

3/19/20 – A. 10153 Nolan/S. 8091 Ramos

- This is a Governor's program bill, introduced at the request of the Governor, passed both houses and signed into law on 3/18/20.
- This bill would enact an emergency program to provide coverage for workers impacted by COVID-19 closures, and isolation and quarantine orders.

### COVID-19 Emergency Relief

- Workers subject to mandatory or precautionary governmental quarantine or isolation orders would receive paid leave during their quarantine or isolation regardless of whether they are diagnosed.
  - o How that leave is paid depends on the size of the employer:
    - Public employers and employers with 100 or more employees:
      - Employers pay up to 14 days
    - Employers with 11 to 99 employees, and
    - Employers with 10 or fewer employees and annual net income of \$1million or more:
      - Employers pay five days and the balance is covered by a combination of Paid Family Leave and Temporary Disability Insurance.
    - Employers with 10 or fewer employees and net income of less than \$1million:
      - Employers provide unpaid leave and the entirety of the leave is paid by a combination of PFL and TDI.
  - o Normal waiting periods and thresholds for PFL and TDI would be waived for these workers.
  - o Employers that already have paid sick programs, whether or not they are negotiated, would not be permitted to diminish accruals if time is taken pursuant to these protections.
- Workers who are not quarantined or isolated but whose minor children are subject to mandatory orders of quarantine and isolation would receive PFL (up to \$840.70 per week).
- Employees who take leave covered by this bill would be entitled to restoration to their prior job, at the same wage and with the same benefits, upon their return.
- Discrimination and retaliation for accessing these benefits are prohibited.
- Employees subject to isolation or quarantine based on future non-work international travel to impacted countries would be entitled to unpaid leave only.
- Employees experiencing unemployment as a result of COVID-19 related closures would not be subject to the normal UI waiting period.
- Workers covered by any federal COVID-19 benefits would be ineligible for any of the relief in this bill except for the difference between the federal benefit and the benefits available under this bill if the federal benefit is less than what is available under this bill.