

Coronavirus statutory state chart

- | | |
|------------------------------|------------------|
| 1. California | 8. New York |
| 3. San Francisco, California | 12. Puerto Rico |
| 5. Hawaii | 13. Rhode Island |
| 6. New Jersey | 14. Washington |

California

Benefits available in each statutory state	STATE DISABILITY INSURANCE (SDI)	PAID FAMILY LEAVE (PFL)	UNEMPLOYMENT INSURANCE (UI)	PAID SICK LEAVE
Program administrator	Employment Development Department (EDD)	Employment Development Department (EDD)	Employment Development Department (EDD)	Employer paid
Links to statutory state:	EDD – COVID-19 information and state programs: https://edd.ca.gov/en/about_edd/coronavirus-2019 EDD – COVID-19 FAQ: https://edd.ca.gov/en/about_edd/coronavirus-2019/faqs		Federal Provisions for Unemployment related to pandemic: https://edd.ca.gov/en/about_edd/coronavirus-2019/cares-act/	DILR Guidance on CA Paid Sick Leave: https://www.dir.ca.gov/dlse/2019-Novel-Coronavirus.htm
COVID-19 Coverage Requirements			Pandemic Unemployment Assistance (PUA) benefits ended September 4, 2021. The last day to apply for PUA was October 6, 2021, for weeks of unemployment before September 4. Federal law does not allow PUA benefits to be paid for weeks of unemployment after September 4, even if there is a balance remaining on your claim. The federal unemployment benefit programs associated with the pandemic have ended. For more information, visit Federal Provisions for Unemployment (https://edd.ca.gov/en/about_edd/coronavirus-2019/cares-act/). However, you may still be eligible for regular unemployment benefits or other support services from the EDD.	2022 COVID-19 Supplemental Paid Sick Leave: Law was signed on February 9, 2022 & covers leave requests from January 1, 2022 through September 30, 2022. Beginning on February 19, 2022 the requirement to provide 2022 COVID-19 Supplemental Paid Sick Leave is retroactive to January 1, 2022, which means that covered employees who took qualifying leave between January 1, 2022 and February 19, 2022, can request payment for that leave if it was not paid by the employer in the amount that is required under this law. The requirement to provide 2022 COVID-19 Supplemental Paid Sick Leave will end on September 30, 2022. 2022 COVID-19 Supplemental Paid Sick Leave provides covered employees up to 80 hours of COVID-19 related paid leave. Up to 40 of those hours can be used for isolation and quarantine, receiving vaccines and caring for a child whose school or place of care is closed. The additional 40 hours are available only when an employee, or family member for whom the employee provides care, tests positive for COVID-19. Read more about this supplemental paid sick leave that is available in 2022 in the Labor Commissioner's frequently asked questions (https://www.dir.ca.gov/dlse/COVID19Resources/2022-SPSL-FAQs.html).
Waiting period requirement	Note: See EDD FAQ's at (https://edd.ca.gov/en/Disability/faqs-benefits-payments) waiting period waiver removal details. The first seven days of every new claim is a non-payable waiting period. The first payable day is the eighth day of an individual's claim. Review the step-by-step overview for the DI Claim Process to learn more. The Governor's Executive Order N-25-20, signed March 12, 2020, waives the one-week unpaid waiting period for COVID-related DI claims with a start date of January 24, 2020, through September 30, 2021. An individual can collect DI benefits for the first week you are out of work. Note: The Governor's Executive Order N-08-21, signed June 11, 2021 (https://www.gov.ca.gov/2021/06/11/as-california-fully-reopens-governor-newsom-announces-plans-to-lift-pandemic-executive-orders/), returns the requirement to serve the one-week unpaid waiting period for COVID-related DI claims with a start date on or after October 1, 2021. An individual can collect DI benefits starting on the eighth day they are out of work. If an individual is eligible, the EDD processes and issues payments within a few weeks of receiving a claim.		Federal Provisions for Unemployment related to pandemic: https://edd.ca.gov/en/about_edd/coronavirus-2019/cares-act/	
Medical certification requirements	Medical certification is required.			

California (continued)

COVID-19 scenarios	Are benefits available?			
Worker is mildly ill with COVID-19.	?	×	✓	✓
Worker is severely ill with COVID-19.	✓	×	×	✓
Worker was exposed and quarantined. Business remains open.	✓	✓	×	✓
Worker is caring for sick family member.	×	✓	×	✓
Schools are closed because of COVID-19 and worker has no childcare.	×	×	?	✓
Worker is immune-compromised and advised to self-quarantine.	✓	×	?	✓
Worker is afraid of gathering in a group and refuses to go to work (self-distancing).	×	×	×	×
Employer must shut down due to quarantine.	?	×	✓	✓
Employer shuts down due to a business slowdown or lack of demand.	×	×	✓	×
Employer reduces available hours due to business slowdown or lack of demand.	×	×	✓	×
Employer stays open in defiance of public health urging to close.	×	×	?	✓

San Francisco, California

Benefits available in each statutory state	PAID SICK LEAVE	PUBLIC HEALTH EMERGENCY LEAVE (COVID-19)
Program administrator	Employer Paid	Employer Paid
Links to statutory state:	San Francisco Paid Sick Leave Guidance	https://sfgov.org/olse
COVID-19 Coverage Requirements	<p>Eligibility for Paid Sick Leave:</p> <p>San Francisco paid sick leave is available to employees. Workers that have been laid off by their employer are no longer eligible for paid sick leave.</p> <p>Employees who have their hours reduced or eliminated are not entitled to use accrued paid sick leave to account for such reductions or eliminations. Employees who remain scheduled to work may continue to use their accrued paid sick leave for any qualifying reason for any portion of their scheduled hours they are unable to work.</p> <p>Employees who have their hours and/or pay reduced or eliminated may be eligible for unemployment benefits from the State of California. (See https://covid19.ca.gov/employment for more information).</p>	<p>Effective April 17, 2020, businesses with 500 or more employees worldwide must provide up to 80 hours of paid Public Health Emergency Leave to each employee who performs work in San Francisco. Employees may use this leave when they are unable to work (or telework) due to specified reasons related to COVID-19. The leave is in effect during the local emergency. OLSE Guidance - PSLO & Coronavirus - Updated February 22, 2022</p>
Medical certification requirements	<p>Effective immediately, OLSE Rule 2.3 is temporarily amended as follows:</p> <p>"Policies or practices that require a doctor's note or other documentation for the use of paid sick leave of five or fewer consecutive work days shall be deemed unreasonable. Policies or practices that require a doctor's note or other documentation for the use of paid sick leave of more than five consecutive work days (whether full or partial days) shall be deemed presumptively reasonable, provided that if an employee is using paid sick leave for a COVID-19 related reason and is not under a doctor's care, the employer shall accept the employee's attestation of the need for paid sick leave pursuant to current CDC guidelines and Rule 2.4."</p> <p>This Rule suspension is temporary, effective only for the duration of the above-referenced Local Health Emergency. Rule 2.3 will revert automatically to the version in effect prior to this guidance upon expiration of the Local Health Emergency, unless OLSE revokes it sooner.</p> <p>Employee Use of Paid Sick Leave</p> <p>Employers covered by the Paid Sick Leave Ordinance must allow covered employees to use accrued sick leave in the following situations:</p> <ul style="list-style-type: none"> The employee takes time off work because public health officials or healthcare providers require or recommend an employee isolate or quarantine to prevent the spread of disease; The employee takes time off work for a COVID-19 vaccination appointment or vaccination side effects; The employee takes time off work because the employee's business or a work location temporarily ceases operations in response to a public health or other public official's recommendation – subject to the "Eligibility for Paid Sick Leave" guidelines above; The employee takes time off work because the employee needs to provide care for a family member to attend a COVID-19 vaccination appointment, who is experiencing vaccination side effects, or who is not sick but who public health officials or healthcare providers have required or recommended isolate or quarantine; The employee takes time off work because the employee needs to provide care for a family member whose school, child care provider, senior care provider, or work temporarily ceases operations in response to a public health or other public official's recommendation. 	<p>FAQ link: https://sfgov.org/olse/sites/default/files/OLSE%20Guidance%20-%20PSLO%20%20Coronavirus%20-%20Updated%2002.22.2022.pdf</p> <p>Q: What verification of Public Health Emergency Leave may employers require?</p> <p>A: An employer may require an employee to identify the basis for requesting Public Health Emergency Leave, but may not require the disclosure of health information or other documentation, such as a doctor's note or letter from a child care facility.</p>

San Francisco, California (continued)

COVID-19 scenarios	Are benefits available?	Are benefits available?
Worker is mildly ill with COVID-19.	✓	✓
Worker is severely ill with COVID-19.	✓	✓
Worker was exposed and quarantined. Business remains open.	✓	✓
Worker is caring for sick family member.	✓	✓
Schools are closed because of COVID-19 and worker has no childcare.	✓	✓
Worker is immune-compromised and advised to self-quarantine.	✓	✓
Worker is afraid of gathering in a group and refuses to go to work (self- distancing).	✗	?
Employer must shut down due to quarantine.	✓	?
Employer shuts down due to a business slowdown or lack of demand.	✗	?
Employer reduces available hours due to business slowdown or lack of demand.	✗	✗
Employer stays open in defiance of public health urging to close.	✓	?

Hawaii

Benefits available in each statutory state	TEMPORARY DISABILITY INSURANCE (TDI)	UNEMPLOYMENT INSURANCE (UI)
Program administrator	Department of Labor & Industrial Relations	Department of Labor & Industrial Relations
Links to statutory state:	http://labor.hawaii.gov/dcd/	http://labor.hawaii.gov/ui/
Waiting period requirement		7-day waiting period
Medical certification requirements		Medical certification is required.
States that haven't addressed changes due to COVID-19	Hawaii has not addressed any changes to the TDI or UI Programs related to COVID-19.	Hawaii has not addressed any changes to the TDI or UI Programs related to COVID-19.
COVID-19 scenarios	Are benefits available?	
Worker is mildly ill with COVID-19.	?	×
Worker is severely ill with COVID-19.	✓	×
Worker was exposed and quarantined. Business remains open.	?	?
Worker is caring for sick family member.	×	×
Schools are closed because of COVID-19 and worker has no childcare.	×	×
Worker is immune-compromised and advised to self-quarantine.	?	?
Worker is afraid of gathering in a group and refuses to go to work (self-distancing).	×	×
Employer must shut down due to quarantine.	?	?
Employer shuts down due to a business slowdown or lack of demand.	×	?
Employer reduces available hours due to business slowdown or lack of demand.	×	?
Employer stays open in defiance of public health urging to close.	×	×

New Jersey

Benefits available in each statutory state	TEMPORARY DISABILITY INSURANCE (TDI)	FAMILY LEAVE INSURANCE (FLI)	UNEMPLOYMENT INSURANCE (UI)	EARNED SICK LEAVE
Program administrator	Division of Temporary Disability and Family Leave Insurance	Division of Temporary Disability and Family Leave Insurance	Division of Temporary Disability and Family Leave Insurance	Employer paid
Links to statutory state:	Link to NJ DOL – State Benefits and COVID-19 - see COVID-19 scenarios chart for benefits available	Link to Act: <u>http://custom.statenet.com/resources/ts.cgi?mode=fetch&text_version=NJ202000052304_20200325_O_EI&digest=HPHbb%2BhJdtUucig36Mxfog</u>	https://www.myunemployment.nj.gov/independentcontractors.shtml?ga=2.157948602.1497841425.1659477838-356537967.1605034909	https://www.nj.gov/labor/worker-protections/earnedsick/
COVID-19 Coverage Requirements:	<p>Bill 2020 NJ S 2304 (Effective 3/25/20)</p> <ul style="list-style-type: none"> Specifically, the bill broadens the definition of a "serious health condition" under the TDI and FLI programs to allow employees to qualify for benefits if they need to take time off from work during a public health emergency because they are diagnosed with, or suspected of exposure to, a communicable disease or they need to take care of a family member diagnosed with, or suspected of exposure to, a communicable disease. 	<p>Bill 2020 NJ S 2304 (Effective 3/25/20)</p> <ul style="list-style-type: none"> Specifically, the bill broadens the definition of a "serious health condition" under the TDI and FLI programs to allow employees to qualify for benefits if they need to take time off from work during a public health emergency because they are diagnosed with, or suspected of exposure to, a communicable disease or they need to take care of a family member diagnosed with, or suspected of exposure to, a communicable disease. 	<p>"Pandemic Unemployment Assistance (PUA) is a federal unemployment benefit program that expanded eligibility to workers. These benefits expired September 4, 2021. Please note that, for existing claims, an individual will still be eligible to receive benefits for weeks prior to September 4, if an individual is found eligible for a claim filed before September 4, 2021. After September 4, 2021, no new applications will be assessed for PUA.</p> <p>Through September 4, 2021, PUA provides benefits for NJ workers who are:</p> <p>not eligible for unemployment benefits in any state, including self-employed workers (independent workers, "gig" workers)</p> <p>otherwise able and available to work except that they are unemployed, partially unemployed, or unable or unavailable to work due to a COVID-19 qualifying reason, and</p> <p>able to demonstrate labor market attachment, through earnings or an official work offer."</p>	<p>Employers of all sizes must provide full-time, part-time, and temporary employees with up to 40 hours of earned sick leave per year so they can care for themselves or a loved one, and many COVID-19 situations are covered.</p>
Waiting period requirement	7 day waiting period is applied except for cases related to an epidemic of a communicable disease (effective 3/25/20) and cases related to donation of organ or bone marrow leave (effective 5/20/20).	No waiting period		
Medical certification requirements	<p>Medical certification is required.</p> <ul style="list-style-type: none"> The issuance by a healthcare provider or the commissioner or other public health authority of a determination that the presence in the community of the family member or employee may jeopardize the health of others; and The recommendation, direction, or order of the provider or authority that the employee or family member be isolated or quarantined as a result of suspected exposure to a communicable disease. 	<p>Medical certification is required.</p> <ul style="list-style-type: none"> The issuance by a healthcare provider or the commissioner or other public health authority of a determination that the presence in the community of the family member or employee may jeopardize the health of others; and The recommendation, direction, or order of the provider or authority that the employee or family member be isolated or quarantined as a result of suspected exposure to a communicable disease. 		

New Jersey (continued)

COVID-19 scenarios	Are benefits available?			
Worker is mildly ill with COVID-19.	✓	✗	?	✓
Worker is severely ill with COVID-19.	✓	✗	✓	✓
Worker was exposed and quarantined. Business remains open.	✓	✗	✓	✓
Worker is caring for sick family member.	✗	✓	✓	✓
Schools are closed because of COVID-19 and worker has no childcare.	✗	✗	✓	✓
Worker is immune-compromised and advised to self-quarantine.	✓	✗	✓	✓
Worker is afraid of gathering in a group and refuses to go to work (self-distancing).	?	✗	✗	✓
Employer must shut down due to quarantine.	✗	✗	✓	✓
Employer shuts down due to a business slowdown or lack of demand.	✗	✗	✓	✗
Employer reduces available hours due to business slowdown or lack of demand.	✗	✗	✓	✗
Employer stays open in defiance of public health urging to close.	✗	✗	?	✓

COVID-19 COVERAGE REQUIREMENTS:	
NJ TDI	NJ FLI
<p>Expands to include family members suffering from accident or sickness</p> <p>An illness caused by an epidemic of a communicable disease, a known or suspected exposure to a communicable disease, or efforts to prevent spread of a communicable disease, which requires in-home care or treatment of the employee or family member of the employee due to:</p> <ul style="list-style-type: none"> the issuance by a healthcare provider or the commissioner or other public health authority of a determination that the presence in the community of the family member or employee may jeopardize the health of others; and the recommendation, direction, or order of the provider or authority that the employee or family member be isolated or quarantined as a result of suspected exposure to a communicable disease. 	<p>Expands to include employees own serious health condition (SHC).</p> <p>Expands definition of serious health condition to include:</p> <p>Illness caused by an epidemic of a communicable disease, a known or suspected exposure to a communicable disease, or efforts to prevent spread of a communicable disease, which requires in-home care or treatment of the employee or family member of the employee due to:</p> <ul style="list-style-type: none"> the issuance by a healthcare provider or the commissioner or other public health authority of a determination that the presence in the community of the family member or employee may jeopardize the health of others; and the recommendation, direction, or order of the provider or authority that the employee or family member be isolated or quarantined as a result of suspected exposure to a communicable disease.

New York

Benefits available in each statutory state	DISABILITY BENEFITS LEAVE (DBL)	PAID FAMILY LEAVE (PFL)	UNEMPLOYMENT INSURANCE (UI)	EMERGENCY PAID SICK LEAVE	EMERGENCY/ENHANCED COVID-19 - PAID NY DISABILITY BENEFIT LEAVE AND PAID FAMILY LEAVE
Program administrator	Department of Financial Services (DFS)/Workers' Compensation Board (WCB)	Department of Financial Services (DFS)/Workers' Compensation Board (WCB)	Department of Financial Services (DFS)/Workers' Compensation Board (WCB)	Employer paid	Department of Financial Services (DFS)/Workers' Compensation Board (WCB)
Links to statutory state:	http://www.wcb.ny.gov/content/main/DisabilityBenefits/employee-disability-benefits.jsp https://health.ny.gov/diseases/communicable/coronavirus/	https://paidfamilyleave.ny.gov/	Under Pandemic Unemployment Assistance (PUA) an individual may be eligible to receive benefits if you are the primary caregiver for a child whose school or care facility is closed due to COVID-19. For more information on PUA please visit: https://dol.ny.gov/pandemic-unemployment-assistance	http://www.ny.gov/COVIDpaysickleave	https://paidfamilyleave.ny.gov/COVID19
COVID-19 Coverage Requirements:				<p>1/20/21 - Additional guidance provided on use of COVID-19 sick leave:</p> <p>In no event shall an employee qualify for sick leave under New York's COVID-19 sick leave law for more than three (3) orders of quarantine. The second and third orders must be based on a positive COVID-19 test. This link details the requirements. https://dol.ny.gov/system/files/documents/2021/01/covid-19-sick-leave-guidance_1.pdf</p> <p>Effective 3/18/20:</p> <p>ER's with 10 or fewer EE's & net income less than \$1 million will provide EE:</p> <ul style="list-style-type: none"> Job protection for duration of quarantine order. Access to PFL & DBL benefits for period of quarantine. <p>ER's with 11-99 EE's and employers with 10 or fewer employees and a net income greater than \$1 million will provide EE:</p> <ul style="list-style-type: none"> Five days paid sick leave Job protection for duration of quarantine order (will be managed by Sedgwick). Access to PFL & DBL benefits for period of quarantine after sick leave has ended. <p>ER's with 100 or more EE's will provide EE:</p> <ul style="list-style-type: none"> At least 14 days paid sick leave Job protection for duration of quarantine order. 	<p>ER's with 10 or fewer EE's & net income less than \$1 million will provide EE:</p> <ul style="list-style-type: none"> Job protection for duration of quarantine order. Access to PFL & DBL benefits for period of quarantine. <p>ER's with 11-99 EE's and employers with 10 or fewer employees and a net income greater than \$1 million will provide EE:</p> <ul style="list-style-type: none"> Five days paid sick leave Job protection for duration of quarantine order (will be managed by Sedgwick). Access to PFL & DBL benefits for period of quarantine after sick leave has ended. <p>ER's with 100 or more EE's will provide EE:</p> <ul style="list-style-type: none"> At least 14 days paid sick leave Job protection for duration of quarantine order. Access to PFL benefits for Care for child under Quarantine/Isolation after sick leave has ended.
Waiting period requirement	7 day waiting period	No waiting period		No waiting period	No waiting period for enhanced benefits. However, enhanced benefits for DBL are not available to large employers. (EE must exhaust sick leave to qualify for benefits for Self)

New York (continued)

Benefits available in each statutory state	DISABILITY BENEFITS LEAVE (DBL)	PAID FAMILY LEAVE (PFL)	UNEMPLOYMENT INSURANCE (UI)	EMERGENCY PAID SICK LEAVE	EMERGENCY/ENHANCED COVID-19 - PAID NY DISABILITY BENEFIT LEAVE AND PAID FAMILY LEAVE
<p>Medical certification or other requirements</p>	<p>Medical certification is required.</p>	<p>Medical certification is required.</p>		<ul style="list-style-type: none"> • An order of mandatory or precautionary quarantine or isolation issued by the state of New York, the Department of Health, local board of health, or any government entity duly authorized to issue such order due to COVID-19. • NY Department of Health has issued guidance related to health care employees and the COVID PSL and PFL/DBL. One item of note is the following: "If an employer directs a health care employee not to work or prohibits a health care employee from working because the employer suspects or confirms that the health care employee has been exposed to COVID-19, exhibits symptoms of COVID-19, and/or is diagnosed with COVID-19, the health care employee shall be deemed to be subject to a mandatory order of quarantine from the Department of Health." 	<ul style="list-style-type: none"> • Request for COVID-19 Quarantine DB/PFL - Self (Forms PFL-1 and SCOVID19) • Request for COVID-19 Quarantine PFL - Child (Forms PFL-1 and CCOVID19) • An order of mandatory or precautionary quarantine or isolation issued by the state of New York, the Department of Health, local board of health, or any government entity duly authorized to issue such order due to COVID-19. • NY Department of Health has issued guidance related to health care employees and the COVID PSL and PFL/DBL. One item of note is the following: "If an employer directs a health care employee not to work or prohibits a health care employee from working because the employer suspects or confirms that the health care employee has been exposed to COVID-19, exhibits symptoms of COVID-19, and/or is diagnosed with COVID-19, the health care employee shall be deemed to be subject to a mandatory order of quarantine from the Department of Health."
<p>Changes</p>	<p>Employees of employers with less than 100 workers can claim benefits under the NY DBL and NY PFL programs for certain COVID-19 related absences, after the paid sick leave period exhausts, more information pg. 8</p> <p>The law provides an additional reason to obtain NY DBL benefits, with no waiting period, when an employee:</p> <ul style="list-style-type: none"> • has exhausted all available paid sick leave; and • is unable to perform the regular duties of their employment or any other employment which their employer may offer as a result of a mandatory or precautionary order of quarantine or isolation due to COVID-19 	<p>The law provides additional reasons to obtain NY PFL benefits when an employee needs leave:</p> <ul style="list-style-type: none"> • because the employee is subject to a mandatory or precautionary order of quarantine or isolation due to COVID-19; or • to provide care for the employee's minor dependent child who is subject to a mandatory or precautionary order of quarantine or isolation due to COVID-19 			

New York (continued)

COVID-19 scenarios	Are benefits available?				
Worker is mildly ill with COVID-19.	?	×	×	✓	✓
Worker is severely ill with COVID-19.	✓	×	×	✓	✓
Worker was exposed and quarantined. Business remains open.	?	×	?	✓	✓
Worker is caring for sick family member.	×	✓	×	×	✓ (minor child only)
Schools are closed because of COVID-19 and worker has no childcare.	×	×	?	×	×
Worker is immune-compromised and advised to self-quarantine.	?	×	?	?	?
Worker is afraid of gathering in a group and refuses to go to work (self-distancing).	×	×	×	×	×
Employer must shut down due to quarantine.	×	×	✓	?	?
Employer shuts down due to a business slowdown or lack of demand.	×	×	✓	×	×
Employer reduces available hours due to business slowdown or lack of demand.	×	×	✓	×	×
Employer stays open in defiance of public health urging to close.	×	×	×	?	?
				(If an order of mandatory or precautionary quarantine is issued)	(If an order of mandatory or precautionary quarantine is issued)

New York (continued)

Employer obligations for Sick Leave and/or NY Disability and Paid Family Leave Benefits

EMPLOYER COVERAGE: TOTAL EMPLOYEES	SICK LEAVE	NY DISABILITY BENEFITS (NY DBL) AND NY PAID FAMILY LEAVE BENEFITS (NY PFL)
1 – 10 Employees and net income less than \$1 million in the previous tax year	Unpaid sick leave until the termination of any mandatory or precautionary order of quarantine or isolation due to COVID-19 and any other benefit as provided by any other provision of law	Guaranteed access to NY PFL and NY DBL benefits for the period of quarantine including wage replacement for their salaries up to \$150,000
1 – 10 employees, plus net income greater than \$1 million in the previous tax year	Five days of paid sick leave and unpaid leave until the termination of any mandatory or precautionary order of quarantine or isolation	Guaranteed access to NY PFL and NY DBL benefits for the period of quarantine including wage replacement for their salaries up to \$150,000
11 – 99 employees	Five days of paid sick leave and unpaid leave until the termination of any mandatory or precautionary order of quarantine or isolation	Guaranteed access to NY PFL and NY DBL benefits for the period of quarantine including wage replacement for their salaries up to \$150,000
100 + employees	14 days of paid sick leave during any mandatory or precautionary order of quarantine or isolation	No access to NY PFL and NY DBL benefits for the period of quarantine. Note: if caregiving for a covered family member with confirmed diagnosis, coverage under NY PFL may apply
Public employers, as defined in the law	14 days of paid sick leave during any mandatory or precautionary order of quarantine or isolation	No access to NY PFL and NY DBL benefits for the period of quarantine. Note: if caregiving for a covered family member with confirmed diagnosis, coverage under NY PFL may apply
ADDITIONAL INFORMATION		
https://www.governor.ny.gov/paid-sick-leave-covid-19-impacted-new-yorkers/emergency-covid-19-paid-sick-leave https://paidfamilyleave.ny.gov/COVID19		

Puerto Rico

Benefits available in each statutory state	TEMPORARY DISABILITY (SINOT)	UNEMPLOYMENT INSURANCE (UI)
Program administrator	Department of Labor and Human Resources	Department of Labor and Human Resources
Links to statutory state:	www.trabajo.pr.gov	Link to Pandemic Unemployment Assistance: https://www.trabajo.pr.gov/pua.asp
Waiting period requirement	7-day waiting period	No waiting period
Medical certification requirements	Medical certification is required.	Medical certification is required.
States that haven't addressed changes due to COVID-19	Puerto Rico has not addressed the SINOT or Unemployment Programs directly, though this may change following the State of Emergency declaration on March 12, 2020.	Puerto Rico has not addressed the SINOT or Unemployment Programs directly, though this may change following the State of Emergency declaration on March 12, 2020.
COVID-19 scenarios	Are benefits available?	
Worker is mildly ill with COVID-19.	?	×
Worker is severely ill with COVID-19.	✓	×
Worker was exposed and quarantined. Business remains open.	?	?
Worker is caring for sick family member.	×	×
Schools are closed because of COVID-19 and worker has no childcare.	×	×
Worker is immune-compromised and advised to self-quarantine.	?	×
Worker is afraid of gathering in a group and refuses to go to work (self-distancing).	×	×
Employer must shut down due to quarantine.	×	✓
Employer shuts down due to a business slowdown or lack of demand.	×	?
Employer reduces available hours due to business slowdown or lack of demand.	×	?
Employer stays open in defiance of public health urging to close.	×	×

Rhode Island

Benefits available in each statutory state	TEMPORARY DISABILITY INSURANCE (TDI)	TEMPORARY CAREGIVER INSURANCE PROGRAM (TCI)	UNEMPLOYMENT INSURANCE (UI)	PAID SICK LEAVE
Program administrator	Department of Labor and Training (DLT)	Department of Labor and Training	Department of Labor and Training	Employer Paid
Links to statutory state:	COVID-19 Sick Leave Options: https://dlt.ri.gov/sites/g/files/xkgbur571/files/2022-01/covid-19-sick-leave-options-1.20.22.pdf Link to Temporary Disability Insurance: https://dlt.ri.gov/individuals/temporary-disability-caregiver-insurance	COVID-19 Sick Leave Options: https://dlt.ri.gov/sites/g/files/xkgbur571/files/2022-01/covid-19-sick-leave-options-1.20.22.pdf Link to Temporary Disability Insurance: https://dlt.ri.gov/individuals/temporary-disability-caregiver-insurance	https://dlt.ri.gov/individuals/unemployment-insurance	https://dlt.ri.gov/regulation-and-safety/labor-standards/paid-sick-and-safe-leave
Waiting period requirement	7-day waiting period This emergency regulation expired on 7/5/21: For COVID-19 related claims, DLT will waive the seven-day minimum amount of time that claimants must be out of work to qualify for TDI/TCI benefits.	7-day waiting period This emergency regulation expired on 7/5/21: For COVID-19 related claims, DLT will waive the seven-day minimum amount of time that claimants must be out of work to qualify for TDI/TCI benefits.	This emergency regulation expired on 7/5/21: Waiving the 7-day waiting period for COVID-related Unemployment Insurance claims.	
Medical certification requirements	For individuals under quarantine, DLT will waive the required medical certification, and instead will allow them to temporary qualify via self-attestation that they were under quarantine due to COVID-19.	Medical certification is required.		
COVID-19 scenarios	Are benefits available?			
Worker is mildly ill with COVID-19.	✓	?	✗	✓
Worker is severely ill with COVID-19.	✓	✗	✗	✓
Worker was exposed and quarantined. Business remains open.	✓	✓	✗	✓
Worker is caring for sick family member.	✗	✓	✗	✓
Schools are closed because of COVID-19 and worker has no childcare.	✗	✗	✗	✗
Worker is immune-compromised and advised to self-quarantine.	✓	✓	✓	✓
Worker is afraid of gathering in a group and refuses to go to work (self-distancing).	✗	✗	✗	✗
Employer must shut down due to quarantine.	✗	✗	✓	✓
Employer shuts down due to a business slowdown or lack of demand.	✗	✗	✓	✗
Employer reduces available hours due to business slowdown or lack of demand.	✗	✗	✓	✗
Employer stays open in defiance of public health urging to close.	✗	✗	?	✓

Washington

Benefits available in each statutory state	PAID FAMILY AND MEDICAL LEAVE (PFML)	UNEMPLOYMENT INSURANCE (CURRENT LAW)	UNEMPLOYMENT INSURANCE (UI) (EMERGENCY RULES DUE TO COVID-19)	PAID SICK & SAFE LEAVE
Program administrator	Employment Security Department (ESD)	Employment Security Department (ESD)	Employment Security Department (ESD)	Employer Paid
Links to statutory state:	ESD – COVID-19 Information for Workers and Businesses ESD – COVID-19 Program Comparison Guide Emergency Unemployment Insurance Rules	https://esd.wa.gov/unemployment	https://esd.wa.gov/newsroom/covid-19	https://lni.wa.gov/agency/outreach/paid-sick-leave-and-coronavirus-covid-19-common-questions
COVID-19 Coverage Requirements:			<p>The CARES Act and other federal programs expanded and extended unemployment benefits for many claimants. Those programs expired the week ending Sept. 4, 2021.</p> <p>The week ending Sept. 4 was the last payable week for:</p> <ul style="list-style-type: none"> • Pandemic Unemployment Assistance (PUA) • Pandemic Emergency Unemployment Compensation (PEUC) 	
Waiting period requirement	<p>7 day waiting period for EE's own medical leave & Family Leave to care for a family member.</p> <p>Effective 6/9/22: No WP required for medical leave taken upon the birth of a child.</p> <p>No waiting period required for Family Leave related to birth, adoption or placement of a child.</p> <p>Effective 6/11/20, waiting period is waived for any qualifying exigency leave.</p>		Waiving the 7-day waiting period for COVID-related Unemployment Insurance claims.	
Medical certification requirements	Medical certification is required.			

Washington (continued)

COVID-19 scenarios	Are benefits available?			
Worker is mildly ill with COVID-19.	?	×	✓	✓
Worker is severely ill with COVID-19.	✓	×	×	✓
Worker was exposed and quarantined. Business remains open.	×	×	✓	✓
Worker is caring for sick family member.	✓	×	?	?
Schools are closed because of COVID-19 and worker has no childcare.	×	×	×	✓
Worker is immune-compromised and advised to self-quarantine.	?	×	✓	✓
Worker is afraid of gathering in a group and refuses to go to work (self- distancing).	×	×	×	×
Employer must shut down due to quarantine.	×	✓	✓	✓
Employer shuts down due to a business slowdown or lack of demand.	×	✓	✓	×
Employer reduces available hours due to business slowdown or lack of demand.	×	✓	✓	×
Employer stays open in defiance of public health urging to close.	×	?	?	×