

Coronavirus statutory state chart

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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 EDD – COVID-19 FAQ			DILR Guidance on CA Paid Sick Leave
Waiting period requirement	The Governor's Executive Order waives the one-week unpaid waiting period for disabilities caused by COVID-19, so you can collect DI benefits for the first week you are out of work. If you are eligible, the EDD processes and issues payments within a few weeks of receiving a claim.			
Medical certification requirements	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.	×	×	?	✓

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 only during the local emergency through 6/17/20 unless reenacted.</p>
Medical certification requirements	<p>Effective immediately, OLSE Rule 2.3 is suspended and replaced with the following:</p> <p>“Employers may not require a doctor’s note or other documentation for the use of paid sick leave taken pursuant to the Paid Sick Leave Ordinance during the duration of the Local Health Emergency regarding Novel Coronavirus Disease 2019.”</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.</p>	<p>FAQ link: https://sfgov.org/olse/sites/default/files/PHEL%20FAQ%2004.17.20.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>
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: http://custom.statenet.com/resources/ts.cgi?mode=fetch&text_version=NJ202000052304_20200325_0_EI&digest=HPHbb%2BhJdtUucig36Mxfog		
COVID-19 Coverage Requirements:	Bill 2020 NJ S 2304 (Effective 3/25/20) <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. 	Bill 2020 NJ S 2304 (Effective 3/25/20) <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. 		
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	Medical certification is required. <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. 	Medical certification is required. <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. 		
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 (continued)

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:	https://health.ny.gov/diseases/communicable/coronavirus/ Attorney General's Guidance		Under Pandemic Unemployment Assistance (PUA) you 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>Effective 03/18/20</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)	✓ (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	
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:	Workplace Fact Sheet: http://www.dlt.ri.gov/pdfs/COVID-19%20Workplace%20Fact%20Sheet.pdf			
Waiting period requirement	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.	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.	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			
Waiting period requirement	7 day waiting period for EE's own medical leave & Family Leave to care for a family member. No waiting period required for Family Leave related to birth, adoption or placement of a child. Effective 6/11/20, waiting period is waived for any qualifying exigency leave.		Waiving the 7-day waiting period for COVID-related Unemployment Insurance claims.	
Medical certification requirements	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.	×	?	?	×