



Emergency Paid Sick Leave

UPDATED March 23,2020

Effective Date 04/01/2020 to 12/31/2020

This is not Retroactive, does not pre-empt State or local Paid Leave Laws, does not diminish Employers current leave policy - this is a New Bank of Sick Leave

Covered Employers

1-499 Employees

Employee Eligibility

All employees regardless of length of service - healthcare workers and first responders may be excluded

Reason for Leave

1. Quarantined or isolated by federal, state or local order (100% of Regular rate of Pay)
2. Self-quarantined by health care provider (due to COVID-19 concerns) (100% of Regular rate of Pay)
3. Experiencing Symptoms of COVID-19 and seeking medical diagnosis (100% of Regular rate of Pay)
4. Caring for individual under #1 or #2 (2/3 pay)
5. Caring for a child whose school or place of care is closed due to COVID-19 (2/3 pay)
6. Employee is experiencing any other substantially similar condition (2/3 pay)

Duration of Leave

- Full-time employees 80 hours of paid sick leave
- Part-time employees equal to 2-weeks of average hours (previous 6 months or previous work schedules)

Rate of Pay

Regular Rate of Pay

Sick Leave Pay Cap by Reasons

Reasons 1, 2 and 3 - \$511 per day / \$5,110 total

Reasons 4, 5, and 6 - \$200 per day/\$2,000 total

Special Notes

- Employers cannot require Employees to use Paid Leave Benefits first
- The Secretary of Labor reserves the right to excluded Healthcare workers and first responders and exempt small business with **fewer than 50 employees** if business viability was jeopardized.