

COVID 19 Related Induced Absences - Questions & Answers

If an employee travels to a restricted state and is required to quarantine for two weeks, do they get charged for their time?

Pursuant to Executive Order 205, "anyone who travels to a State with a positive test rate higher than 10 per 100,000 residents, or higher than a 10% test positivity rate, over a seven day rolling average, will be required to quarantine for a period of 14 days." As such, voluntary travel to such a state would not trigger NYS paid leave. However, the Families First Coronavirus Response Act does become applicable.

If an employee is sent home due to a temperature higher than 100, does he/she get charged for his/her time?

YES and NO. Once an employee shows proof that they were tested and a physician's request to quarantine, it would change to be "no charge".

If an employee tests positive for COVID, do they get charged for their time?

No. A full time employee is entitled to two weeks of paid leave, up to 80 hours if the employee receives a positive diagnosis. Part-time employees are entitled to two weeks of paid leave, based on the number of hours the employee works on average over a two-week period.

My child (children) will not physically be attending school full-time as a result of our home district's re-opening plan and I cannot secure childcare coverage. What relief do I have?

Pursuant to the Families First Corona Virus Response Act An employee may qualify for up to two weeks (up to 80 hours) of paid sick leave at two-thirds the employee's regular rate of pay because the employee is unable to work because of a bona fide need to care for an individual subject to quarantine (pursuant to Federal, State, or local government order or advice of a health care provider), **or care for a child (under 18 years of age) whose school or child care provider is closed or unavailable for reasons related to COVID-19**, and/or the employee is experiencing a substantially similar condition as specified by the Secretary of Health and Human Services, in consultation with the Secretaries of the Treasury and Labor.

If the employee has been employed for at least 30 days, they may be eligible for up to an additional 10 weeks of paid expanded family and medical leave at two-thirds pay where they are unable to work due to a bona fide need for leave to care for a child whose school or child care provider is closed or unavailable for reasons related to COVID-19 and if no other suitable person is available to care for the child (i.e., a spouse or sibling).

Link to U.S. Department of Labor =

<https://www.dol.gov/agencies/whd/pandemic/ffcra-employee-paid-leave>