

Compliance Bulletin

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States Update Employee Leave Requirements for Coronavirus



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In response to the coronavirus (COVID-19) pandemic, states have passed new laws and issued new regulations and guidance about employee leave taken for COVID-19 reasons. These provisions are in addition to the now-expired federal Emergency Paid Sick Leave Act and Emergency Family and Medical Leave Expansion Act, passed as part of the 2020 [Families First Coronavirus Response Act \(FFCRA\)](#).

In general, employee leave permitted under new state COVID-19 rules and guidance varies with respect to factors like which employers and employees are covered by the leave, the length and purpose of the leave, whether the leave is compensated and at what rate, and whether the leave is provided under a new law or rule, or covered under an existing provision.

This Compliance Bulletin describes new state employee leave provisions and guidance enacted or issued in response to the COVID-19 pandemic, along with links to government resources providing further information. Information about similar measures in select major cities is also included. The document will be updated with additional new employee leave rules as needed in this rapidly changing compliance area.

Action Steps

Employers should monitor the websites of their state departments of labor for new laws, rules and guidance about COVID-19-related employee leave.

Arizona

The Industrial Commission of Arizona has issued [FAQs](#) explaining when employees may take earned paid sick leave for COVID-19-related purposes under the state's Fair Wages and Healthy Families Act. Circumstances in which leave may be taken include (among others):

- The employee or their family member contracting COVID-19
- COVID-19 testing for the employee or their family member
- Vaccination for the employee or a family member
- To care for a child whose school has been closed due to COVID-19

California

California enacted a new [supplemental paid sick leave law](#) requiring employers with **more than 25 employees** to provide up to **80 hours** of paid leave for specific COVID-19-related reasons. The requirement is effective as of Feb. 19, 2022, but it is **retroactive to Jan. 1, 2022**. California previously had a similar law in effect that expired Sept. 30, 2021. The new law expires

Sept. 30, 2022.

Compensation under the law is limited to \$511 per day and a total of \$5,110 per worker.

This 2022 supplemental paid sick leave law requires up to **40 hours** of paid leave for full-time employees who are unable to work or telework for an employer because of:

- An order, guidance or advice from a public health official or health care provider to quarantine or isolate, pertaining to themselves or a family member;
- COVID-19 vaccination and recovery from vaccination for themselves or a family member, including boosters (generally limited to three days per vaccination);
- Their own symptoms of COVID-19 while seeking a medical diagnosis; or
- The care of a child whose school or place of care is closed or otherwise unavailable for reasons related to COVID-19 on the premises.

Full-time employees are entitled to an **additional 40 hours** of supplemental paid sick leave if they or a family member they care for **tests positive for COVID-19**. Employers may require employees to retest after five days and may require documentation of a family member's test result.

Firefighters and part-time and variable-hours employees receive an amount of leave calculated according to their work schedule. Supplemental paid sick leave is **in addition to**:

- Accrued sick leave under the California Healthy Workplaces, Healthy Families Act of 2014
- Prior COVID-19 supplemental paid sick leave the employee was entitled to

The law states that employers may not require employees to exhaust their COVID-19 supplemental paid sick leave before satisfying any requirement to provide paid leave for COVID-19 reasons under Cal/OSHA COVID-19 emergency temporary standards. (See discussion of the emergency temporary standards below).

Employer-provided supplemental leave benefits that are equivalent to supplemental paid leave in their timing, permitted reasons for leave and compensation may be counted towards the employer's requirement under the supplemental paid leave law.

Employer notice and recordkeeping obligations apply. The state has issued [FAQs](#) about the law and a [poster](#) for employers to use.

[Guidance](#) from the California Department of Industrial Relations about another COVID-19-related leave requirement states that employers who **require COVID-19 testing or vaccination** must pay for the time those procedures take because that time constitutes "hours worked." In this situation, employers may not require workers to use paid leave.

In addition, on Nov. 30, 2020, California adopted (and later updated) [emergency temporary Cal/OSHA standards](#) on COVID-19 infection prevention that apply to most workers in California not covered by Cal/OSHA's [aerosol transmissible diseases standard](#). Among other things, the standards require employers to exclude employees from the workplace for specified periods if they test positive for or have been exposed to COVID-19, or if they are under an isolation order from a health official.

If an employee is accordingly excluded from work and is otherwise "able and available to work," the employer is required to **continue to maintain the employee's "earnings, seniority, and all other employee rights and benefits,"** including the employee's right to their former job status, as if the employee had not been removed from their job. Employers may use employer-provided employee sick leave benefits for this purpose and consider benefit payments from public sources in determining how to maintain earnings, rights and benefits. The use of other benefits must be permitted by law and not covered by workers' compensation.

[FAQs](#) issued by the DIR state that employees **unable to work** because of COVID-19 symptoms are **not eligible** for exclusion pay and benefits. These employees may be eligible for workers' compensation or state disability insurance. The

FAQs also state that employees would typically receive pay for a quarantine period of **up to 14 days**. If an employee is out of work for more than a standard quarantine period based on a single exposure or positive test, but still does not meet the regulation's requirements to return to work, that extended quarantine period **may** be an indication that the employee is not able and available to work due to illness. The employee, however, may be eligible for temporary disability or other benefits.

The exclusion pay requirement **does not apply** when the employee is unable to work for reasons other than protecting persons at the workplace from possible COVID-19 transmission. It also **does not apply** where the employer demonstrates that the COVID-19 exposure is **not work related**. Employers are required to **provide notice** of the employee rights described above to employees who have been excluded from the workplace under the new standard, at the time of exclusion.

The California Department of Industrial Relations has created [employer resources](#) about the standard.

Local Laws

The following entries describe select California local leave laws enacted in response to the COVID-19 emergency. Other localities not listed here may have similar measures in effect. Employers should familiarize themselves with the leave laws that apply in their county, city or town.

- Long Beach—Effective May 19, 2020, a Long Beach [ordinance](#) imposes a paid sick leave requirement on employers that have 500 or more employees nationally and are not required to provide FFCRA emergency paid sick leave. Under the ordinance, full-time employees are entitled to 80 hours of paid leave, and part-time employees are eligible for paid leave in an amount equal to their average number of work hours over a two-week period, for specified COVID-19-related reasons. As with the FFCRA, different rates of compensation apply, depending on the reason for leave. The ordinance also contains pay caps and employee and employer exceptions, such as for health care worker and emergency responder employees (as defined in the ordinance).
 - Every 90 days, the city manager must report on whether the ordinance is still necessary.
- Los Angeles—Mayor Eric Garcetti [issued](#) a public order, effective April 10, 2020, and continuing through two weeks after the end of the COVID-19 local emergency, requiring up to 80 hours of supplemental paid sick leave for certain workers for specified COVID-19-related reasons. The city issued [rules](#) to implement the order.
 - A February 10, 2021, update to the order requires supplemental paid sick leave to workers who have worked at least 60 days at businesses and nonprofits with 500 or more employees in the city or 2,000 or more employees nationwide.
 - A June 2021 update added COVID-19 vaccination and recovery as permitted reasons for taking supplemental paid sick leave. In addition, the mayor created a new paid leave entitlement for COVID-19 **vaccination** and vaccination recovery for **all employees of private employers**.
 - This mandate for [Vaccine Paid Sick Leave Due to COVID-19](#) is retroactive to Jan. 1, 2021. It requires employers with **25 or fewer** employees to provide full-time employees with four hours' paid leave per injection and up to eight hours' paid leave to recover from side effects that prevent them from working or teleworking. Part-time employees receive a prorated amount of leave. Employers with **more than 25** employees must also provide the vaccine paid sick leave to full- and part-time employees who have exhausted all of their existing state and city COVID-19 supplemental paid sick leave.
 - The vaccine paid sick leave must be provided in addition to other paid leave, and employers may not require that other leaves be used first. However, certain paid leave provided by employers for COVID-19 vaccination may offset the new requirement, and collective bargaining agreements with COVID-19 vaccine leave provisions may be exempt. Employers may require verification of vaccination.
- Unincorporated Los Angeles County—On Jan. 26, 2021, the county amended and extended an urgency ordinance providing employees up to 80 hours of **supplemental paid sick leave** for specific COVID-19-related reasons. The [new amended ordinance](#) is retroactive to January 1, 2021, and took effect immediately. It remains in effect until two calendar weeks after the expiration of the COVID-19 local emergency (the original ordinance expired Dec. 31, 2020). The amendments expand supplemental paid sick leave to cover employees at **all nongovernmental businesses** in the unincorporated areas of the county (the original applied only to employers with 500 or more employees nationally). Part-time employees receive paid sick leave equal to their average two weeks' pay. Pay is capped at \$511 per day and \$5,110 total.

- Employers may **exclude emergency responders or health care providers**, as defined in the ordinance, from the leave. Leave otherwise due to an employee under the amended ordinance is reduced by any supplemental paid sick leave the employee received under the original ordinance or the FFCRA. Employees who have exhausted their leave benefits under either measure are not eligible for any additional supplemental paid sick leave under the amended ordinance.
- Additionally, on May 18, 2021, the county passed an [urgency ordinance](#) requiring all private employers to provide **paid leave for COVID-19 vaccination** for employees in unincorporated parts of the county. The ordinance became effective immediately and is **retroactive to Jan. 1, 2021**. Full-time employees are allowed up to four hours of paid leave per injection, while part-time employees receive a prorated amount of leave based on their work hours during the two weeks before the injection. The leave includes travel time to and from appointments and time to recover from any vaccine-related symptoms that prevent the employee from being able to work or telework. Employers may require written verification of vaccination. Notice, recordkeeping and nonretaliation provisions apply.
- Workers entitled to COVID-19 supplemental paid sick leave must first exhaust that leave before taking vaccination leave. However, vaccine leave must be provided in addition to state paid sick leave.
- The leave requirement was originally set to expire Aug. 31, 2021, but was later [extended](#) through 14 days after the expiration of the COVID-19 local emergency as declared by the Board of Supervisors.
- Oakland—Under an [emergency ordinance](#) passed Jan. 19, 2021, the Oakland City Council amended and extended its original emergency paid sick leave ordinance, which was passed May 12, 2020, and expired Dec. 31, 2020. The new ordinance is retroactive to Dec. 31, 2020, and it requires all employers within the city to provide their workers with emergency paid sick leave for specified COVID-19-related reasons, which include being at least 65 years old or at other risk of serious illness from COVID-19 exposure. The law took effect immediately upon passage. Full-time workers receive 80 hours of leave, while part-time workers are entitled to an amount of leave equal to their average work hours over a 14-day period. Employers may take a credit toward the leave required in the ordinance for any emergency paid sick leave they provided an employee under the FFCRA or the state supplemental leave requirement. Pay caps and exemptions, including for small employers (fewer than 50 employees) and health care worker and emergency responder employees, apply.
 - The city issued [FAQs](#) on the expired ordinance and is expected to issue new FAQs on the extension and amendment. The paid leave requirement remains in effect through the end of the city’s declaration of COVID-19 emergency.
- San Francisco—The San Francisco Public Health Emergency Leave Ordinance **expired** on April 20, 2021. It required employers with 500 or more employees worldwide to provide their San Francisco employees with up to 80 hours of emergency paid sick leave for certain coronavirus-related purposes.
 - The city of San Francisco also passed the Workers and Families First Program, providing \$10 million to businesses with employees in San Francisco to provide five days of sick leave beyond employers’ existing policies. The additional sick leave is available only to employees who have exhausted their currently available sick leave, have exhausted or are not eligible for federal or state supplemental sick leave, and whose employer agrees to extend sick leave beyond current benefits. The city has released an [employer guide](#) on the program.
 - In addition, the city has published [guidance](#) on the use of San Francisco Paid Sick Leave for coronavirus-related reasons.
- San Jose—On Jan. 5, 2021, following the Dec. 31, 2020, expiration of its original supplemental paid sick leave ordinance, San Jose passed a new [ordinance](#) that continued, from **Jan. 1, 2021, through June 30, 2021**, the paid sick leave benefits that had been provided under the city’s ordinance and the FFCRA’s Emergency Paid Sick Leave Act, and added a private right of action to enforce the benefits. **This ordinance is now expired.**

Colorado

Since Jan. 1, 2021, Colorado employers have been required to provide workers with up to 80 hours of paid public health emergency leave (PHEL) under the state’s [Healthy Families and Workplaces Act](#). The requirement was clarified in [guidance](#) and [temporary emergency rules](#) issued by the state’s Department of Labor and Employment (DLE) on Dec. 23, 2020.

The PHEL requirement mandates that, on the date a public health emergency is declared by a federal, state or local public health agency, employers provide full-time employees with enough supplemental paid leave to ensure they have a total of 80 hours of paid leave to use for specified purposes related to the emergency. Part-time employees are entitled to a lesser amount of the supplemental paid leave, and all employees may use the leave for four weeks following the end of the public

health emergency. The DLE [website](#) states that as of Jan. 1, 2022, both federal and state emergency declarations related to COVID-19 remain in effect. Moreover, the [federal determination](#) of a public health emergency by the U.S. Department of Health and Human Services was renewed on Jan. 14, 2022, and may last until April 14, 2022, without an additional renewal. This means **the PHEL requirement continues to apply**.

Employees' unused general paid sick leave (accrued under a different portion of the Healthy Families and Workplaces Act) may be counted toward the PHEL requirement. Employers with fewer than 16 employees must provide 80 hours of PHEL, despite not being required to provide general paid sick leave under the Healthy Families and Workplaces Act until 2022.

Previously, from July 14, 2020, through Dec. 31, 2020, the Healthy Families and Workplaces Act expanded paid sick leave under the federal Families First Coronavirus Response Act (FFCRA) to cover Colorado employers and employees exempt from the federal law. This law had replaced the Colorado Health Emergency Leave with Pay ("HELP") rules that had mandated paid sick leave for certain workers affected by COVID-19.

Connecticut

The state has issued [FAQs](#) on the application of various employment laws and programs—including the state's paid sick leave and family leave requirements—to workers and businesses affected by COVID-19.

District of Columbia

Under a **now-expired** legal mandate, employers with between 50 and 499 employees were required to provide up to 80 hours of **paid public health emergency leave** through Nov. 5, 2021. The leave was available for the same reasons emergency paid sick leave was required under the FFCRA, and employees were required to have worked for their employer for at least 15 days to be eligible. The leave requirement did not apply to health care providers.

A different law, the [COVID Vaccination Leave Emergency Amendment Act of 2021](#), was passed Nov. 18, 2021, and added COVID-19 vaccination and vaccination recovery to the reasons for paid employee leave under the [D.C. Accrued Sick and Safe Leave Act](#). Specifically, employers must now provide up to **two hours of paid vaccination leave per injection** (including booster shots) for employees who have been employed for at least 15 days **and their children**.

In addition, employers must allow **eight hours' paid vaccination recovery leave** per injection during the 24-hour period following the two-hour vaccination leave. The recovery leave applies when employees are precluded from working by their or their child's recovery from side effects of vaccination (including booster shots). Vaccination and recovery leave are limited to **48 hours per year**.

The same law extended and amended earlier COVID-19-related amendments to the District's **Family and Medical Leave Act** (DCFMLA). The DCMLA now allows workers who have been employed by their employer for at least **30 days** to use up to **16 weeks of unpaid COVID-19 leave** during the **two-year period** beginning Nov. 5, 2021, if they are unable to work because they:

- Have tested positive for COVID-19 or are caring for a family member or individual with whom they share a household who has tested positive for COVID-19 and must quarantine pursuant to Department of Health guidelines;
- Have a recommendation from a health care provider or a directive from an employer that the employee isolate or quarantine due to COVID-19, including because the employee or an individual with whom the employee shares a household is at high risk for serious illness from COVID-19;
- Must care for a family member or an individual with whom the employee shares a household, who is isolating or quarantining pursuant to Department of Health guidance, the recommendation of a health care provider, or the order or policy of the family member's or individual's school or childcare provider; or
- Must care for a child whose school or place of care is closed or whose childcare provider is unavailable to the employee due to COVID-19.

The requirement applies to employers that employ at least 20 employees in the District. Employers may require certain notice and certifications, and any paid leave used by an employee for COVID-19 family and medical leave purposes counts against the 16 workweeks of allowable leave. Employees may, but are not required to, use DCFMLA leave before other leave. Violations are subject to penalties of \$1,000 each. Employers must post [this notice](#) about employee rights to

expanded DCFMLA.

The COVID Vaccination Leave Emergency Amendment Act of 2021 under which these provisions were passed was extended in February 2022 and is effective through at least May 4, 2022.

The COVID-19 expansion of the DCFMLA does not change the definitions of employer and employee or eligibility for traditional DCFMLA entitlements. For these benefits to apply, the employee must have worked for one year without a break in service and at least 1,000 hours in the preceding 12 months, and only employers with 20 or more employees are covered.

A different [emergency law](#) in the District prohibits employers from retaliating against employees for, among other things, testing positive for COVID-19, quarantining because of COVID-19, or caring for someone who has COVID-19 symptoms or is quarantining because of COVID-19.

The District's Office of Human Rights maintains a [web page](#) with information about COVID-19-related employee leave.

Illinois

In March 2021, the Illinois Department of Labor issued [guidance](#) about employee leave for COVID-19 vaccination.

According to the guidance:

- If an employer requires employees to be vaccinated, time taken for vaccination is likely compensable under the Illinois Minimum Wage Law and the federal Fair Labor Standards Act. This is true even if time spent for vaccination is not work time. Employers should combine mandatory vaccination with paid leave or other compensation.
- Employers that do not require employees to be vaccinated should allow them to use sick leave, vacation time or other paid time off for that purpose. Employers that do not provide paid time off should consider offering flex time so employees may be vaccinated without having to take unpaid time, or offer the flexibility of taking unpaid time off for vaccination.
- An appointment to receive a COVID-19 vaccine would qualify as a permissible medical appointment under the Illinois Employee Sick Leave Act (ESLA) if the employer allows the use of sick leave benefits for vaccinations. The ESLA requires that sick leave be allowed for certain family medical purposes on the same terms it is allowed for the employee's own illness or injury.

Local Laws

- Chicago—the city passed an [ordinance](#) banning retaliation against employees for staying home from work for certain COVID-19-related reasons, including caring for others with COVID-19. The law provides employees with a private right of action for violations, allowing damages of three times the wages the employee would have earned and attorneys' fees, in addition to other enforcement actions. The city has issued [FAQs](#) on the ordinance, which took effect on May 20, 2020.
- Another city [ordinance](#), effective April 21, 2021, requires Chicago employers to give employees **leave to receive the COVID-19 vaccine during work hours**. Leave must be paid (up to four hours per dose) if vaccination is required by the employer. Otherwise, employees must be allowed to use any accrued paid leave for this purpose. Retaliation is prohibited, and violations are subject to penalty.

Maryland

Enacted May 30, 2021, the [Maryland Essential Workers Protection Act](#) provides for employee leave during a catastrophic health emergency subject to an executive proclamation and related to a communicable disease, which includes the COVID-19 pandemic. The Act requires employers to provide up to **112 hours** of paid public health emergency leave per **essential worker**, in addition to any existing paid leave, but only if there is federal or state funding for that leave. The amount of leave due a worker is determined by hours worked, scheduled, or expected, with full-time (40-hour-per-week) workers receiving the full 112 hours of leave.

The worker must be allowed to take this leave for the following reasons related to the communicable disease:

- To isolate due to a diagnosis or symptoms;
- To obtain a diagnosis, preventive care or treatment;
- To care for a family member diagnosed with the disease;
- By order of a public health official or health care professional because of the worker's exposure to or symptoms of the disease, or to care for a family member who has been so ordered; or
- To care for a family member whose care provider is unavailable or whose school or place of care has been closed because of the emergency.

To be an essential worker, an individual must work in an industry or sector identified by the governor or a federal or state agency as critical to remain in operation during the emergency. The worker also must:

- Perform a duty or work responsibility during an emergency that cannot be performed remotely or is required to be completed at the work site; **and**
- Provide services that the essential employer determines to be essential or critical to its operations.

Essential workers include contractors and subcontractors.

Massachusetts

From June 7, 2021, through March 15, 2022, Massachusetts employers were required to provide COVID-19 emergency paid sick leave for:

- Specified coronavirus-related exposure, diagnosis, illness, treatment, isolation or quarantine of employees or their family members; and
- Employees' COVID-19 vaccination and recovery from vaccination, as well as their need to care for a family member who had received or was recovering from a COVID-19 vaccination.

Leave was also required when employees' COVID-19 symptoms inhibited teleworking.

The costs of leave are reimbursed by the state; however, costs eligible for the extended tax credit for leave under the Families First Coronavirus Response Act will not be reimbursed. On Feb. 28, 2022, the state announced that the leave requirement would end on March 15, 2022, because reimbursements were approaching their budgeted limit. Employers were required to continue to offer emergency paid sick leave through that date.

The state will continue to honor employer requests for reimbursement until April 29, 2022; all reimbursement requests must be submitted by then. Official state guidance about the program explains how employers can apply for reimbursement through the MassTaxConnect website.

The COVID-19 emergency paid sick leave law required 40 hours of leave for full-time employees and an amount of leave based on scheduled work hours for part-time employees. Employee compensation was capped at \$850 per week and could be reduced by wages or wage replacement the employee received under a government program or law.

The leave was required to be provided in addition to other employer-provided leave (including earned sick time under state law), but employers could substitute a separate COVID-19 paid sick leave policy that satisfied the law's requirements. Employers could not require that other paid leave be used first.

Nonretaliation provisions and employer and employee notice requirements applied. The state created a website with further information and resources about the leave.

Before the COVID-19 emergency paid sick leave law was passed, the Massachusetts attorney general issued guidance indicating that state earned sick time may be used if public health officials or health care providers require an employee or a family member to quarantine.

Michigan

On Oct. 22, 2020, Michigan passed a [law \(amended effective Dec. 29, 2020\)](#) prohibiting employers from discharging, disciplining, or otherwise retaliating against employees who follow a mandate in the law that they not report to work if they test positive for COVID-19 or display the principal symptoms of COVID-19. The law is retroactive to March 1, 2020, and took effect on passage.

Under the law, workers who have **tested positive for COVID-19** are barred from returning to work until they are advised by a health care provider or public health professional that they have completed their isolation period, or the following conditions are met:

- If the employee has a fever, 24 hours have passed since the fever has stopped without the use of fever-reducing medications;
- The isolation period recommended in CDC guidelines has passed;
- The employee's principal symptoms of COVID-19 have improved; **and**
- If the employee has been advised by a health care provider or public health professional to remain isolated, the employee is no longer subject to such advisement.

An employee who **displays the principal symptoms** of COVID-19 but has **not yet tested positive** is prohibited from reporting to work until:

- A negative diagnostic test result has been received; or
- All of the following apply:
 - The isolation period has passed since the principal symptoms of COVID-19 started;
 - The employee's principal symptoms of COVID-19 have improved; **and**
 - If the employee had a fever, 24 hours have passed since the fever subsided without the use of fever-reducing medication.

The law's prohibition on reporting to work and protection from retaliation extend to employees who have had close contact with an individual who tests positive for COVID-19. These workers may not report to work until either:

- The quarantine period has passed since the employee last had close contact with the individual; or
- The employee is advised by a health care provider or public health professional that they have completed their period of quarantine.

A special exemption applies to employees in the following list who are subject to quarantine, but are not experiencing any symptoms and have not tested positive for COVID-19. These employees may be allowed to participate in on-site operations when strictly necessary to preserve the function of a facility, if cessation of operation of the facility would cause serious harm or danger to public health or safety:

- Health care professionals.
- Workers at a health care facility
- First responders (law enforcement officers, firefighters or paramedics)
- Child protective service employees
- Workers at a child caring institution (as defined by state law)
- Workers at an adult foster care facility (as defined by state law)
- Workers at a correctional facility
- Workers in the energy industry who perform essential energy services as described in the United States Cybersecurity and Infrastructure Security Agency's Guidance on the Essential Critical Infrastructure Workforce: Ensuring Community and National Resilience in COVID-19 Response, Version 2.0, March 28, 2020
- Workers identified by the director of the department of health and human services as necessary to ensure continuation of essential public health services and enforcement of health laws, or to avoid serious harm or danger to public health or public safety

"Principal symptoms of COVID-19" are as defined by the Michigan Department of Health and Human Services. Until the department issues a definition, principal symptoms are:

- One or more of the following not explained by a known medical or physical condition:
 - Fever
 - Shortness of breath
 - Uncontrolled cough
- Two or more of the following not explained by a known medical or physical condition:
 - Abdominal pain
 - Diarrhea
 - Loss of taste or smell
 - Muscle aches
 - Severe headache
 - Sore throat
 - Vomiting

Nevada

Effective June 9, 2021, private employers in Nevada with 50 or more employees [must provide](#) employees with two consecutive hours of paid leave per dose for COVID-19 vaccination, up to a maximum of four hours. The requirement does not apply to employers that provide on-site COVID-19 vaccination clinics during work hours, or to employers in their first two years of operation. The law contains notice and recordkeeping requirements.

In addition, according to [guidance](#) from the Nevada Labor Commissioner, employees may elect to use available paid leave under the state's paid leave law (or other applicable leave) while absent from work on a mandatory government quarantine, but employers may not require that employees use the leave for this purpose.

New Jersey

New Jersey passed legislation prohibiting employers from terminating or refusing to reinstate employees for taking time off (as instructed by a medical professional) due to COVID-19. Another new law expands the definition of "serious health condition" in the state's temporary disability insurance (TDI) and family leave insurance (FLI) programs to allow benefits when a person is diagnosed with or suspected of exposure to a communicable disease, or to take care of a family member similarly affected.

The legislation also amended New Jersey's earned sick leave law to permit the use of earned sick time for isolation or quarantine recommended or ordered by a provider or public health official as a result of suspected exposure to a communicable disease, or to care for a family member under similar isolation or quarantine. Workers may additionally use earned sick time for COVID-19 vaccination, including travel to the appointment and vaccination recovery, according to a [memo](#) issued by the New Jersey Department of Labor and Workforce Development (DLWD). The memo notes that in most cases, employers are not permitted to require documentation for one or two sick days in a row; however, employers may require up to seven days' notice for a scheduled appointment. [Separate information](#) from the DLWD states that an employee's child's mandatory remote learning, or a school or childcare closure for cleaning or other coronavirus preparation would be considered an allowable use of earned sick time.

An additional law enacted on April 14, 2020, expands the state's Family Leave Act to allow employees to take up to 12 weeks of unpaid time off to care for a family member as a result of an epidemic of a communicable disease, or efforts to prevent spread of a communicable disease. The job-protected leave also applies to employees requiring leave to provide care or treatment for their child if the child's school or place of care is closed in response to a public health emergency.

The DLWD has developed [printable guides](#) outlining COVID-19-related benefits for New Jersey employees. These guides explain the applicability of benefits like earned sick leave, unemployment insurance, temporary disability and family leave insurance, and workers' compensation in various COVID-19-related situations.

New York

New York state enacted a [law](#) providing leave for employees subject to a quarantine or isolation order due to COVID-19, effective March 18, 2020. Whether and how much employee compensation is required during the leave depends on the size

and net income of the employer, as follows:

- **\$1 million or less, and up to 10 employees:** Unpaid leave through the end of the quarantine or isolation. (Employees are eligible for paid family leave and disability benefits.)
- **More than \$1 million, and up to 10 employees:** Leave through the end of the quarantine or isolation, at least five days of which must be paid. (After five days, employees are eligible for paid family leave and disability benefits.)
- **Between 11 and 99 employees:** Leave through the end of the quarantine or isolation, five days of which must be paid. (After five days, employees are eligible for paid family leave and disability benefits.)
- **100 or more employees:** 14 days of paid sick leave during quarantine or isolation.
- **Public employers:** 14 days of paid sick leave during quarantine or isolation.

The law also allows paid family leave for employees to care for children under a quarantine or isolation order. Employees eligible for federal COVID-19-related leave may take state leave only to the extent that it exceeds the federal leave. Exceptions to the leave requirement apply for asymptomatic or undiagnosed employees who can work virtually, and for employees who traveled to affected regions (including states on New York's travel advisory) for non-work purposes. Sick leave under this law is [in addition to and separate from](#) leave under the state's regular paid sick leave law, which took effect in January 2021. The New York Department of Health has created forms employees can use for sworn affirmations that they or their child were subject to [isolation](#) or [quarantine](#).

According to [guidance](#) on the law from the New York Department of Labor, employees may not report to work and must be given paid leave for repeat periods of isolation or quarantine if:

- They test positive for COVID-19 after returning to work following isolation or quarantine; or
- They continue to test positive for COVID-19 after isolation or quarantine ends.

However, the guidance states that except for nursing home workers, it is not recommended that employees be tested to discontinue quarantine or isolation. Leave is limited to three periods of isolation or quarantine, and the second two periods must be based on a positive COVID-19 test. (On April 22, 2021, the New York Department of Health issued updated "[Protocols for Personnel in Healthcare and Other Direct Care Settings to Return to Work Following COVID-19 Exposure – Including Quarantine and Furlough Requirements for Different Healthcare Settings.](#)")

In addition, the guidance states that employees **not under a quarantine or isolation order**, whose employers nonetheless bar them from work due to COVID-19 exposure (or possible exposure), must be paid their regular rate until they return to work or enter quarantine or isolation. Notably, the COVID-19 leave law itself says leave is required only for employees who are under a quarantine or isolation order.

The state's earlier [FAQs](#) on the law remain valid. For further information, contact the [New York Department of Labor](#).

New York has also passed a state [law](#) requiring that employees receive a sufficient period of **paid leave to be vaccinated** for COVID-19, up to **four hours per vaccine injection**. The law applies to all private employers and specified public employers. Employees must be paid their regular rate of pay during the leave, and the leave may not be counted against any other leave to which the employee is entitled, including paid sick leave required by state law. The law took effect March 12, 2021, and expires Dec. 31, 2022. The New York Department of Labor has issued FAQs about the law.

[Guidance](#) from the New York Department of Labor states that workers may take leave under the state's [paid sick leave law](#) to recover from COVID-19 vaccination side effects.

Local Laws

- New York City—Under a [law](#) enacted Dec. 24, 2021, that applies retroactively to Nov. 2, 2021, workers in New York City who are parents of a child under 18 (or older if incapable of self-care because of a mental or physical disability) must be allowed to take **four hours of paid leave per injection for each child** to:
 - Accompany the child to receive a COVID-19 vaccine injection; or
 - Care for the child during any temporary vaccine side effects. Employees' use of child vaccination leave may not be charged against their accrual or use of leave under the city's Earned Safe and Sick Time Act. Employers may require

reasonable notice of leave (up to seven days if foreseeable) and documentation of a child's vaccination within seven days. The law expires Dec. 31, 2022.

Oregon

The Oregon Bureau of Labor and Industries issued a temporary rule, later made [permanent](#), clarifying that Oregon family leave covers an employee's absence to care for their child whose school or place of care has been closed in conjunction with a statewide public health emergency. Additional [rules](#) provide clarifications to the terms "child care provider" (includes unpaid and unlicensed providers such as grandparents and neighbors), "place of care" (includes homes and other locations not solely dedicated to child care) and "closure" of schools and child care. The rules also permit intermittent leave for intermittent school and child care closures, and explain what kind of verification for leave may be required.

Oregon has also issued [guidance](#) on the use of sick time (which may be used for public health school closures) and family and medical leave in the context of COVID-19.

Pennsylvania

- Philadelphia—The City of Philadelphia enacted a new COVID-19 leave [law](#) that took effect **March 9, 2022**, and expires Dec. 31, 2023. The law covers employers with at least **25** employees and employees who:
 - Work in Philadelphia;
 - Normally work in Philadelphia but currently telework from any other location as a result of COVID-19; or
 - Work from multiple locations or from mobile locations, provided that 51% or more of their time is in Philadelphia.

Leave must be provided immediately; **there is no waiting period or accrual requirement**. Leave must be allowed for specified COVID-19 reasons relating to an employee's (or their family members') exposure to, symptoms of or diagnosis with COVID-19.

Leave must also be permitted to **care for a child** whose school or child care is unavailable due to COVID-19 precautions, and for **employees' COVID-19 vaccination and recovery**.

Employees who work 40 or more hours weekly must be given at least **40 hours of leave**. Workers who work less than 40 hours per week must receive an amount of leave at least equal to their average scheduled or actual hours for a seven-day period (whichever is greater). Variable-hours employees receive a leave amount equal to the average number of daily hours the employee was scheduled to work over the past 90 days (including hours for which the employee took leave of any type), multiplied by seven.

COVID-19 paid leave under the COVID-19 leave law is **in addition to** all other paid leave benefits offered by an employer, and it may not be reduced by the amount of any paid leave an employee received previously. However, employer policies that provide an equal amount of additional paid time specifically for COVID-19 as the COVID-19 leave law requires, or 120 hours of paid time off in 2022 that can be used for the COVID-19 reasons required by the law, will satisfy the requirement. For employers that operate on a 7.5-hour workday and who consider 37.5 hours per week to be full-time, the 120-hour requirement is reduced to 112.5 hours.

Employees who complete the majority of their work through **telework** are **not entitled to additional leave** if they receive at least 80 hours of paid leave in 2022, as long as that leave may be used for the same purposes and under the same conditions as under the new law.

Employers must provide **notice** of the law 15 days after its enactment.

The city's previous COVID-19 leave law expired in June 2021.

- Pittsburgh—Pittsburgh has enacted a second [ordinance](#) requiring paid employee leave for COVID-19-related reasons. The city's previous COVID-19 paid leave law expired in June 2021, after the state's disaster emergency ended. The new ordinance, substantially similar to the previous one, remains in effect for one year starting on July 29, 2021, after which it may be extended by the city council. Under the ordinance, employers with 50 or more

employees are required to provide them with up to 80 hours of paid sick time for specific COVID-19 reasons (relating to the employee's own or a family member's illness, exposure or vaccination) that prevent them from working or teleworking. The ordinance covers employees who have been employed by the employer for 90 days and:

- o Work within Pittsburgh after July 29, 2021;
- o Normally work within Pittsburgh but are currently teleworking from any other location as a result of COVID-19; or
- o Work from multiple locations or from mobile locations, if 51% or more of the employee's time is spent within Pittsburgh. There is no waiting period. In addition, employers must allow the maximum amount of sick time under the Pittsburgh paid sick time law to employees immediately upon hiring, if the use arises directly from COVID-19. The leave is in addition to any other paid leave provided by employers, and it may be used before other paid leave, unless otherwise required by law. Leave required under federal or state law may be substituted to the extent the requirements coincide. Leave provided specifically for COVID-19 use may also be substituted, to the extent the employer leave meets the requirements of the ordinance.

Rhode Island

The Rhode Island Division of Labor and Training is waiving certain eligibility requirements for individuals filing COVID-19-related claims under the state's temporary disability insurance and temporary caregiver insurance programs. The Division has developed a fact sheet with further information.

Washington

Washington state paid family and medical leave (PFML) imposes an eligibility requirement of 820 hours worked in either the first four of the last five calendar quarters or the last four completed calendar quarters preceding the application for leave. A new, temporary [grant program](#) allows workers who do not meet the hours-worked requirement but are otherwise eligible for PFML to receive a **pandemic leave assistance employee grant** for the benefit. To be eligible, the worker's PFML claim must have a start date between 2021 and March 31, 2022, and the worker must have:

- Worked 820 hours during the first through fourth quarters of 2019; or
- Worked 820 hours during the second through fourth quarters of 2019 and first quarter of 2020.

The worker's failure to meet the regular hours-worked requirement cannot result from job loss due to misconduct or a voluntary separation unrelated to the pandemic. Under the terms of the legislation creating the program, **employees were to be allowed to begin filing for the grants Aug. 1, 2021.**

Certain employers with 150 or fewer employees may be eligible for a \$3,000 or \$1,000 grant to assist with the costs of leave taken by employees who have received the PFML grants. Employers with voluntary plans are not eligible.

The Washington Department of Labor and Industries has also published [Q&As](#) about the use of leave under the state's paid sick leave laws for coronavirus-related reasons.

A now-expired law [prohibited](#) production employers from operating between Aug. 18, 2020, and Nov. 13, 2020, unless they provided employees not covered by FFCRA leave with emergency supplemental paid sick leave.

Local Laws

- Seattle—On June 1, 2020, the Seattle City Council passed an [ordinance](#) requiring food delivery network companies and transportation network companies to provide gig workers working in Seattle with paid sick and paid safe time during the COVID-19 emergency. The ordinance took effect July 12, 2020. It covers employers with at least 250 gig workers worldwide, and it mandates at least one day of earned sick and safe time for every 30 days worked in Seattle. Accrual is retroactive to Oct. 1, 2019, or the beginning of employment, whichever occurred or occurs later. The law will remain in effect for three years after the end of the civil emergency proclaimed by the mayor on March 3, 2020; three years after any Seattle COVID-19 civil emergency proclaimed by a public official; or on Dec. 31, 2023, whichever is latest.

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