

# Covid-19

## State and Federal Paid Leave Programs: Information for 32BJ Members in Delaware

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

This leaflet provides information on Delaware 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 Personal Health**

- a. You Have COVID-19 or Its Symptoms (Cough, Fever, and Shortness of Breath):
  - i. U.S. Government Emergency Paid Leave
- b. You Are Under Quarantine Because You Have Been Exposed to Someone Who Tested Positive or a Doctor Ordered Self-Quarantine Because Heightened Risk Factors:
  - i. U.S. Government Emergency Paid Leave

#### **2. Work Not Available**

- a. Because Business Closed Under Government Order:
  - i. Unemployment Insurance
- b. Employer Has Lack of Work:
  - i. Unemployment Insurance

#### **3. You Have to Care for a Loved One**

- a. Who is Sick:
  - i. Emergency U.S. Government FMLA and Paid Sick
- b. Child Who is Home from Closed School or Day Care Center:
  - i. U.S. Government Emergency Family Leave

### **PROGRAMS**

#### **I. U.S. Government Emergency Paid Sick Leave**

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

- a. Who pays:
  - i. Employer with 500 or fewer employees.<sup>1</sup>
- b. Use:
  - i. If under quarantine order
  - ii. A health care professional orders self-quarantine
  - iii. Having symptoms of COVID-19 and seeking diagnosis

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<sup>1</sup> The Employer gets a tax credit so your taxes help pay for this program.

- iv. Caring for an individual under quarantine or health care professional advises to quarantine
- v. Caring for a child because school has been closed due to COVID-19
- vi. The employee is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services.
- c. Benefit:
  - i. Amount:
    - 1. 2 weeks paid sick leave at regular rate of pay for worker's own illness (uses a-c);
    - 2. 2 weeks at 2/3 pay for caring for a sick individual or child at home (uses d-f).
  - ii. Cap:
    - 1. For own illness—pay is capped at \$511 a day or a total of \$5,110
    - 2. For caring for sick or child—pay is capped at \$200 a day or a total of \$2,000
- d. Eligibility:
  - i. Full-time employees eligible for 80 hours; part-time employees eligible for number of hours they average in a 2-week period
- e. Requirements:
  - i. Employers may seek hardship exemption.
- f. More information:
  - i. This program is administered by the U.S. Department of Labor.

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

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

- a. Who pays:
  - i. Employer with 500 or fewer employees.<sup>2</sup>
- b. Benefit:
  - i. 10 weeks of paid leave at 2/3 employee's regular rate:
    - 1. First 2 weeks without work are unpaid leave (employer may require use of any paid time off for these 2 weeks);
    - 2. Then up to 10 weeks of benefits.
- c. Use:
  - i. If unable to work to take care of child whose school or day care center has closed by government order.
- d. Eligibility:
  - i. Full-time and part-time employees employed for at least 30 days.
- e. Requirements:
  - i. Employers may seek exemptions.
- f. More information:
  - i. This program is administered by the U.S. Department of Labor.

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

In addition to these benefits, each taxpayer in the US will receive up to \$1200 per individual, plus \$500 per child-sent to the address or direct deposit account listed on your 2019 tax return. The amount is reduced for individuals earning more than \$75,000 (or \$150,000 for joint filers or \$112,500 for heads of household). Those earning above \$99,000 (or \$198,000 for joint filers or \$136,500 for heads of household) will receive no money.

