COVID-19 and Paid Sick Leave

Workers who have COVID-19 or were in contact with someone with COVID-19 can get sick leave (time off) regardless of immigration status. State and local laws let workers take time off to care for themselves or a family member. For example, workers can take time off to quarantine* or isolate or if their child's school or child care closes. Employers cannot mistreat or punish workers for using or asking for sick leave. This sheet has a summary of all laws.

Note: Although a federal law expired on December 31, 2020, workers may be able to claim federal benefits for sick leave used in 2020.

*To quarantine means to stay away from everyone for 10 days to prevent spreading COVID-19.

STATE
New York State Emergency COVID-19 Paid Sick Leave Law

Who is Covered	What is Covered	Time Covered
All private and public sector workers ordered to quarantine. Workers should call 855-491-2667 to get an order of quarantine. Workers who may get federal benefits under FFCRA (see federal section) must use them first and may only use state benefits if the state law provides more benefits than FFCRA. Workers are *not covered* if they visited an area on New York State's travel advisory for personal travel.	**Paid sick leave** is covered for workers ordered to quarantine. For example, they: ▪ have COVID-19 symptoms; or ▪ have been in close contact with someone with COVID-19.	Depending on the size and/or income of the employer, workers can get between *5 to 14 days paid* by the employer. Note: Workers can also use Paid Family Leave or disability benefits for the *days of quarantine **not paid*** by the employer. Paid sick leave under state law is **in addition to** accrued sick leave under City law.

❓ Contact New York State Department of Labor: Call **844-337-6303** | Visit **paidfamilyleave.ny.gov/covid19**

Local and federal laws >>

The NYC Test & Trace Corps makes sure that anyone who tests positive for COVID-19, and their close contacts, have the resources to safely separate in a free hotel, or at home. To learn more about how to safely separate, call **1-212-COVID19** (212-268-4319).

NYC Consumer and Worker Protection | Test & Trace Corps

New York City Paid Safe and Sick Leave Law

Who is Covered	What is Covered	Time Covered
All **domestic workers** (in households) and **workers at any size business or nonprofit in New York City** (including full-time, part-time, and temporary workers).	**Sick leave** is covered for all workers who: ▪ are sick; ▪ need preventive care; ▪ have to quarantine; ▪ seek diagnosis or treatment of an illness, injury, or health condition; or ▪ have to care for a family member for the reasons above. Sick leave is **paid** for all domestic workers and non-household workers if the employer has 5 workers or more. Sick leave is **unpaid** for non-household workers if the employer has less than 5 workers and net income less than $1 million.	Depends on employer size: ▪ **(100+ workers)** Workers can earn *up to 56 hours* of sick leave each year. ▪ **(1-99 workers)** Workers can earn *up to 40 hours* of sick leave each year. Note: All workers earn 1 hour of sick leave for every 30 hours worked.

? Contact NYC Department of Consumer and Worker Protection:

Call **311** and say "Paid Safe and Sick Leave" | Visit **nyc.gov/workers** | Email **OLPS@dca.nyc.gov**
Employers only can chat online at **nyc.gov/BusinessToolbox**.

Families First Coronavirus Response Act (FFCRA) COVID-19 Paid Sick Leave

*The **federal law** was effective from April 2, 2020 through December 31, 2020. Workers may be able to claim federal benefits for sick leave used during this time frame.*

Who is Covered	What is Covered	Time Covered
Private and public sector workers if the **employer has 500 or fewer workers** (including full-time and part-time workers). Workers *may not be covered* if: ▪ they are a health care worker or a first responder; or ▪ their employer has 50 or fewer workers and is experiencing financial hardship.	**Paid sick leave** is covered for workers who: ▪ were ordered to quarantine or are caring for a family member who was ordered to quarantine; ▪ quarantine because their doctor advised it; ▪ are experiencing COVID-19 symptoms and are seeking diagnosis; ▪ were diagnosed with a health condition related to COVID-19; or ▪ have children whose child care or school closed because of COVID-19.	Depends on work status: ▪ **Full-time workers** can use *up to 80 work hours*. ▪ **Part-time workers** can use the average number of hours they work in a two-week period. Note: Workers may be eligible for expanded paid or unpaid leave under Family and Medical Leave Act (FMLA).

? Contact U.S. Department of Labor: Call **866-487-9243** | Visit **dol.gov/agencies/whd/pandemic**

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Mayor
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Commissioner

Test & Trace Corps

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