



COMPLIANCE CONNECTION

NY COVID-19 Paid Leave

New York Paid Sick Leave Benefits for COVID-19

Due to the growing COVID-19 pandemic throughout the country and in New York, Governor Cuomo signed into law on March 19, 2020 Emergency COVID-19 Paid Sick Leave. This new legislation is **effective immediately** and provides a combination of benefits for eligible employees who are subject to an order of mandatory or precautionary quarantine or isolation issued by the state of New York, the Department of Health, local board of health, or any government entity duly authorized to issue such order due to COVID-19.

Benefits provided to an employee are determined by the size and annual income of the employer.

10 or fewer employees with a net income less than \$1 million:

- Employers must provide job protection for the duration of the quarantine order.
- Employees may use Paid Family Leave and disability benefits (short-term disability) for the period of quarantine. Employees eligible for these benefits will receive their regular rate of pay up to a maximum combined total of \$2,884.62 per week while quarantined.

11-99 employees and 10 or fewer employees with a net income greater than \$1 million:

- Employer must provide at least **5 days of paid sick leave.**
- Employers must provide job protection for the duration of the quarantine order.
- Employees may use Paid Family Leave and disability benefits (short-term disability) for the period of quarantine. Employees eligible for these benefits will receive their regular rate of pay up to a maximum combined total of \$2,884.62 per week while quarantined.

100 or more employees and all public employers:

- Employer must provide at least **14 days of paid sick leave.**
- Employers must provide job protection for the duration of the quarantine order.

Leave for Quarantine/Isolation of Employee's Child:

- Employers must also provide job protection for working parents whose minor dependent child is subject to an order of mandatory or precautionary quarantine or isolation.
- Eligible employees may receive up to a maximum benefit of \$840.70 per week for the duration of the quarantine.

Note: These benefits are not available to employees who are able to work through remote access or other means.

*Information in this document is general in nature and not intended to replace legal advice in any particular manner.

Contact Us With Any Questions. We are Here to Help.
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