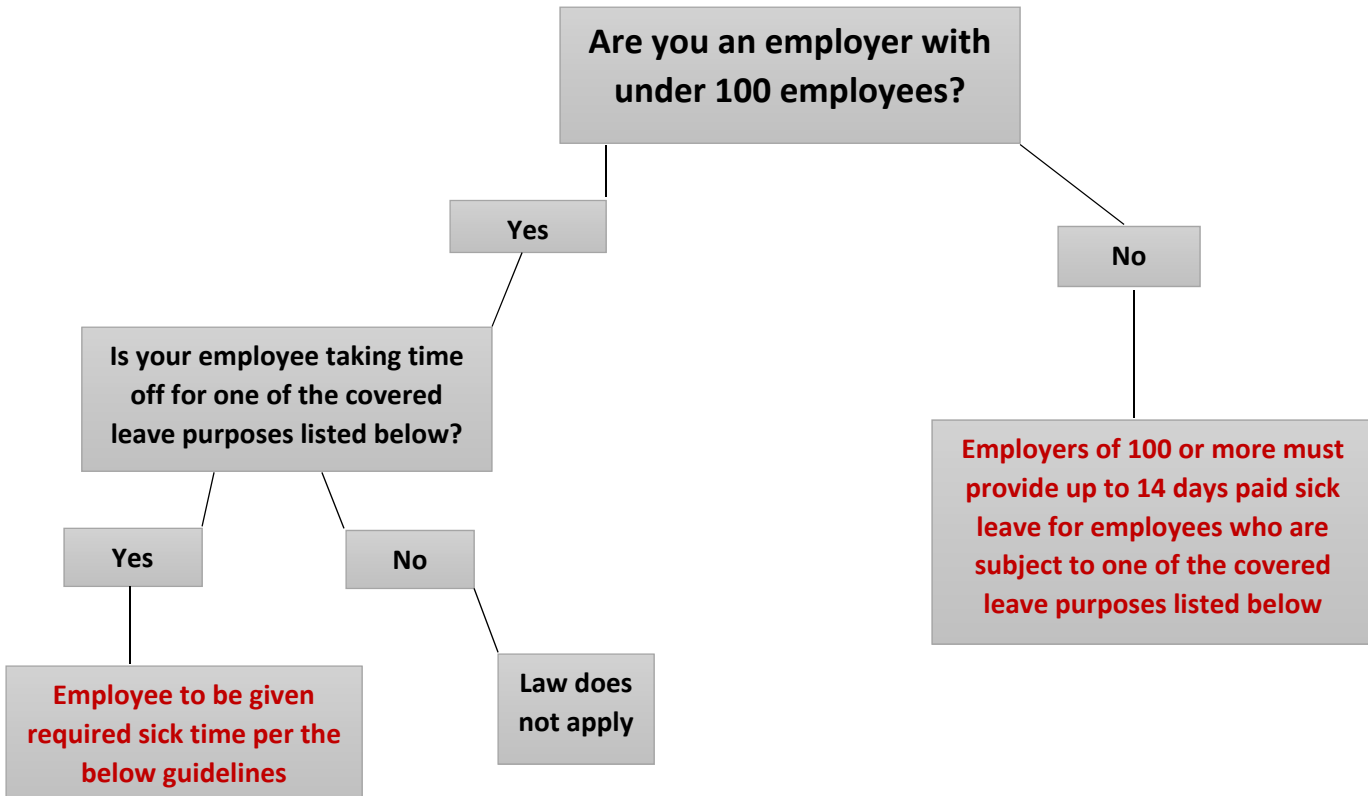


New York State Emergency Paid Sick Leave Law COVID-19 Flow Chart Effective March 18, 2020



Covered Leave Purposes:

1. When quarantined or isolated subject to federal, state or local quarantine/isolation
2. When caring for a child under age 18 doing #1

Paid Sick Time Provisions:

- Employers of 10 or fewer as of January 1, 2020 must provide unpaid, job protected sick time, except those employers with a net income of more than \$1 million, which must provide five days of paid sick leave
- Employers of 11 to 99 must provide five days of paid sick leave
- Public employers regardless of size must provide 14 days of paid leave

Important to Note:

- There is no waiting period for the commencement of DBL payments under these covered leave purposes
- Such sick leave shall be provided without loss of an employee's accrued sick leave
- Employees returning from personal travel from one of the destinations on the CDC travel advisory list are not eligible
- For employees of 99 employees or less, should an employee's period of quarantine or isolation extend beyond available sick time as described above, the employee would be able to apply for Paid Family Leave (PFL) and NYS Statutory Disability (DBL) concurrently. Benefit amounts would be a combination of payments from PFL and from DBL up to 100% of an employee's average weekly wage for those earning up to \$150,000 per year
- If federal COVID-19 benefits are approved, these state benefits would only apply if they would provide employee benefits in excess of what is available under federal law