Covid-19
State and Federal Paid Leave Programs:  
Information for 32BJ Members in  
Connecticut

***Information is changing rapidly. Visit state agency websites for the latest updates***

This leaflet provides information on Connecticut and Federal programs to provide paid leave when you are out of work due to COVID-19 for any reason. Each program has its own eligibility requirements. In addition, you may have paid leave benefits under your contract. Check your contract for more details.

This sheet shows what programs you may be eligible for. More details on the programs follow.

YOU MAY BE ELIGIBLE FOR THE PROGRAMS LISTED BELOW, IF YOU ARE MISSING WORK BECAUSE:

1. Your Health
   a. You Have COVID-19 or Its Symptoms (Cough, Fever and Shortness of Breath):
      i. Earned Sick Leave
      ii. U.S. Government Emergency Paid Leave
   b. You are under quarantine because you have been exposed to someone who tested positive or a doctor order self-quarantine because heightened risk factors
      i. Earned Sick Leave
      ii. U.S. Government Emergency Paid Leave
   c. Refuse to work because of danger of exposure (no doctor’s order)
      i. Earned Sick

2. Work Not Available:
   a. Because business closed under government order:
      i. Earned Sick
      ii. Unemployment Insurance
   b. Employer has lack of work
      i. Unemployment Insurance

3. Have to Care for a Loved One:
   a. Who is sick:
      i. Earned Sick
      ii. Emergency U.S. Government FMLA and Paid Sick
   b. Child who is home from closed school or day care center
      i. Earned Sick
      ii. U.S. Government Emergency Family Leave
PROGRAM DETAILS

Earned Sick Leave: CT Paid Sick Leave

1. Who pays: Employer
2. Benefit: regular rate of pay for up to 40 hours of work
3. Use: worker’s illness or diagnosis, child or spouse illness or diagnosis, (or dealing with domestic violence or sexual assault)
4. Eligibility: worker accrues 1 hour of earned sick leave for every 40 hours worked, up to a maximum of 40 hours. May begin using after 680 hours of employment
5. Requirements: Employer may require up to 7 days advance notice if absence is foreseeable; and documentation if you are out 3 or more days.

Workers Compensation:

Note: Workers Compensation provides payments for workplace injuries or illnesses. It will be very difficult for Local 32BJ members to prove that they contracted COVID-19 at work.

U.S. Government Emergency Paid Sick Leave

Note: This program applies only to companies who have 500 or fewer employees.

1. Who pays: Employer with less than 500 employees
2. Use:
   a. If under quarantine order
   b. A health care professional orders self-quarantine
   c. Having symptoms of COVID-19 and seeking diagnosis
   d. Caring for an individual under quarantine or health care professional advises to quarantine
   e. Caring for a child because school has been closed due to COVID-19
   f. The employee is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services.
3. Benefit:
   a. Amount:
      • 2 weeks paid sick leave at regular rate of pay for worker’s own illness (uses a-c);
      • 2 weeks at 2/3 pay for caring for a sick individual or child at home (uses d-f)
   b. Cap:
      • For own illness—pay is capped at $511 a day or a total of $5,110
      • For caring for sick or child—pay is capped at $200 a day or a total of $2,000

1 The Employer gets a tax credit so your taxes help pay for this program
4. Eligibility: Full time employees eligible for 80 hours; part-time employees eligible for number of hours they average in a 2 week period.
5. Requirements: Employers may seek hardship exemption
6. More information: This program is administered by the U.S. Department of Labor. No more information available at this time.

**U.S. Government Public Health Emergency Leave**

*Note: This program applies only to companies who have 500 or fewer employees.*

1. Who pays: Employer
2. Benefit: 10 weeks of paid leave at 2/3 employee’s regular rate:
   a. First 2 weeks without work are unpaid leave (employer may require use of any paid time off for these 2 weeks)
   b. Then up to 10 weeks of benefits
3. Use: If Unable to work to take care of child whose school or day care center has closed by government order
4. Eligibility: Full-time and part-time employees employed for at least 30 days
5. Requirements: Employers may seek exemptions

More information: This program is administered by the U.S. Department of Labor. No more information available at this time.

---

2 The Employer gets a tax credit so your taxes help pay for this program