

## **NYS Paid Leave Act**

On Wednesday, New York State lawmakers approved paid sick-leave and quarantined worker protections.

To address the immediate need of employees affected by COVID-19 who are subject to mandatory or precautionary orders of quarantine or isolation, [the legislation](#) will provide the following:

- Employers with 10 or fewer employees and a net income less than \$1 million will provide job protection for the duration of the quarantine order and guarantee their workers access to Paid Family Leave and disability benefits (short-term disability) for the period of quarantine including wage replacement for their salaries up to \$150,000.
- Employers with 11-99 employees and employers with 10 or fewer employees and a net income greater than \$1 million will provide at least 5 days of paid sick leave, job protection for the duration of the quarantine order, and guarantee their workers access to Paid Family Leave and disability benefits (short-term disability) for the period of quarantine including wage replacement for their salaries up to \$150,000.
- Employers with 100 or more employees, as well as all public employers (regardless of number of employees), will provide at least 14 days of paid sick leave and guarantee job protection for the duration of the quarantine order.

Outside of quarantines, the legislation also says:

- Businesses with four workers or fewer and a net income of less than \$1 million will provide at least five days of unpaid sick leave annually.
- Businesses with 5-99 employees (or at least \$1 million net income) must provide five days of paid sick leave annually.
- Businesses with 100 or more employees must provide seven days of paid sick leave annually.

The provisions of the quarantine legislation are set to take effect immediately upon passage, ensuring that New York workers will be able to take advantage of these benefits.