

# COVID-19 PAID SICK LEAVE



## EMPLOYERS

Under legislation signed by Governor Cuomo, New York workers are guaranteed job protection and financial compensation while they are on a **mandatory or precautionary quarantine order** due to COVID-19.

### **WHAT EMPLOYERS NEED TO KNOW ABOUT COVID-19 PAID SICK LEAVE:**

If you have **10 or fewer** employees and you had a **net income less than \$1 million** last year you must provide your employees with:

- Guaranteed job protection for the duration of the quarantine order.
- Compensation for the duration of their quarantine through your existing Paid Family Leave (PFL) and Disability Benefits (DB) policy up to \$2,884.62 per week.

If you have **10 or fewer** employees and you had a **net income greater than \$1 million** last year you must provide your employees with:

- **At least 5 days of paid sick leave** and guaranteed job protection for the duration of the quarantine order.
- Compensation for the remainder of their quarantine through your existing PFL and DB policy up to \$2,884.62 per week.

Employers with **11-99** employees must provide their employees with:

- **At least 5 days of paid sick leave** and guaranteed job protection for the duration of the quarantine order.
- Compensation for the remainder of their quarantine through your existing PFL and DB policy up to \$2,884.62 per week.

Employers with **100 or more** employees must provide their employees with:

- Guaranteed job protection for the duration of the quarantine order.
- **At least 14 days of paid sick leave.**

If you are public employer (no matter how many employees) you must provide:

- **At least 14 days of paid sick leave.**

### **HERE'S WHAT YOU NEED TO DO BEFORE AND AFTER YOUR EMPLOYEES ARE QUARANTINED.**

1. Let your employees know they are entitled to paid/unpaid days off
2. Promptly help your employees as needed apply for PFL or DB
3. If you have questions call the hotline

### **IMPORTANT NOTES:**

- **If your employees are quarantined but are able to work from home they do not qualify for these benefits.**
- If your business is closed due to COVID-19, your employees may immediately apply for Unemployment Insurance.

### **QUESTIONS:**

For more information go to [ny.gov/COVIDpaysickleave](https://ny.gov/COVIDpaysickleave)