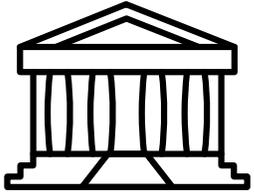
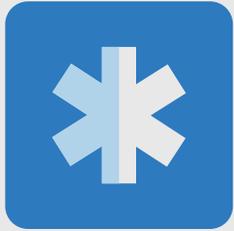


Paid Leave Laws in Response to the Coronavirus



Federal Paid Sick Leave and Family and Medical Leave

The most notable new law as a result of COVID-19 is federal emergency paid sick leave and expansion of federal family and medical leave. Now in effect, it expires Dec. 31, 2020, and applies to companies with less than 500 employees. Full-time employees are eligible for 80 hours of paid sick leave. Under the family and medical leave portion of the law, eligible employees can take up to 12 weeks of leave.



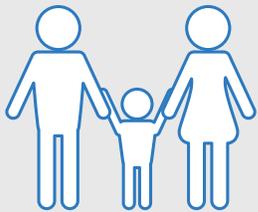
New York and Colorado Emergency Paid Leave

Both Colorado and New York in March 2020 passed emergency paid sick leave legislation directly tied to the coronavirus. In Colorado, the bill requires employers in select industries to provide up to four days of paid sick leave for coronavirus-related reasons. New York, meanwhile, has different levels of benefits based on employer size: 10 or fewer, 11-99 and 100 or more. New York's measure also includes job protection for all workers while under quarantine due to the coronavirus.



Expanded Paid Sick Leave to Cover the Coronavirus

Instead of establishing a new paid leave law to cover coronavirus-related issues, some jurisdictions are opting to expand paid sick leave laws to include people who must miss work due to COVID-19. As of early April 2020, California, Los Angeles, New Jersey, Philadelphia, San Francisco and others have added language to supplement their leave laws in response to the coronavirus. The list continues to grow as more jurisdictions take action.



Expanded Paid Family and Medical Leave for COVID-19

Similar to expanded paid sick leave, some jurisdictions have opted to bolster their paid family and medical leave laws to assist with issues related to COVID-19. Washington, D.C., New Jersey and Oregon, for example, have crafted new laws to cover those workers who must miss work because they — or a family member — have to deal with a coronavirus-related medical condition.



Quarantine and Public Health Emergency Laws

Some of the new legislation covers not only being sick with the coronavirus, but includes public health emergencies and quarantines in general. The federal legislation, which is only in effect until the end of 2020, is among those that include paid sick leave for employers who are quarantined because of a federal, state or local order. Some jurisdictions have made this a permanent part of the law; others will only include it through Dec. 31, 2020.