

NOTE: FFCRA EXPIRED ON DECEMBER 31, 2020 AND THIS IS NO LONGER APPLICABLE

QUICKLIST- COVID-19 LEAVE LAWS

<u>SCENARIO</u>	<u>NY PSL</u>	<u>EFMLA</u>	<u>EPSL</u>
Employee is subject to a federal, state or local quarantine or isolation order related to COVID-19 (see Q&A #7 for more detail)	✓		✓
Employee is caring for a son or daughter whose school or child care provider is closed or child care provider is unavailable due to COVID-19 precautions		✓	✓
Employee has been advised by a health care provider to self-quarantine because of COVID-19			✓
Employee is experiencing symptoms of COVID-19 and is seeking a medical diagnosis			✓
Employee is caring for an individual subject (or advised) to quarantine or isolate			✓
Employee is experiencing substantially similar conditions as specified by the Secretary of Health and Human Services			✓

NY PSL: New York Paid Sick Leave

EFMLA: Emergency Family and Medical Leave Act (under the FFCRA- Families First Coronavirus Act)

EPSL: Emergency Paid Sick Leave (under the FFCRA)

New York Paid Sick Leave (NY PSL)

Employee is subject to a mandatory or precautionary order of quarantine or isolation issued by NY State, the DOH, local board of health or other governmental agency duly authorized to issue such order due to COVID-19.

Foreign Travel

Did the employee recently return to the U.S. after traveling to a country for which the CDC has a level 2 or 3 travel health notice?

Yes

No

No quarantine necessary

Was the travel part of the employee's employment or at the direction of the District?

Yes

Employee is entitled to at least 14 days of paid sick leave at his/her regular rate of pay

No

Did the employee travel for their own personal reason?

Yes

Employee not entitled to paid leave, but can use accrued leave to cover this time. If the employee does not have accrued leave, then unpaid sick leave shall be provided.

Domestic Travel

Did the employee return from a noncontiguous state where they spent more than 24 hours?
Executive Order No. 205 (6/24/2020)

Yes

No

No quarantine necessary

14-day quarantine unless: 1) obtained COVID-19 testing within 72 hours prior to arrival in New York AND 2) upon arrival in New York, quarantine for 3 days from time of arrival and on day 4 seek a COVID-19 test; upon receipt of a negative result, may exit quarantine.

No Travel

Employee is entitled to at least 14 days of paid sick leave at his/her regular rate of pay.

Yes

Employees are entitled to up to three paid leaves of absence. A second or third leave is not available unless the employee actually tests positive for COVID-19.