

Please see below for information on New York Emergency Paid Sick Leave (NYEPSL):

Due to the Covid-19 Pandemic, NYEPSL provides that an employee (or the employee's minor and dependent child) who is **subject to a mandatory or precautionary order of quarantine** can obtain paid leave for up to 14 days.

The paid leave is provided:

- a) From the employer entirely (large employers).
- b) From a combination of pay from the employer and Paid Family Leave/Disability insurance benefits (mid-sized employers).
- c) Entirely through Paid Family Leave/Disability insurance benefits (small employers).

The employer's requirement to provide paid leave is tied to its size as described below.

EMPLOYER SIZE	EMPLOYER SICK LEAVE	NYS PFL/DB INSURANCE BENEFIT
1-10 employees (2019 net income less than \$1 million)	Unpaid sick leave until termination of the quarantine order	Payable on the 1 <sup>st</sup> day of quarantine order
1-10 employees (2019 net income greater than \$1 million)	5 days paid sick leave + unpaid sick leave until termination of the quarantine order	Payable on the 6 <sup>th</sup> day of quarantine for the duration of the quarantine order
11-99 employees	5 days paid sick leave + unpaid sick leave until termination of the quarantine order	Payable on the 6 <sup>th</sup> day of quarantine for the duration of the quarantine order
100+ employees	14 days paid sick leave	No NYS PFL/DB benefit

**It is now clear that a Union Member is entitled to receive the full wages and benefits package he or she would have otherwise received had they continued working. It is the members responsibility to pursue any perceived owed wages.**

A member should notify his or her employer that they are subject to mandatory or precautionary quarantine and request to be paid while unable to work. **Members will be required to fill out and give the employer, a SCOVID19 3-20 form in order to receive paid sick leave.**

Link to form: <http://docs.paidfamilyleave.ny.gov/content/main/forms/PFLDocs/scovid19.pdf> . We have also attached the form to this email for your use.

The employer may require the member provide something to show that they are entitled to the leave such as a doctor's note or an order of quarantine from a local health department. The employer (of any size) **must** provide the employee with guaranteed job protection for the duration of the quarantine order.

If an employer refuses to provide paid sick leave as required, the member can file a complaint with NYS by calling the **COVID-19 Paid Sick Leave Hotline at 844-337-6303**. **More information on New York Emergency Paid Sick Leave go to <https://paidfamilyleave.ny.gov/COVID19>**