

New laws to help workers during the COVID-19 crisis



Compiled by PROTEC17 with info current as of March 30, 2020. Policy and interpretation of these new laws is fluid and changing. The intent of this is to provide some clarity for our members. Agencies may have updated and new information.

EMERGENCY SICK LEAVE:

**STARTING
APRIL 1, 2020
ALL PUBLIC
EMPLOYEES
CAN ACCESS A
ONE-TIME
EMERGENCY
SICK LEAVE
BANK OF UP TO
80 HOURS.**

To be used if an employee is:

- Experiencing symptoms of COVID-19 and seeking diagnosis
- Subject to Federal, State or local quarantine or isolation order
- Advised to self-quarantine by a health care provider
- Caring for someone who is subject to isolation
- Caring for a child whose school is closed

If caring for yourself, you will be paid your full rate up to \$511/day or \$5110 total. If caring for another, you can access 2/3 of your rate, or up to \$200/day or \$2000 total.

NOTE: This emergency leave is 1) pro-rated for part-time workers; 2) disappears Dec. 31, 2020; 3) disappears once the employee returns to work following use of any portion (i.e. cannot be divided or spread out over time); 4) cannot be cashed out; and 5) can be used before using regular sick or vacation leave.

EMERGENCY CHILDCARE LEAVE:

- Emergency childcare leave, part of a Family Medical Leave Act (FMLA) expansion, provides leave for employees who have to care for a child whose school has closed.
- Employees are paid at 2/3 of their regular rate, up to \$200/day.
- Employees can access up to 12 weeks of this leave, which counts towards the annual FMLA limit.
- The first 10 days of FMLA are unpaid, but employees may use emergency sick leave (above) or existing vacation or sick leave banks during that time.
- There is a \$10,000 maximum pay out.
- Employers may choose to exclude health care providers and first responders from these provisions.
- Other rules may apply, please check with your HR.

**VISIT WWW.PROTEC17.ORG/COVID19 FOR
ADDITIONAL RESOURCES AND INFORMATION.**