

Do you qualify

for DBL/PFL Benefits under New York's Emergency COVID-19 Paid Sick Leave?

New York Governor Cuomo signed the "Emergency COVID-19 Paid Sick Leave" bill to help ease the financial burden for New Yorkers affected by the COVID-19 outbreak. This special sick leave program provides certain temporary COVID-19 related benefits to employees. Benefits and whether they are paid under NY's State Disability (DBL) and Paid Family Leave (PFL) insurance depend on the employer's size.

YES

You have to meet **ALL FOUR** of the following criteria:

TIMING OF QUARANTINE

1

Quarantine must occur between **March 18 – 31, 2020**

(If it overlaps with this period, any days of your 14-day quarantine during this period are covered.)



AND

2

EMPLOYER'S SIZE:



1-99 employees

AND

3

Employee (or their minor dependent child) has to be **under "Order of Quarantine"** issued by the State of NY, Department of Health, a local Board of Health, or any other governmental entity



AND

4

Employee has to be **unable to perform core job duties** or any alternative responsibilities the employer may offer during the quarantine



NO

EMPLOYER'S SIZE: **100+ employees**

Large employers have to provide 2 weeks of paid emergency sick leave. **DBL/PFL do not apply.**

TIMING OF QUARANTINE

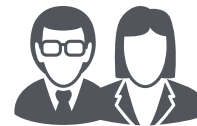
X Before March 18, 2020

X Starts April 1, 2020, or later*

The Federal program takes over as your primary emergency benefit. Please file a claim for the Federal program.

**After that date, the NY program will only be available for New Yorkers who exceed the Federal program's salary cap and can file for supplemental benefits bridging between the Federal and State caps.*

EMPLOYER'S SIZE:



1-99 employees

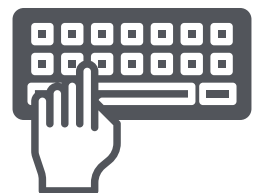
AND

Employee is under **"Order of Quarantine"** issued by the State of NY, Department of Health, a local Board of Health, or any other governmental entity



BUT

Employee **does NOT show any symptoms** or has not been diagnosed yet and **can work** while under quarantine



OTHER CIRCUMSTANCES NOT COVERED

Employee is staying home due to:

- X** Official stay-at-home orders
- X** "New York on PAUSE"
- X** Social Distancing
- X** Watching kids during school closures
- X** Working from home
- X** Voluntarily self-quarantining



-
- X** Being home or out of work because the business is temporarily closed.

Laid off? You may qualify for unemployment benefits. Visit www.ny.gov



-
- X** Employee has already maxed out on their regular DBL benefit period (26 weeks) and PFL benefit period (10 weeks) in the preceeding 52 weeks.

