

Types of Paid Leave for COVID-19

Type	Eligibility	Reason	How Much Leave	How Much Pay	Other Info	Exemption
Federal Paid Sick Leave (FFCRA) (Employee)	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	Optional offering for employers with 1-499 employees between 01/01/2021-03/31/2021
Federal Paid Sick Leave (FFCRA) (Family)	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	Optional offering for employers with 1-499 employees between 01/01/2021-03/31/2021
Federal Expanded FMLA	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	Optional offering for employers with 1-499 employees between 01/01/2021-03/31/2021
NYS Emergency Paid Sick Leave (PSL)	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		
NYS Paid Family Leave (PFL)	All Employees	Subject to federal, state, or local quarantine/isolation. When caring for a child under age 18 subject to quarantine or isolation	12 weeks	67% of average weekly wage up to 67% if the NYS average weekly wage of \$971.61 per week		All employers must follow with 1-99 employees. No exemption for small businesses
NYS Disability (DBL)	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

****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****