

COVID-19 EMPLOYEE LEAVE QUICK GUIDE

COVID-19 Scenario	New York State Paid Sick Leave	Typical Family and Medical Leave Act	Families First Coronavirus Response Act: Emergency FMLA (PHEL)	Families First Coronavirus Response Act: Emergency Paid Sick Leave
Eligibility	Benefit amount is dependent on employer size and revenue: Click here for more details.	Private employers with 50 or more employees; public agencies of any size Info here	Certain public employers, and private employers with fewer than 500 employees	Certain public employers, and private employers with fewer than 500 employees
Employee is severely ill with COVID-19	Yes, if an individual is under an order of quarantine**	Yes, if employee is subject to FMLA and meets requirements.	No	Up to 80 hours (pro-rated for part time employees) to FFCR maximums.
Employee is caring for family member who is severely ill with COVID-19	Yes, if you have an eligible family member who contracts COVID-19, you may be able to take Family Care to care for them, if it's considered a serious health condition.	Yes, if employer is subject to FMLA and employee meets requirements.	No	Up to 80 hours (pro-rated for part-time employees) to FFCRA maximums. Includes caring for an individual, not just a family member.
Employee was exposed and quarantined*; Business is open	Yes, if an individual is under an order of quarantine**	No	No	Up to 80 hours (pro-rated for part-time employees) to FFCRA maximums
Employee was exposed and quarantined*; Business is closed	No, employees may be eligible for Unemployment Insurance.	No	No	No
Schools are closed because of COVID-19 and employee has no childcare	Possibly - If the school is closed due to a mandatory or precautionary order of quarantine or isolation, then yes.	No	Yes, up to 12 weeks of leave to FFCRA maximums	Up to 80 hours (pro-rated for part-time employees) to FFCRA maximums
Employee has compromised immune system	No	No	No	Up to 80 hours (pro-rated for part-time employees) to FFCRA maximums

OneGroup provides information, research, guidance, and best practices, but does not offer specific legal or tax advice. OneGroup services are not intended to be a substitute for legal or tax advice. Given the changing nature of federal, state and local legislation and the changing nature of court decisions, OneGroup cannot guarantee that the information will not change in the future. It is recommended to seek legal or tax guidance if such guidance is warranted or preferred.

and is advised to self-quarantine*				
Employee is afraid of gathering in a group and refuses to go to work	No	No	No	No
Employee is able to telework	No	No	No	No
Employer reduces available hours due to business slowdown	No	No	No	No
Employer must shut down due to city or state requirement	No	No	No	No

*Quarantine advised by a healthcare provider

**If you are under a mandatory or precautionary order of quarantine or isolation issued by the State, New York State Department of Health, local Board of Health, or other authorized government entity you may be eligible for job-protected sick leave and compensation through a combination of disability and Paid Family Leave benefits. Please see the NYS definition of a quarantine order found [here](#). With a link to the Fact Sheet [here](#).

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