

	Emergency Paid Sick Leave (COVID-19)	Emergency FMLA (COVID-19)	FMLA	State/Local Paid Sick Leave
Covered Employers	<ul style="list-style-type: none"> Effective April 1, 2020, any private employer that employs fewer than 500 employees, other than: <ul style="list-style-type: none"> Small businesses (those that employ less than 50 employees) when requirements would jeopardize economic viability of the employer Public employers that employ one or more employees 	<ul style="list-style-type: none"> Effective April 1, 2020, any private employer that employs fewer than 500 employees, other than: <ul style="list-style-type: none"> Small businesses (those that employ less than 50 employees) when requirements would jeopardize economic viability of the employer Public employers that employ one or more employees 	<ul style="list-style-type: none"> Private-sector employers with 50 or more employees Applies to all government employers regardless of number of employees 	<p><i>Below is a list of jurisdictions that have paid sick leave requirements.</i></p> <p><i>With the exceptions of Connecticut and Puerto Rico, every jurisdiction allows an employee to take leave for an illness/injury or to seek medical care for the employee or the employee's spouse/child/parent. The vast majority of jurisdictions also allow leave for the care of more extended family members.</i></p> <p><i>Those locations with an asterisk authorize employees to use paid leave in the event their company or a family member's school or place of care is closed due to a public health emergency.</i></p> <p>Federal: certain federal contractors</p> <p>States: AZ*, CA, CT, DC, ME*, MD, MA, MI*, NV*, NJ*, OR*, PR, RI*, VT*, WA*</p> <p>Cities and Counties: Berkeley, CA Bernalillo County, NM* (eff. 7/1/2020) Chicago, IL* Cook County, IL* Dallas, TX Duluth, MN Emeryville, CA Long Beach, CA Los Angeles, CA Minneapolis, MN* Montgomery County, MD* New York, NY* Oakland, CA Philadelphia, PA* Pittsburgh, PA* Prince George County, MD San Antonio, TX San Diego, CA* San Francisco, CA Santa Monica, CA SeaTac, WA Seattle, WA St. Paul, MN* Tacoma, WA* Westchester County, NY*</p>
Covered Employees	<ul style="list-style-type: none"> Any employee of a covered employer, regardless of their length of service <ul style="list-style-type: none"> However, health care workers and emergency responders employed by a covered employer may be excluded 	<ul style="list-style-type: none"> Any employee who has been employed by a covered employer for 30 calendar days <ul style="list-style-type: none"> However, health care workers and emergency responders employed by a covered employer may be excluded 	<ul style="list-style-type: none"> Those who have worked at least 1,250 hours during the 12 months preceding the start of leave Employer must employ at least 50 employees within a 75-mile radius of the employee's worksite 	
Reason(s) for Leave	<ul style="list-style-type: none"> Employee is subject to quarantine or isolation order, advised to self-quarantine by healthcare provider, or is experiencing symptoms and seeking a medical diagnosis related to COVID-19 Employee is caring for individual subject to quarantine or isolation order, advised to self-quarantine by healthcare provider Employee is caring for employee's son or daughter whose school/daycare has closed 	<ul style="list-style-type: none"> Employee is unable to work/telework due to need to care for their son or daughter under age 18 whose school/daycare has closed 	<ul style="list-style-type: none"> Serious health conditions of the employee or the employee's spouse/child/parent, the birth/adoption of a child, and certain military service-related reasons 	
Amount of Leave Available	<ul style="list-style-type: none"> Up to 80 hours for full-time employees <ul style="list-style-type: none"> Part-time employees receive a proportionally similar amount based on hours worked in a two-week period Leave is not available beyond 12/31/2020 	<ul style="list-style-type: none"> Up to 12 work weeks of leave (only 10 work weeks paid) Leave is not available beyond 12/31/2020 	<ul style="list-style-type: none"> Up to 12 work weeks per 12-month period 	
Rate of Pay	<ul style="list-style-type: none"> Leave paid at an employee's regular rate of pay, up to \$511 per day and \$5,110 in total, if used for reason 1 above Leave paid at $\frac{2}{3}$ the employee's regular rate of pay, up to \$200 per day and \$2,000 in total, if used for reasons 2 or 3 above 	<ul style="list-style-type: none"> The first 10 days of leave can be unpaid unless an employee elects to use existing paid leave The remaining leave time must be paid at $\frac{2}{3}$ the employee's regular rate, capped at \$200 per day and \$10,000 in the aggregate Pay must account for overtime if overtime is normally scheduled, but no premium is required 	<ul style="list-style-type: none"> Unpaid (unless paid time off is elected or required) 	
Tax Credits	<ul style="list-style-type: none"> Employer is entitled to a dollar-for-dollar refundable tax credit for leave benefits paid to an employee, up to \$200 or \$511 a day (depending on the reason for leave) 	<ul style="list-style-type: none"> Employer is entitled to a dollar-for-dollar refundable tax credit for leave benefits paid to an employee, up to \$200 a day and \$10,000 in the aggregate 	<ul style="list-style-type: none"> Unavailable 	
Employee Notice Obligations	<ul style="list-style-type: none"> After employee's first day of sick leave, employer can require employee to provide reasonable notice in order to continue receiving sick leave pay 	<ul style="list-style-type: none"> Employee must give notice as soon as practicable 	<ul style="list-style-type: none"> Employee must give 30 days' notice or as soon as practicable 	
Employer Notice Obligations	<ul style="list-style-type: none"> A model notice is available here. Employers should post it at work sites, even if they are temporarily shut down; online posting is recommended, as well 	<ul style="list-style-type: none"> A model notice is available here. Employers should post it at work sites, even if they are temporarily shut down; online posting is recommended, as well 	<ul style="list-style-type: none"> Once employer is aware of employee's need for leave may qualify under FMLA, employer must provide eligible employee with notice of rights 	