

## COVID-19: NEW YORK STATE - RELIEF AVAILABLE TO EMPLOYEES

PROGRAM	WHO IS ELIGIBLE	BENEFIT	HOW TO APPLY
<b>Unemployment Insurance</b>	Workers who lose their job, regardless of reason	Up to 26 weeks of partial wage replacement (up to \$504/week) *7-day waiting period waived if job loss is due to a COVID-19 related closure	<a href="https://labor.ny.gov/ui/how_to_file_claim.shtm">https://labor.ny.gov/ui/how_to_file_claim.shtm</a>
<b>Temporary Disability Insurance</b>	Workers who cannot work because of contracting COVID-19 away from work	Up to 26 weeks of cash benefits (up to \$170/week)	<a href="http://www.wcb.ny.gov/content/main/offthejob/db-overview.jsp">http://www.wcb.ny.gov/content/main/offthejob/db-overview.jsp</a> Scroll to HOW TO FILE A CLAIM
<b>Workers Compensation</b>	Workers who cannot work because of being exposed to or contracting COVID-19 at the workplace	Partial wage replacement (up to \$934.11/week) PLUS medical care for the work-related injury or illness	<a href="http://www.wcb.ny.gov/content/main/onthejob/howto.jsp">http://www.wcb.ny.gov/content/main/onthejob/howto.jsp</a>
<b>Paid Family Leave</b>	Workers caring for family member who has COVID-19 or minor child subject to order or quarantine or isolation	Up to 10 weeks of partial wage replacement (up to \$840.70/week) plus job protections upon return to work	<a href="https://paidfamilyleave.ny.gov/employees">https://paidfamilyleave.ny.gov/employees</a>

## EMERGENCY PAID LEAVE: Benefits Available to Employees Subject to Order\* of Quarantine or Isolation

If Your Employer Has...	Employer Must Provide...	Benefits Available to Employee		
<b>10 or fewer employees and net income of \$1M or less</b>	Unpaid sick leave for duration of quarantine	Paid Family Leave/ Temporary Disability	Paid Family Leave benefits capped at \$840.70/week  Disability capped at \$2043.92/week	<a href="https://www.governor.ny.gov/paid-sick-leave-covid-19-impacted-new-yorkers/emergency-covid-19-paid-sick-leave">https://www.governor.ny.gov/paid-sick-leave-covid-19-impacted-new-yorkers/emergency-covid-19-paid-sick-leave</a>
<b>10 or fewer employees + net income &gt; \$1M</b>	5 paid sick** days, then →	Paid Family Leave/ Disability		
<b>11-99 employees</b>	5 paid sick** days, then →	Paid Family Leave/ Disability		
<b>100 + employees and all public employers</b>	14 paid sick** days			

\*Must have an actual ORDER OF QUARANTINE ISSUED BY A GOVERNMENT ENTITY.

\*\*This sick leave is to be provided in addition to any accrued sick leave (employees are not required to use their accrued sick leave).

Note: NOT available to employees subject to quarantine if they are asymptomatic/undiagnosed AND physically able to work remotely.

Note: Certain employees who traveled outside of the United States may not be eligible for Emergency Paid Leave benefits, but still entitled to job protection and possibly temporary disability benefits.

## COVID-19 : FEDERAL – RELIEF AVAILABLE TO EMPLOYEES

PROGRAM	WHO IS ELIGIBLE?	BENEFIT	LIMITATIONS
<b>EMERGENCY FEDERAL FMLA EXPANSION</b>	Employees who have worked for their employer for at least 30 days and who are unable to work or telework because they must care for a minor child whose school or childcare provider is not operating as a result of COVID-19 public health emergency.	12 weeks of job protected leave. Job restoration rights are limited if employer has less than 25 employees.  First 10 days unpaid then 2/3 pay (capped at \$200 day and \$10,000 in the aggregate).	Becomes effective within 15 days of enactment (no later than April 2, 2020).  Applies to employers with less than 500 employees and some public employers.  DOL may exempt health care providers, emergency responders, and employers with less than 50 employees.
<b>EMERGENCY FEDERAL PAID SICK LEAVE</b>	Employees, no matter how long they've worked for the employer, who are: <ul style="list-style-type: none"> <li>• subject to quarantine order</li> <li>• advised to self-quarantine by health care provider; or</li> <li>• experiencing symptoms &amp; seeking diagnosis</li> </ul>	80 hours paid sick leave for FT workers, up to \$511/day	
<b>EMERGENCY FEDERAL PAID SICK LEAVE</b>	Employees, no matter how long they've worked for the employer, who are: <ul style="list-style-type: none"> <li>• caring for someone who is subject to quarantine order or advised to self-quarantine by health care provider; or</li> <li>• caring for child whose school or childcare provider is closed due to public health emergency</li> </ul>	80 hours paid sick leave for FT workers, up to \$200/day	

\*For employees out of work in order to care for child due to school or daycare closures, it seems that federal paid sick leave may be used concurrently with the expanded FMLA benefits in order to avoid 10 days of unpaid leave.