Insurance](#)

Paid Family Leave

- If you're unable to work because you are caring for an ill or quarantined family member with COVID-19 (certified by a medical professional).
- Up to six weeks of benefit payments to eligible workers who have a full or partial loss of wages because they need time off work to care for a seriously ill family member.
- Approximately 60-70 percent of wages (depending on income); ranges from \$50-\$1,300 a week for up to 6 weeks.
- For more information click on the link: [Paid Family Leave](#)

Unemployment Insurance (and any extended UI benefits programs)

- If you have lost your job or have had your hours reduced for reasons related to COVID-19.
- Partial wage replacement benefit payments to workers who lose their job or have their hours reduced, through no fault of their own.
- Range from \$40-\$450 per week for up to 26 weeks. (plus additional weeks under extended UI benefits programs).
- For more information click on the link: [Unemployment Insurance](#)

Pandemic Unemployment Assistance

- If you have lost your job or business or have had your hours or services reduced for reasons related to COVID-19.
- Partial wage replacement benefit payments for business owners, self-employed, independent contractors, those who have limited work history, those who have collected all UI benefits for which they are eligible, and others not eligible for regular UI benefits who are unemployed, partially unemployed, unable to work or unavailable to work as a direct result of COVID-19.



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- Range from \$167-\$450 per week for up to 39 weeks.
- For more information click on the link: [Pandemic Unemployment Assistance](#)

California Paid Sick Leave

- If you or a family member are sick or for preventive care, including when civil authorities recommend quarantine, isolation, or stay-at-home
- The leave you have accumulated or your employer has provided to you under the Paid Sick Leave law. This may be 1 hour accrued for every 30 hours worked or 3 days/24 hours provided per year; employer may cap accrual at 48 hours and use at 3 days or 24 hours, whichever is greater, within a 12 month period.
- Paid to you at your regular rate of pay or an average based on the past 90 days.
- For more information click on the link: [California Paid Sick Leave](#)

California COVID-19 Supplemental Paid Sick Leave

- Note: this leave is met by the Motel 6/Studio 6/G6 Hospitality NEP Program, but an explanation is provided below for your reference.
- If you are (1) subject to a governmental quarantine or isolation order related to COVID-19, (2) advised by a health care provider to self-quarantine or self-isolate due to COVID-19 concerns, or (3) are prohibited from working by the Worker's Hiring Entity due to COVID-19-related health concerns.
- Up to 80 hours of supplemental paid sick leave for workers who work for hiring entities with 500 or more employees in the United States and healthcare employees and first responders employed by employers with less than 500 employees, if their employers opted out of coverage under federal law
- Paid to you at your regular rate of pay, the state minimum wage, or the local minimum wage, whichever is higher, and not to exceed \$511 per day and \$5,110 in total.
- There are statutory penalties for violations of this requirement per [Labor Code Section 248.5](#) and you may [file a wage claim](#) to report such violations.
- For more information, click on the link: [California COVID-19 Supplemental Paid Sick Leave](#)

California Occupational Health and Safety Administration (Cal/OSHA) Emergency Regulations

- For employees excluded from work under the emergency regulation (COVID-19 cases or COVID-19 exposure) and otherwise able and available to work, employers shall continue and maintain an employee's earnings, seniority, and all other employee rights and benefits, including the employee's right to their former job status, as if the employee had not been removed from their job. Employers may use employer-provided employee



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sick leave benefits for this purpose and consider benefit payments from public sources in determining how to maintain earnings, rights and benefits, where permitted by law and when not covered by workers' compensation.

- EXCEPTION 1: The above does not apply to any period of time during which the employee is unable to work for reasons other than protecting persons at the workplace from possible COVID-19 transmission.
- EXCEPTION 2: The above does not apply where the employer demonstrates that the COVID-19 exposure is not work related.
- For more information, click on the link: [Cal/OSHA COVID-19 Guidance and Resources](#)

Federal Families First Coronavirus Response Act (FFCRA) Emergency Paid Sick Leave

- Note: because Motel 6/Studio 6/G6 has more than 500 employees nationally, the FFCRA does not apply. The Company implemented its own NEP (National Emergency Pay) to address COVID leave. However, we are including this summary for completeness.
- If you are unable to work (or telework) because:
 - (1) You are subject to a Federal, State, or local quarantine or isolation order related to COVID-19.
 - (2) You have been advised by a health care provider to self-quarantine due to concerns related to COVID-19.
 - (3) You are experiencing symptoms of COVID-19 and seeking a medical diagnosis.
 - (4) You are caring for an individual who is subject to an order as described in subparagraph (1) or has been advised as described in paragraph (2).
 - (5) You are caring for a child whose school or place of care has been closed, or whose child care provider is unavailable, for reasons related to COVID-19.
 - (6) You are experiencing any other substantially similar condition specified by the Secretary of Health and Human Services.
- Up to 80 hours of paid sick leave for employees who work for public employers or private employers with fewer than 500 employees. (Some exceptions may apply, including small business exemption from providing paid leave for child care.)
- For employee: Higher of regular rate or minimum wage rate, not to exceed \$511 per day and \$5,110 in total
- For family care: 2/3 of regular rate, not to exceed \$200 per day and \$2,000 in total
- For more information click on the link: [\(FFCRA\) Emergency Paid Sick Leave](#)

Federal Families First Coronavirus Response Act (FFCRA) Emergency Paid Family & Medical Leave



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- Note: because Motel 6/Studio 6/G6 has more than 500 employees nationally, the FFCRA does not apply. The Company implemented its own NEP (National Emergency Pay) to address COVID leave. However, we are including this summary for completeness.
- If you are unable to work (or telework) because you are caring for a child whose school or place of care has been closed, or whose child care provider is unavailable, for reasons related to COVID-19.
- Up to an additional 10 weeks of paid leave for employees who work for public employers or private employers with fewer than 500 employees. (Some exceptions may apply, including small business exemption.)
- 2/3 of regular rate, not to exceed \$200 per day and \$10,000 total.
- For more information click on the link: [\(FFCRA\) Emergency Paid Sick Leave](#)

Local Government Supplemental Paid Sick Leave for COVID-19

- The leave requirements below are intended to be met by the Motel 6/Studio 6/G6 Hospitality NEP Program. Nevertheless, this information is provided for your reference.
- Several localities such as cities or counties passed specific laws for COVID-19. You may be eligible for supplemental paid sick leave for COVID-19-related reasons if you are not covered by the FFCRA or if the locality provided greater benefits than the FFCRA.
- Up to 80 hours of supplemental paid sick leave for covered employees.
- Varies by locality. Below are links to more information for some notable localities.

Additional local laws may exist:

- [LA City,](#)
- [Unincorporated LA County,](#)
- [San Francisco,](#)
- [San Jose](#)
- [Oakland](#)
- [Sacramento](#)
- [Unincorporated Sacramento County](#)
- [San Mateo County](#)
- [Santa Rosa](#)
- [Sonoma County](#)

Workers' Compensation

- Workers Compensation is a statutory benefit to Team Members that are injured while on the job. Workers Compensation provides coverage of medical treatment and expenses, occupational disability leave, rehabilitation services and payment for lost wages due to work related injuries.



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- To receive Workers Compensation, Team Members must report their injuries to their Supervisor or manager immediately, cooperate with the investigation and provide medical documentation regarding their injury and ongoing treatment. Failure to timely notify the Company of an injury may impact workers' compensation benefits.
- If you reported to your employer's worksite between March 19 and July 5, 2020 and tested positive or were diagnosed with a COVID-19-related illness, you may be eligible for workers' compensation benefits under the Executive Order issued by Governor Newsom on May 6.
- Under [Executive Order N-62-20](#), you may receive temporary disability (TD) payments after exhausting specific federal or state COVID-19 paid sick leave benefits. You may be entitled to TD payments for up to 104 weeks. TD payments stop when either you return to work, your doctor releases you for work, or your doctor says your illness has improved as much as it's going to.
- TD generally pays two-thirds of the gross wages you lose while you are recovering from a work-related illness or injury, up to maximum weekly amount set by law. In addition, eligible employees are entitled to medical treatment and additional payments if a doctor determines you suffered a permanent disability because of the illness.
- An employee who tests positive for COVID-19 on or after July 6, 2020, is entitled to a rebuttable presumption that illness or death resulting from COVID-19 arose in the course of his or her employment and eligible for workers compensation benefits, if:
 - the employee tests positive for COVID-19 within 14 days of working at his or her place of employment; and
 - the employee's positive test occurs during a period of an "outbreak" at the employee's specific place of employment.
- For more information, click on the link: [Workers' Compensation](#)