

Leaves of Absence Information– as of August 7, 2020 *SUBJECT TO CHANGE*

REASON	BENEFIT	SOURCE OF RIGHT
COVID + diagnosis	2 weeks (10 days) paid at regular rate	NYS*
Mandatory quarantine order by DOH or NYS	2 weeks pay (10 days) at regular rate	NYS*
Quarantine under advice of health care provider	2 weeks (10 days) up to \$511/day	Federal Law – Emergency Paid Sick Leave Act (EPSLA)**
Caring for family member who has COVID diagnosis or has been ordered to quarantine	2 weeks (10 days) 2/3rds pay up to \$200/day	Federal Law - EPSLA
Childcare: Unable to work OR telework because of loss of childcare due to COVID	2 weeks (10 days) 2/3rds pay up to \$200/day up to \$2,000 and then 10 weeks at 2/3rds pay up to \$200/day for a total of 12 weeks Keep health care benefit Can be taken intermittently <i>(currently in effect; this may be subject to appeal by the USDOL)</i> Must be employee for at least 30 days and have searched diligently for childcare	Federal Law – EPSLA & Emergency Federal Family & Medical Leave Expansion Act (EFMLEA)** <i>Note: this leave is complex and changing. There may be other requirements to qualify.</i>
Living with a family member (including elderly & newborns) who you're worried about (who may or may not have a health condition putting them at higher risk)	No federal or state law provides for paid leave in this situation. Check your contract to see if there is anything available.	
Individual's medical condition	May be eligible for ADA accommodation – talk to your doctor and begin interactive process with your employer to request an accommodation. Consult CDC website for list of conditions which may make one eligible for accommodation due to COVID *** <i>(Note: pregnancy itself is not necessarily grounds for an accommodation)</i>	Americans with Disabilities Act (ADA)

* Voluntary travel to a state on Cuomo's list of states with high infection rates will likely make you ineligible for these leaves

**These laws are only in effect until Dec 31, 2020 unless renewed by Congress

***CDC website: <https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/people-with-medical-conditions.html>

REMINDER: Check your collective bargaining agreement for other leave provisions and accommodations that may apply in any of the above situations.