

# Who Qualifies for New York's Emergency COVID-19 Paid Sick Leave?



The “Emergency COVID-19 Paid Sick Leave” act recently passed to help reduce financial strain on many New Yorkers during the coronavirus pandemic. Employees affected by COVID-19 could receive temporary benefits, paid through New York State’s Disability (DBL) or Paid Family Leave (PFL) depending on the employer’s size.

## EMPLOYEES WHO MEET ALL FOUR CRITERIA QUALIFY:

- Employer size: 1 - 99 employees
- Quarantine must occur between March 18 and March 31. As long as the quarantine overlaps any of these days, all 14 are covered.
- 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 government entity.
- Employee has to be unable to perform core job duties or any alternative responsibilities the employer may offer during the quarantine.

## EMPLOYEES DO NOT QUALIFY IF:

*(Large employers must provide 2 weeks of paid emergency sick leave. DBL/PFL do not apply.)*

- Business has 100+ employees
- Employee is not working due to official stay-at-home orders, “New York on PAUSE” act, or voluntary social distancing.
- Quarantine started before March 18 or begins April 1 or later (after April 1, the Federal Families First Act takes over for primary benefits).
- Employee is under quarantine but does not show any symptoms and can work remotely under quarantine.
- Employee is voluntarily self-quarantining.
- Employee is home or out of work because the business is temporarily closed. (Employee may qualify for state unemployment benefits).
- Employee has to care for children during school or daycare closure.
- Employee maxed out regular DBL or PFL benefits in the past 52 weeks.



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