

## Types of Paid Leave for COVID-19

Type	Eligibility	Reason	How Much Leave	How Much Pay	Other Info	Exemption
<b>NYS Emergency Paid Sick Leave (PSL)</b>	All Employees	Under mandatory or precautionary order of quarantine by a Health Official	>10 EEs: 5 days	Unpaid unless employers have a net income exceeding \$1 Million	Sick leave must be provided without a loss of an employee's accrued sick leave	All employers under 500 employees must comply, no exemption for small businesses
			11-99 Ees: 5 days 100-499: 14 days  Public Employers: 14 days	Full Pay		
<b>NYS Paid Family Leave (PFL)</b>	All Employees	Subject to federal, state, or local quarantine/isolation.  When caring for a child under age 18 subject to quarantine or isolation	10 weeks	60% of average weekly wage up to 60% if the NYS average weekly wage of \$840.70 per week		All employers must follow with 1-99 employees. No exemption for small businesses
<b>NYS Disability (DBL)</b>	All Employees	Subject to federal, state, or local quarantine/isolation.  When caring for a child under age 18 subject to quarantine or isolation	26 Weeks	Additional 40% of an employee's wages to a maximum of \$\$2,043 per week	The waiting period for DBL payment has been waived	All employers must follow with 1-99 employees. No exemption for small businesses
<b>Federal Paid Sick Leave (Employee)</b>	All Employees	Subject to government quarantine or advised to self-quarantine by a medical provider  Experiencing COVID-19 symptoms and seeking medical care	80 hours for FT employees, or 2 weeks of regular scheduled hours for PT	100% of pay up to \$511 a day / \$5,110 max	Employee uses this first before company PTO	All employers must follow with 1-499 employees. No exemption for small businesses
<b>Federal Paid Sick Leave (Family)</b>	All Employees	Caring for someone mandated to be quarantined or advised  Caring for an employee's child due to school or childcare closures	80 hours for FT employees, or 2 weeks of regular scheduled hours for PT	Two-thirds pay up to \$200 a day/ \$2,000 max	Employee uses this first before company PTO	All employers must follow with 1-499 employees. Employers with less than 50 employees can request exemption for child-care leave if it jeopardizes company
<b>Expanded FMLA</b>	Must have worked 30 days before requesting FMLA	Caring for an employee's child due to school or childcare closures	12 weeks, first 2 weeks are unpaid. Can be offset by the Federal Paid Sick Leave above	Two-thirds pay up to \$200 a day/ \$10,000 max	Job protected leave in accordance with standard FMLA	Employees with less than 50 employees can request exemption if it jeopardizes company

\*\*Please note, the NYS Legislation specified that if Federal leave was available and provided an equal or richer benefit, NYS Leave would NOT be available\*\*