

# 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.
6. More information: <https://www.ctdol.state.ct.us/wgwkstnd/SickLeave.htm>.

### **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<sup>1</sup>
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

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<sup>1</sup> 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<sup>2</sup>
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.

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<sup>2</sup> The Employer gets a tax credit so your taxes help pay for this program

