

## New York State Paid Family Leave (PFL) Law Expanded to Include COVID-19

### **COVID + New York Paid Family Leave (PFL)**

As of March 18, 2020, all employees within New York state qualify for additional paid time off related to COVID-19 through PFL. To qualify for the time, an employee is required to provide the employer with a “mandatory or precautionary order of quarantine or isolation form. This could be in the form of a “COVID-19 Order, and sourced by the “State of New York”, Department of Health, local board of health, or any government entity which has been given such permissions”.

Number of Employees on a National Level	Amount of Leave Employees are Entitled To
10 or fewer employees net income equaling to or less than \$1 million	Employees are limited to unpaid job security, for the entire span of quarantine, isolation, or mandatory order to stay inside
10 or fewer employees net income equaling to or less than \$1 million <b>OR</b> Those employing 11 to 99 individuals, regardless of income	Minimum of 5 days of paid sick leave, the remainder being unpaid. Along with job security for the entire span of quarantine, isolation, or mandatory order to stay inside
Those employing 100 or more people, regardless of income <b>OR</b> Any public employer, irrespective of number of employees	Minimum of 14 days of paid sick leave, the remainder being unpaid. Along with job security for the entire span of quarantine, isolation, or mandatory order to stay inside

An Employee is not eligible if:

1. The individual can physically complete work remotely or in a similar fashion;
2. Seen as asymptomatic or yet to be diagnosed with a health condition;
3. The individual has recently arrived from a country on a trip, that the CDC has made a Level 2 or 3 threat;
4. The individual reason for travel was not business related;
5. The individual was given information regarding the health notice, law, and limitations before travel. <sup>5</sup>