

New York State Leave for Those Quarantined or in Isolation Due to COVID-19

Employees who are “subject to mandatory or precautionary orders of quarantine or isolation” related to COVID-19.

- Mandatory Quarantine: applicable where (1) a person has been in close contact (6 ft.) with someone who is positive but is not displaying symptoms for COVID-19; or (2) a person has traveled to China, Iran, Japan, South Korea or Italy and is displaying symptoms of COVID-19.
- Mandatory Isolation: applicable where a person has tested positive for COVID-19, whether or not displaying symptoms.
- Precautionary Quarantine: applicable where a person (1) has traveled to China, Iran, Japan, South Korea or Italy while COVID-19 was prevalent, but is not displaying symptoms; or (2) had proximate exposure to a positive person but has not had direct contact with a positive person and is not displaying symptoms

An employee who is “deemed asymptomatic or has not yet been diagnosed with any medical condition and is physically able to work while” under a quarantine or isolation order (e.g., through remote work) **is not eligible for paid sick or additional PFL or disability benefits under the COVID-19 provisions of the bill.**

- **Employers with 10 or fewer employees and a net income of \$1 million or less:** Must provide *unpaid* sick leave for the entire period of quarantine or isolation, and employees will be eligible for paid family leave (“PFL”) and disability benefits.
- **Employers with 10 or fewer employees and a net income greater than \$1 million:** Must provide 5 days of *paid* sick leave, and unpaid leave for the remainder of the quarantine or isolation. After exhausting the 5 days of paid sick leave, employees are eligible for paid family leave and disability benefits.
- **Employers with 11-99 employees:** Must provide at least 5 days of *paid* sick leave, and unpaid leave through the end of the period of quarantine or isolation. After 5 days of sick leave, employees are eligible for paid family leave and disability benefits.
- **Employers with 100 or more employees and all public employers:** Must provide at least 14 days of *paid* sick leave.