

Scenario/Question	FFCRA	NYS COVID Leave
• How much leave time is provided?	<ul style="list-style-type: none"> Up to 80 hours for own illness or to care for a dependent <ul style="list-style-type: none"> Up to an additional 10 weeks expanded leave for childcare reasons 	<ul style="list-style-type: none"> Up to 80 hours per instance when a mandatory order of quarantine is issued by DOH or other government agency for the employee or their dependent child.
• Does the law have an expiration date?	<ul style="list-style-type: none"> Yes, 3/31/2021 	<ul style="list-style-type: none"> No set expiration date
• Which employees are eligible?	<ul style="list-style-type: none"> All employers who employ less than 500 employees 	<ul style="list-style-type: none"> Covered employers and leave amounts are based on employer size. <ul style="list-style-type: none"> Specific leave amounts can be found on the NYS website: https://paidfamilyleave.ny.gov/covid19
• Our employer policy is to have employees stay home if they are symptomatic, exposed to someone who is symptomatic, have traveled internationally to any CDC Level 2 or Level 3 Health Notice Country, or travelled to a noncontiguous state. Are they eligible for paid leave?	<ul style="list-style-type: none"> Employees may be eligible (depending on position) for leave while they seek a diagnosis <ul style="list-style-type: none"> Once time allotment is used in full, no additional time off will be paid. 	<ul style="list-style-type: none"> Per guidance released from NYS on 5/17/2020 and 6/25/2020 for the first occurrence where an employee is directed by their employer to remain home from work they will be considered under a mandatory order of quarantine from DOH and the leave time must be paid. For the second and third occurrences leave time will only be paid if the employee tests positive for COVID-19 <ul style="list-style-type: none"> Employees are not eligible for this leave if they are subject to a quarantine based on current travel restrictions
• We are an employer covered under both laws, which benefit should we apply first?	<ul style="list-style-type: none"> If eligible for FFCRA related benefits this should be provided to the employee first. <ul style="list-style-type: none"> Employers should apply for the FFCRA associated tax credit to offset the cost for the paid leave. 	<ul style="list-style-type: none">