

# COVID-19 Scenarios & Benefits Available

COVID-19 SCENARIOS	EMERGENCY SICK LEAVE	UNEMPLOYMENT INSURANCE	EMERGENCY FAMILY & MEDICAL LEAVE	WORKERS' COMPENSATION
A person who has COVID-19, or symptoms of COVID-19	✓	✗	✓	?
Worker was unable to work because of school or daycare closed for a public health reason	✓	✗	✓	✗
Worker was exposed and quarantined. Business remains open.	✓	✗	✓	?
A person who is out of work because employer voluntarily closed	✗	✓	✗	✗
A person who is out of work because employer was ordered closed	✓	✓	✗	✗
Worker has less hours available due to business slow down or lack of demand	✗	✓	✗	✗
Employer stays open in defiance of public health urging to close, and worker refuses to work	✓	?	✗	✗
Worker is afraid of gathering in a group and refuses to go to work (self-distancing)	✓	✗	?	✗
Worker is immune-compromised and advised by healthcare provider to self-quarantine	✓	✗	✓	✗
Health care worker exposed at work and self-quarantined	✓	✗	✓	✓
Worker is caring for a sick family member	✓	✗	✓	✗

✓ Yes | ✗ No | ? Maybe (case-by-case)



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# Refundable Tax Credits Would Finance Paid Leave

DETAILS	FAMILY LEAVE	SICK LEAVE
<b>COVERED EMPLOYER</b>	Private sector employers with fewer than 500 workers and government entities	Private sector employers with fewer than 500 workers and government entities
<b>QUALIFYING CIRCUMSTANCES</b>	Care giving for child younger than 18 whose day care or school closed	Quarantine, medical diagnosis, care giving for another quarantined individual or for child whose day care or school closed
<b>LENGTH OF LEAVE</b>	As many as 12 weeks	Two weeks for full time workers and similar equivalent for part-time workers
<b>BENEFIT AMOUNT</b>	Unpaid for first 10 days, then at least two-thirds of a worker's normal pay rate, capped at \$200 per day or \$10,000 total.	Normal wage or minimum wage, whichever is greater, capped at \$5,110 for a worker's quarantine or diagnosis. Care giving benefit would be two-thirds of normal or minimum wage, capped at \$2,000.
<b>EMPLOYER TAX CREDIT</b>	Covers wages of as much as \$200 per day or \$10,000 total	Covers daily wages of as much as \$511 for affected employee, or as much as \$200 for employee caring for someone else
<b>SELF-EMPLOYED TAX CREDIT</b>	The lesser of \$200 per day or 67% of average daily self-employment income	The lesser of \$511 per day or average daily self-employment income for affected individual, or the lesser of \$200 or 67% of average daily self employment income if caring for someone else



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The information on this flier is meant to give a general picture of benefits and rights available in certain COVID-19 work-related situations.

**Documentation may be required.**

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