

COVID-19 PAID SICK LEAVE



EMPLOYERS

New York workers are guaranteed job protection and financial compensation while they are subject to a **mandatory or precautionary quarantine/isolation order** due to COVID-19.

WHAT EMPLOYERS NEED TO KNOW ABOUT COVID-19 PAID SICK LEAVE:

If you have **10 or fewer** employees and you had a **net income less than \$1 million** last year, you must provide your employees with:

- Guaranteed job protection and unpaid COVID-19 sick leave for the duration of the quarantine order.
- Compensation for the remainder of their quarantine through your existing Paid Family Leave (PFL) and Disability Benefits (DB) policy up to a combined \$2,884.62 per week.

If you have **10 or fewer** employees and you had a **net income greater than \$1 million** last year, you must provide your employees with:

- **At least 5 days of COVID-19 paid sick leave** and guaranteed job protection for the duration of the quarantine order.
- Compensation for the remainder of their quarantine through your existing PFL and DB policy up to a combined \$2,884.62 per week.

Employers with **11-99** employees must provide their employees with:

- **At least 5 days of COVID-19 paid sick leave** and guaranteed job protection for the duration of the quarantine order.
- Compensation for the remainder of their quarantine through your existing PFL and DB policy up to \$2,884.62 per week.

Employers with **100 or more** employees must provide their employees with:

- Guaranteed job protection for the duration of the quarantine order.
- **At least 14 days of COVID-19 paid sick leave during the order of quarantine.**

If you are public employer (no matter how many employees) you must provide:

- **At least 14 days of COVID-19 paid sick leave during the order of quarantine.**

HERE'S WHAT YOU NEED TO DO BEFORE AND AFTER YOUR EMPLOYEES ARE QUARANTINED.

1. Let your employees know they are entitled to paid/unpaid days off.
2. Promptly help your employees as needed apply for PFL or DB.
3. If you have questions, call the hotline at **844-337-6303**.

IMPORTANT NOTES:

- **If your employees are quarantined but are able to work from home they do not qualify for these benefits.**
- If your business is closed due to COVID-19, your employees may immediately apply for Unemployment Insurance.
- New York's COVID-19 quarantine leave benefits are only available during the order of quarantine or isolation. Once an individual is no longer subject to an order of quarantine or isolation, they are no longer eligible for New York's COVID-19 quarantine leave benefits.

QUESTIONS:

- For more information, go to paidfamilyleave.ny.gov/COVID19
- COVID-19 Paid Sick Leave Hotline: **844-337-6303**