



Quick Reference Guide: Providing Sick Leave, Family Leave, and Disability Leave to NY Employees Under New York Senate Bill S8091 and the FFCRA

Basis of Leave Request	NY Law	Amt of NY Sick Leave Entitled Under Senate 8091	Amt of NY Family Leave And Disability Leave Entitled Under Senate 8091	Federal Law	Amt of Fed Sick Leave Entitled Under FFCRA	Amt of Fed Family Leave Entitled Under FFCRA
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Private Sector EE with COVID-19 symptoms	ER RESPONSE ER WITH 1 TO 10 EES	ER WITH 1 TO 10 EES	ER WITH 1 TO 10 EES	ER RESPONSE FULL-TIME EES	FULL-TIME EES	FULL-TIME EES
	1) grant sick leave with proof of mandatory or precautionary isolation or quarantine order, THEN 2) EE is eligible to receive family leave and/or disability leave until Order ends. Family leave and/or disability leave may run concurrently	1) EE receives unpaid sick leave until Order ends or 2) 5 days paid sick leave if ER earned over \$1mill net income in previous tax year	1) EE is eligible to receive family leave AND 2) disability leave until Order ends	1) grant sick leave , THEN 2) traditional unpaid FMLA	F/T EE entitled to up to 80 hours paid sick leave @ regular pay rate, capped at \$511/day	F/T EE is NOT eligible to receive emergency FMLA leave F/T EE is eligible for up to 12 wks traditional unpaid FMLA IF F/T EE worked for ER for at least 12 months before requesting leave
	ER RESPONSE ER WITH 11 TO 99 EES	ER WITH 11 TO 99 EES	ER WITH 11 TO 99 EES	ER RESPONSE PART-TIME EES	PART-TIME EES	PART-TIME EES
	1) grant sick leave with proof of mandatory or precautionary isolation or quarantine order, THEN 2) EE is eligible to receive family leave and/or disability leave until Order ends. Family leave and/or disability leave may run concurrently	1) EE receives 5 days paid sick leave & 2) unpaid sick leave until Order ends	1) EE is eligible to receive family leave AND 2) disability leave until Order ends	1) grant sick leave , THEN 2) traditional unpaid FMLA	P/T EE entitled to the avg. hours EE works in two-wk period in paid sick leave at regular pay rate, capped at \$511/day	P/T EE is NOT eligible to receive emergency FMLA leave P/T EE is eligible for up to 12 wks of traditional unpaid FMLA IF P/T EE worked for the ER at least 1,250 hrs during the past 12 months before requesting leave
ER RESPONSE ER WITH 100 EES OR MORE	ER WITH 100 EES OR MORE	ER WITH 100 EES OR MORE				
1) grant sick leave with proof of mandatory or precautionary isolation or quarantine order, THEN 2) EE is eligible for up to 26 wks of traditional disability leave if COVID-19 symptoms amt to a disability	1) EE receives 14 days paid sick leave, THEN 2) unpaid sick leave until Order ends	1) EE is NOT eligible for family leave, AND 2) EE is NOT eligible for disability leave				



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EE has child with COVID-19 symptoms	ER RESPONSE ER WITH 1 TO 10 EES	ER WITH 1 TO 10 EES	ER WITH 1 TO 10 EES	ER RESPONSE FULL-TIME EES	FULL-TIME EES	FULL-TIME EES
	grant family leave with proof of mandatory or precautionary isolation or quarantine order	EE is NOT eligible for sick leave	1) EE is eligible to receive family leave IF child has a mandatory or precautionary order of isolation or quarantine until Order ends, but 2) is NOT eligible for disability leave	1) grant sick leave , THEN 2) traditional unpaid FMLA	F/T EE entitled to up to 80 hours paid sick leave @ 2/3 regular rate of pay, capped at \$200/day	F/T EE is NOT eligible to receive emergency FMLA leave F/T EE is eligible for up to 12 wks traditional unpaid FMLA IF F/T EE worked for ER for at least 12 months before requesting leave
	ER RESPONSE ER WITH 11 TO 99 EES	ER WITH 11 TO 99 EES	ER WITH 11 TO 99 EES	ER RESPONSE PART-TIME EES	PART-TIME EES	PART-TIME EES
	grant family leave with proof of mandatory or precautionary isolation or quarantine order	EE is NOT eligible for sick leave	1) EE is eligible to receive family leave IF child has a mandatory or precautionary order of isolation or quarantine until Order ends, but 2) EE is NOT eligible for disability leave	1) grant sick leave , THEN 2) traditional unpaid FMLA	P/T EE entitled to the avg. hours EE works in two-wk period in paid sick leave @ 2/3 regular rate of pay, capped at \$200/day	P/T EE is NOT eligible to receive emergency FMLA leave P/T EE is eligible for up to 12 wks of traditional unpaid FMLA IF P/T EE worked for the ER at least 1,250 hrs during the past 12 months before requesting leave
	ER RESPONSE ER WITH 100 EES OR MORE	ER WITH 100 EES OR MORE	ER WITH 100 EES OR MORE			
grant traditional paid leave for family care if child's COVID-19 symptoms are a "serious health condition" and EE has demonstrated time in service	EE is NOT eligible for sick leave	1) EE is NOT eligible for family leave, AND 2) EE is NOT eligible for disability leave				



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EE has family member other than child with COVID-19 symptoms	ER RESPONSE ER WITH 1 TO 10 EES	ER WITH 1 TO 10 EES	ER WITH 1 TO 10 EES	ER RESPONSE FULL-TIME EES	FULL-TIME EES	FULL-TIME EES
	grant <i>leave for family care</i> if family member's COVID-19 symptoms amount to "a serious health condition" and EE has demonstrated time in service	EE is NOT eligible for sick leave	1) EE is NOT eligible for family leave, AND 2) EE is NOT eligible for disability leave	1) grant <i>sick leave</i> , THEN 2) <i>traditional unpaid FMLA</i>	F/T EE entitled to up to 80 hours paid sick leave @ 2/3 regular rate of pay, capped at \$200/day	F/T EE is NOT eligible to receive emergency FMLA leave F/T EE is eligible for up to 12 wks traditional unpaid FMLA IF F/T EE worked for ER for at least 12 months before requesting leave
	ER RESPONSE ER WITH 11 TO 99 EES	ER WITH 11 TO 99 EES	ER WITH 11 TO 99 EES	ER RESPONSE PART-TIME EES	PART-TIME EES	PART-TIME EES
	grant <i>leave for family care</i> if family member's COVID-19 symptoms amount to "a serious health condition" and EE has demonstrated time in service	EE is NOT eligible for sick leave	1) EE is NOT eligible for family leave, AND 2) EE is NOT eligible for disability leave	1) grant <i>sick leave</i> , THEN 2) <i>traditional unpaid FMLA</i>	P/T EE entitled to the avg. hours EE works in two-wk period in paid sick leave @ 2/3 regular rate of pay, capped at \$200/day	P/T EE is NOT eligible to receive emergency FMLA leave P/T EE is eligible for up to 12 wks of traditional unpaid FMLA IF P/T EE worked for the ER at least 1,250 hrs during the past 12 months before requesting leave
	ER RESPONSE ER WITH 100 EES OR MORE	ER WITH 100 EES OR MORE	ER WITH 100 EES OR MORE			
grant <i>leave for family care</i> if family member's COVID-19 symptoms amount to "a serious health condition" and EE has demonstrated time in service	EE is NOT eligible for sick leave	1) EE is NOT eligible for family leave, AND 2) EE is NOT eligible for disability leave				



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EE subject to government quarantine	ER RESPONSE ER WITH 1 TO 10 EES	ER WITH 1 TO 10 EES	ER WITH 1 TO 10 EES	ER RESPONSE FULL-TIME EES	FULL-TIME EES	FULL-TIME EES
	1) grant <i>sick leave</i> with proof of mandatory or precautionary isolation or quarantine order, THEN 2) EE is eligible to receive <i>family leave and/or disability leave</i> until Order ends. Family leave and/or disability leave may run concurrently	1) EE receives unpaid sick leave until Order ends or 2) 5 days paid sick leave if ER earned over \$1mill net income in previous tax year	1) EE is eligible to receive family leave AND 2) disability leave until Order ends	1) grant <i>sick leave</i> , THEN 2) <i>traditional unpaid FMLA</i>	F/T EE entitled to up to 80 hours paid sick leave @ regular pay rate, capped at \$511/day	F/T EE is NOT eligible to receive emergency FMLA leave F/T EE is eligible for up to 12 wks traditional unpaid FMLA IF F/T EE worked for ER for at least 12 months before requesting leave
	ER RESPONSE ER WITH 11 TO 99 EES	ER WITH 11 TO 99 EES	ER WITH 11 TO 99 EES	ER RESPONSE PART-TIME EES	PART-TIME EES	PART-TIME EES
	1) grant <i>sick leave</i> with proof of mandatory or precautionary isolation or quarantine order, THEN 2) EE is eligible to receive <i>family leave and/or disability leave</i> until Order ends. Family leave and/or disability leave may run concurrently	1) EE receives 5 days paid sick leave & 2) unpaid sick leave until Order ends	1) EE is eligible to receive family leave AND 2) disability leave until Order ends	1) grant <i>sick leave</i> , THEN 2) <i>traditional unpaid FMLA</i>	P/T EE entitled to the avg. hours EE works in two-wk period in paid sick leave @ regular pay rate, capped at \$511/day	P/T EE is NOT eligible to receive emergency FMLA leave P/T EE is eligible for up to 12 wks of traditional unpaid FMLA IF P/T EE worked for the ER at least 1,250 hrs during the past 12 months before requesting leave
ER RESPONSE ER WITH 100 EES OR MORE	ER WITH 100 EES OR MORE	ER WITH 100 EES OR MORE				
1) grant <i>sick leave</i> with proof of mandatory or precautionary isolation or quarantine order, THEN 2) EE is eligible for up to 26 wks of <i>traditional disability leave</i> if COVID-19 symptoms amt to a disability	1) EE receives 14 days paid sick leave, THEN 2) unpaid sick leave until Order ends	1) EE is NOT eligible for family leave, AND 2) EE is NOT eligible for disability leave				



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EE needs medical exam to test for COVID-19	ER RESPONSE ER WITH 1 TO 10 EES	ER WITH 1 TO 10 EES	ER WITH 1 TO 10 EES	ER RESPONSE FULL-TIME EES	FULL-TIME EES	FULL-TIME EES
	EE is NOT eligible for <i>sick leave</i> , unless exam results in a mandatory or precautionary isolation or quarantine order. Use already accrued sick leave if EE doesn't receive the necessary order.	EE is eligible for unpaid sick leave if ER made \$1 mill net income in previous year/paid sick leave if ER earned over \$1mill net income in previous tax year IF EE receives subsequent mandatory or precautionary isolation or quarantine order, BUT is NOT eligible for sick leave if EE doesn't receive the necessary order	An EE should not need to use family leave OR disability leave to cover time spent for a medical exam to test for COVID-19.	1) grant <i>sick leave</i>	F/T EE entitled to up to 80 hours paid sick leave @ regular pay rate, capped at \$511/day	F/T EE is NOT eligible to receive emergency FMLA leave Although a F/T EE may be eligible for up to 12 wks traditional unpaid FMLA IF the F/T EE worked for ER at least for the past 12 months before requesting leave, EE should not need to use FMLA to cover time spent for a medical exam to test for COVID-19 because paid sick leave is available.
	ER RESPONSE ER WITH 11 TO 99 EES	ER WITH 11 TO 99 EES	ER WITH 11 TO 99 EES	ER RESPONSE PART-TIME EES	PART-TIME EES	PART-TIME EES
	EE is NOT eligible for <i>sick leave</i> , unless exam results in a mandatory or precautionary isolation or quarantine order. Use already accrued sick leave if EE doesn't receive the necessary order.	EE is eligible for paid sick leave IF EE receives subsequent mandatory or precautionary isolation or quarantine order, BUT is NOT eligible for sick leave if EE doesn't receive the necessary order	An EE should not need to use family leave OR disability leave to cover time spent for a medical exam to test for COVID-19.	1) grant <i>sick leave</i>	P/T EE entitled to the avg. hours EE works in two-wk period in paid sick leave @ regular pay rate, capped at \$511/day	P/T EE is NOT eligible to receive emergency FMLA leave Although a P/T EE may be eligible for up to 12 wks traditional unpaid FMLA IF the P/T EE worked for ER at least 1,250 hours in the past 12 months before requesting leave, EE should not need to use FMLA to cover time spent for a medical exam to test for COVID-19 because paid sick leave is available.
ER RESPONSE ER WITH 100 EES OR MORE	ER WITH 100 EES OR MORE	ER WITH 100 EES OR MORE				
EE is NOT eligible for <i>sick leave</i> , unless exam results in a mandatory or precautionary isolation or quarantine order. Use already accrued sick leave if EE doesn't receive the necessary order	EE is eligible for paid sick leave IF EE receives subsequent mandatory or precautionary isolation or quarantine order, BUT is NOT eligible for sick leave if EE doesn't receive the necessary order	An EE should not need to use family leave OR disability leave to cover time spent for a medical exam to test for COVID-19.				



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EE needs to receive medical care/hospitalization as a result of complications with COVID-19	ER RESPONSE ER WITH 1 TO 10 EES	ER WITH 1 TO 10 EES	ER WITH 1 TO 10 EES	ER RESPONSE FULL-TIME EES	FULL-TIME EES	FULL-TIME EES
	1) grant <i>sick leave</i> with proof of mandatory or precautionary isolation or quarantine order, THEN 2) EE is eligible to receive <i>family leave and/or disability leave</i> until Order ends. Family leave and/or disability leave may run concurrently	1) EE receives unpaid sick leave until Order ends or 2) 5 days paid sick leave if ER earned over \$1mill net income in previous tax year	1) EE is eligible to receive family leave AND 2) disability leave until Order ends	1) grant <i>sick leave</i> , THEN 2) <i>traditional unpaid FMLA</i>	F/T EE entitled to up to 80 hours paid sick leave @ regular pay rate, capped at \$511/day	F/T EE is NOT eligible to receive emergency FMLA leave F/T EE is eligible for up to 12 wks traditional unpaid FMLA IF F/T EE worked for ER for at least 12 months before requesting leave
	ER RESPONSE ER WITH 11 TO 99 EES	ER WITH 11 TO 99 EES	ER WITH 11 TO 99 EES	ER RESPONSE PART-TIME EES	PART-TIME EES	PART-TIME EES
	1) grant <i>sick leave</i> with proof of mandatory or precautionary isolation or quarantine order, THEN 2) EE is eligible to receive <i>family leave and/or disability leave</i> until Order ends. Family leave and/or disability leave may run concurrently	1) EE receives 5 days paid sick leave & 2) unpaid sick leave until Order ends	1) EE is eligible to receive family leave AND 2) disability leave until Order ends	1) grant <i>sick leave</i> , THEN 2) <i>traditional unpaid FMLA</i>	P/T EE entitled to the avg. hours EE works in two-wk period in paid sick leave @ regular pay rate, capped at \$511/day	P/T EE is NOT eligible to receive emergency FMLA leave P/T EE is eligible for up to 12 wks of traditional unpaid FMLA IF P/T EE worked for the ER at least 1,250 hrs during the past 12 months before requesting leave
ER RESPONSE ER WITH 100 EES OR MORE	ER WITH 100 EES OR MORE	ER WITH 100 EES OR MORE				
1) grant <i>sick leave</i> with proof of mandatory or precautionary isolation or quarantine order, THEN 2) EE is eligible to receive up to 26 weeks of <i>traditional disability leave</i> if COVID-19 hospitalization amts to a disability	1) EE receives 14 days paid sick leave, THEN 2) unpaid sick leave until Order ends	1) EE is NOT eligible for family leave, AND 2) EE is NOT eligible for disability leave				



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EE has child home from school due to COVID-19 school closure	ER RESPONSE ER WITH 1 TO 10 EES	ER WITH 1 TO 10 EES	ER WITH 1 TO 10 EES	ER RESPONSE FULL-TIME EES	FULL-TIME EES	FULL-TIME EES
	Determine whether school closure based on mandatory or precautionary Order of quarantine or isolation OR based on preventative social distancing. NYSDOL guidance suggests EEs MAY be entitled to family leave if school closure based on a mandatory or precautionary isolation or quarantine order. Benefits, if eligible would be provided until the Order ends	EE is NOT eligible for sick leave	1) If the School Closure is based on a mandatory or precautionary order of isolation or quarantine, EE MAY be eligible to receive family leave until Order ends, but not disability leave. 2) If School Closure is based on preventative social distancing, EE is NOT eligible for family leave or disability leave.	1) grant <i>sick leave</i> , THEN 2) <i>emergency FMLA</i>	F/T EE entitled to up to 80 hours paid sick leave @ 2/3 regular rate of pay, capped at \$200/day	Ee is eligible for up to 2 weeks of emergency unpaid FMLA, followed by 10 wks of <i>emergency</i> paid FMLA @ 2/3 EE regular pay rate up to \$200/day if EE employed by ER for at least 30 calendar days. EE may substitute unpaid emergency FMLA with paid sick leave or other accrued leave.
	ER RESPONSE ER WITH 11 TO 99 EES	ER WITH 11 TO 99 EES	ER WITH 11 TO 99 EES	ER RESPONSE PART-TIME EES	PART-TIME EES	PART-TIME EES
	Determine whether school closure based on mandatory or precautionary Order of quarantine or isolation OR based on preventative social distancing. NYSDOL guidance suggests EEs MAY be entitled to family leave if school closure based on a mandatory or precautionary isolation or quarantine order. Benefits, if eligible would be provided until the Order ends	EE is NOT eligible for sick leave	1) If the School Closure is based on a mandatory or precautionary order of isolation or quarantine, EE MAY be eligible to receive family leave until Order ends, but not disability leave. 2) If School Closure is based on preventative social distancing, EE is NOT eligible for family leave or disability leave.	1) grant <i>sick leave</i> , THEN 2) <i>emergency FMLA</i>	P/T EE entitled to the avg. hours EE works in two-wk period in paid sick leave @ 2/3 regular rate of pay, capped at \$200/day	Ee is eligible for up to 2 weeks of emergency unpaid FMLA, followed by 10 wks of <i>emergency</i> paid FMLA @ 2/3 EE regular pay rate up to \$200/day if EE employed by ER for at least 30 calendar days. EE may substitute unpaid FMLA with paid sick leave or other accrued leave.
ER RESPONSE ER WITH 100 EES OR MORE	ER WITH 100 EES OR MORE	ER WITH 100 EES OR MORE				
EE is NOT eligible for any sick leave, family leave or disability leave	EE is NOT eligible for sick leave	1) EE is NOT eligible for family leave, AND 2) EE is NOT eligible for disability leave				



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EE has child home from daycare due to COVID-19 childcare facility closure	ER RESPONSE ER WITH 1 TO 10 EES	ER WITH 1 TO 10 EES	ER WITH 1 TO 10 EES	ER RESPONSE FULL-TIME EES	FULL-TIME EES	FULL-TIME EES
	EE is NOT eligible for any leave under NY sick leave, family leave or disability leave	EE is NOT eligible for NY sick leave	1) EE is NOT eligible for family leave, AND 2) EE is NOT eligible for disability leave	1) grant <i>sick leave</i> , THEN 2) <i>emergency FMLA</i>	F/T EE entitled to up to 80 hours paid sick leave @ 2/3 regular rate of pay, capped at \$200/day	EE is eligible for up to 2 weeks of emergency unpaid FMLA, followed by 10 wks of <i>emergency</i> paid FMLA @ 2/3 EE regular pay rate up to \$200/day if EE employed by ER for at least 30 calendar days. EE may substitute unpaid emergency FMLA with paid sick leave or other accrued leave.
	ER RESPONSE ER WITH 11 TO 99 EES	ER WITH 11 TO 99 EES	ER WITH 11 TO 99 EES	ER RESPONSE PART-TIME EES	PART-TIME EES	PART-TIME EES
	EE is NOT eligible for any sick leave, family leave or disability leave	EE is NOT eligible for NY sick leave	1) EE is NOT eligible for family leave, AND 2) EE is NOT eligible for disability leave	1) grant <i>sick leave</i> , THEN 2) <i>emergency FMLA</i>	P/T EE entitled to the avg. hours EE works in two-wk period in paid sick leave @ 2/3 regular rate of pay, capped at \$200/day	EE is eligible for up to 2 weeks of emergency unpaid FMLA, followed by 10 wks of <i>emergency</i> paid FMLA @ 2/3 EE regular pay rate up to \$200/day if EE employed by ER for at least 30 calendar days. EE may substitute unpaid FMLA with paid sick leave or other accrued leave.
ER RESPONSE ER WITH 100 EES OR MORE	ER WITH 100 EES OR MORE	ER WITH 100 EES OR MORE	ER WITH 100 EES OR MORE			
EE is NOT eligible for any sick leave, family leave or disability leave	EE is NOT eligible for NY sick leave	1) EE is NOT eligible for family leave, AND 2) EE is NOT eligible for disability leave	1) EE is NOT eligible for family leave, AND 2) EE is NOT eligible for disability leave			



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Essential EE has fear of contracting COVID-19	NY LAW	AMT OF NY SICK LEAVE ENTITLED UNDER SENATE 8091	AMT OF NY FAMILY LEAVE AND DISABILITY LEAVE ENTITLED UNDER SENATE 8091	FEDERAL LAW	AMT OF FED SICK LEAVE ENTITLED UNDER FFCRA	AMT OF FED FAMILY LEAVE ENTITLED UNDER FFCRA
	EE is NOT eligible for any sick leave, family leave or disability leave	EE is NOT eligible for sick leave	1) EE is NOT eligible for family leave, AND 2) EE is NOT eligible for disability leave	EE is NOT eligible for any leave under FFCRA	EE is NOT eligible for paid sick leave	EE is not eligible for emergency paid FMLA or traditional FMLA leave



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Public EE seeks leave Related to COVID-19	NY LAW	AMT OF NY SICK LEAVE ENTITLED UNDER SENATE 8091	AMT OF NY FAMILY LEAVE AND DISABILITY LEAVE ENTITLED UNDER SENATE 8091	FEDERAL LAW	AMT OF FED SICK LEAVE ENTITLED UNDER FFCRA	AMT OF FED FAMILY LEAVE ENTITLED UNDER FFCRA
	1) grant <i>sick leave</i> with proof of mandatory or precautionary isolation or quarantine order, THEN 2) EE is eligible for up to 26 wks of <i>traditional disability leave</i> if COVID-19 symptoms amt to a disability	1) EE is eligible to receive 14 days paid sick leave , THEN 2) unpaid sick leave until Order ends	1) EE is NOT eligible for family leave, AND 2) EE is NOT eligible for disability leave	ER RESPONSE FULL-TIME EES	FULL-TIME EES	FULL-TIME EES
				1) grant <i>sick leave</i> , THEN 2) <i>Title II FMLA</i> if eligible	F/T EE entitled to up to 80 hours paid sick leave @ regular pay rate, capped at \$511/day	FED EE is NOT eligible to receive emergency FMLA leave FED EE is eligible for up to 12 wks of Title II FMLA if EE has 12 months of govt. svc, however not ALL FED EEs are covered under Title II
				ER RESPONSE PART-TIME EES	PART-TIME EES	PART-TIME EES
1) grant <i>sick leave</i> , THEN 2) Title II FMLA if eligible				P/T EE entitled to the avg. hours EE works in two-wk period in paid sick leave at regular pay rate, capped at \$511 per day	FED EE is NOT eligible to receive emergency FMLA leave FED EE is eligible for up to 12 wks of Title II FMLA if EE has 12 months of govt. svc, however not ALL FED EEs are covered under Title II	



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HCP or First Responder seeks leave Related to COVID-19	ER RESPONSE ER WITH 1 TO 10 EES	ER WITH 1 TO 10 EES	ER WITH 1 TO 10 EES	ER RESPONSE FULL-TIME EES	FULL-TIME EES	FULL-TIME EES
	1) grant <i>sick leave</i> with proof of mandatory or precautionary isolation or quarantine order, THEN 2) EE is eligible for <i>family leave and/or disability leave</i> until Order ends	1) EE receives unpaid sick leave until Order ends or 2) 5 days paid sick leave if ER earned over \$1mill net income in previous tax year	1) EE is eligible to receive family leave AND 2) disability leave until Order ends	1) ER may elect to grant or deny <i>sick leave</i> , and 2) EE is eligible to receive <i>traditional unpaid FMLA</i>	F/T EE entitled to up to 80 hours paid sick leave @ regular pay rate, capped at \$511/day	F/T EE is NOT eligible to receive emergency FMLA leave F/T EE is eligible for up to 12 wks traditional unpaid FMLA IF F/T EE worked for ER for at least 12 months before requesting leave
	ER RESPONSE ER WITH 11 TO 99 EES	ER WITH 11 TO 99 EES	ER WITH 11 TO 99 EES	ER RESPONSE PART-TIME EES	PART-TIME EES	PART-TIME EES
	1) grant <i>sick leave</i> with proof of mandatory or precautionary isolation or quarantine order, THEN 2) EE is eligible for <i>family leave and/or disability leave</i> until Order ends	1) EE receives 5 days paid sick leave & 2) unpaid sick leave until Order ends	1) EE is eligible to receive family leave AND 2) disability leave until Order ends	1) ER may elect to grant or deny <i>sick leave</i> , and 2) EE is eligible to receive <i>traditional unpaid FMLA</i>	P/T EE entitled to the avg. hours EE works in two-wk period in paid sick leave at regular pay rate, capped at \$511 per day	P/T EE is NOT eligible to receive emergency FMLA leave P/T EE is eligible for up to 12 wks of traditional unpaid FMLA IF P/T EE worked for the ER at least 1,250 hrs during the past 12 months before requesting leave
ER RESPONSE ER WITH 100 EES OR MORE	ER WITH 100 EES OR MORE	ER WITH 100 EES OR MORE				
1) grant <i>sick leave</i> with proof of mandatory or precautionary isolation or quarantine order, THEN 2) EE is eligible to receive up to 26 weeks of <i>traditional disability leave</i> if COVID-19 condition amts to a disability	1) EE receives 14 days paid sick leave, THEN 2) unpaid sick leave until Order ends	1) EE is NOT eligible for family leave, AND 2) EE is NOT eligible for disability leave				



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EE seeking COVID-19 related leave for 2nd time	NY LAW	AMT OF NY SICK LEAVE ENTITLED UNDER SENATE 8091	AMT OF NY FAMILY LEAVE AND DISABILITY LEAVE ENTITLED UNDER SENATE 8091	FEDERAL LAW	AMT OF FED SICK LEAVE ENTITLED UNDER FFCRA	AMT OF FED FAMILY LEAVE ENTITLED UNDER FFCRA
	NY sick leave can be applied retroactively, so deny if all leave exhausted during first request			1) deny if first COVID-19 leave occurred after April 1, 2020 and all leave exhausted, BUT 2) grant if 1st COVID-19 related leave taken prior to April 1, 2020		
EE who was in furlough status prior to April 1	EE is NOT eligible for any sick leave, family leave or disability leave after entering furlough status			EE is NOT eligible for sick leave or emergency FMLA under FFCRA after EE is placed in furlough status		
EE who enters furlough status after April 1	EE is NOT eligible for any sick leave, family leave or disability leave after entering furlough status			EE is eligible for sick leave or emergency FMLA until the business closes. EE is NOT eligible for sick leave or emergency FMLA under FFCRA AFTER EE enters furlough status		
EE who is currently in layoff status	EE is NOT eligible for any sick leave, family leave or disability leave after entering furlough status			EE is NOT eligible for sick leave or emergency FMLA under FFCRA		
EE terminated prior to April 1, 2020	EE is NOT eligible for any sick leave, family leave or disability leave after termination			EE is NOT eligible for sick leave or emergency FMLA under FFCRA		
EE terminated prior to March 18, 2020	EE is NOT eligible for any sick leave, family leave or disability leave after termination			EE is NOT eligible for sick leave or emergency FMLA under FFCRA		