

## Emergency Paid Sick Leave

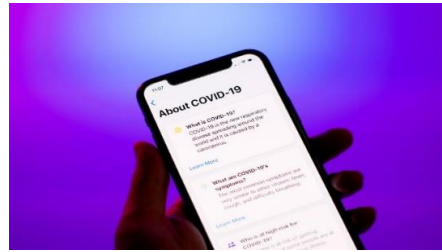
The Families First Coronavirus Response Act contains many different sections addressing the Coronavirus crisis. It contains several important paid leave provisions related to coronavirus.

The emergency **paid sick time requirements** apply only to sick time needs related to coronavirus.

The law applies to businesses that employ fewer than 500 employees.

Workers are entitled to 80 hours of emergency paid sick time.

Full-time employees are entitled to 80 hours of paid sick time (the equivalent of 10 eight-hour days). Part-time time employees are entitled to the number of hours that they work, on average, over a 2-week period.



Workers can take time off if the worker is unable to work due to a need for leave because of any of the following:

- The worker is subject to a federal, state, or local quarantine or isolation order related to coronavirus;
- The worker has been advised by a health care provider to self-quarantine due to concerns related to coronavirus;
- The worker is experiencing coronavirus symptoms and seeking a medical diagnosis.

Emergency paid sick leave is available for immediate use by the employee, regardless of how long the individual has been employed by the employer. Workers using emergency paid sick leave must be paid the greater of: their regular rate of pay; the federal minimum wage; a state minimum wage where they are employed; or a local minimum wage where they are employed.

Employers cannot require an employee, as a condition of providing emergency paid sick leave, to be involved in searching for or finding a replacement worker to cover the hours when they are using the leave.

All covered workers are protected when they take sick time. Workers will be protected against retaliation, including job loss, discipline, and/or discrimination, for using their emergency paid sick leave, filing a complaint, or testifying in an action under the law.



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**Legal Assistance In New York:  
Farmworker Law Project - Office: 845-256-9096 or WhatsApp: 845-422-6624  
Email: [flp@lasmny.org](mailto:flp@lasmny.org)**