



Hospital and Skilled Nursing Facility COVID-19 Worker Retention Payments

Glossary of Terms Posted 8/25/2022

Term	Definition
Covered Entity	A person or entity that owns or operates a Qualifying Facility, including the Regents of the University of California.
Covered Services Employer	Any person or entity who directly employs or exercises control over the wages, hours, or working conditions of any person; and provides on-site services such as clerical, dietary, environmental services, laundry, security, engineering, facilities management, administrative, or billing staff through a contract with the Qualifying Facility where the person or entity is the employer of record.
Date of Record	<p>The date that an employee must continue to be employed by a Covered Entity or Covered Services Employer in order to be eligible for a Retention Payment.</p> <p>The Date of Record has been established by DHCS to be November 28, 2022.</p>
Eligible Full-Time Employee	A person who is employed by a Covered Entity or Covered Services Employer as of the Date of Record and was compensated for at least 400 in-person hours performed on the site of a Qualifying Facility during the Qualifying Work Period for a singled covered entity or covered services employer. Additionally, an employee may be an Eligible Full-Time Employee where a single Covered Entity or Covered Services Employer attests that the employee has taken leave during the Qualifying Work Period that was approved by the single Covered Entity or Covered Services Employer and the employee would otherwise qualify as a full-time employee based on hours normally worked on the site of a Qualifying Facility and is considered a full-time employee.
Eligible Part-Time Employee	A person who is employed by a Covered Entity or Covered Services Employer as of the Date of Record and was compensated for at least 100 but less than 400 in-person hours performed on the site of a Qualifying Facility during the Qualifying Work Period for a singled covered entity or covered services employer. Additionally, an employee may be an Eligible



	Part-Time Employee where a single Covered Entity or Covered Services Employer attests that the employee has taken leave during the Qualifying Work Period that was approved by the single Covered Entity or Covered Services Employer and the employee would otherwise qualify as a part-time employee based on hours normally worked on the site of a Qualifying Facility and is considered a part-time employee.
Matching Retention Payments	Monetary compensation other than salaries, wages, and overtime paid to an eligible full-time employee or eligible part-time employee who was paid on or after <u>December 1, 2021</u> or will be paid on or before <u>December 31, 2022</u> as compensation that was or is being paid as hazard or bonus pay as a result of the COVID-19 pandemic, as bonus compensation, or in response to operational needs of the Covered Entity or Covered Services Employer.
Physician Entity	Any legal entity that contracts with a Qualifying Facility to provide physician services, including, but not limited to, professional medical corporations and sole proprietorships.
Qualifying Facility	A health facility that is not a state facility and is a facility described in Labor Code section 1491(k)(1)-(7).
State Facility	A health facility that is owned or operated by this state or any state department, authority, bureau, commission, or officer, other than a health facility owned or operated by the Regents of the University of California.