

Covid-19

State and Federal Paid Leave Programs: Information for 32BJ Members in Rhode Island

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

This leaflet provides information on Rhode Island 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. Rhode Island Sick and Safe Law
 - ii. Rhode Island Temporary Disability Insurance
 - iii. U.S. Government Emergency Paid Sick Time
- 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. Rhode Island sick and Safe Law
 - ii. Rhode Island Temporary Disability Insurance
 - iii. U.S. Government Emergency Paid Sick Time
- c. Refuse to work because of danger of exposure (no doctor's order):
 - i. Maybe Unemployment Insurance

2. Work Not Available

- a. Because business closed under government order:
 - i. Unemployment Insurance
- b. Employer has lack of work
 - i. Unemployment Insurance

3. Have to Care for a Loved One

- a. Who is sick:
 - i. Rhode Island Sick and Safe Law
 - ii. Rhode Island Temporary Caregiver Insurance
 - iii. Family Medical Leave
 - iv. Emergency U.S. Government Paid Sick Leave
- b. Child who is home from closed school or day care center:
 - i. U.S. Government Emergency FMLA

PROGRAM DETAILS

Rhode Island Sick and Safe Law

1. Who pays: Employer
2. Benefit: regular rate of pay for up to 40 hours of work
3. Use: worker's illness, immediate family¹ member's illness (or dealing with domestic violence)
4. Eligibility: worker accrues 1 hour of earned sick leave for every 35 hours worked, up to a maximum of 40 hours. May begin using after 90 days for new employees, 180 for temporary employees, 150 for seasonal employees.
5. An employer may require documentation if you are out more than 3 days.
6. More information: www.dlr.ri.gov/ls/pdfs/HSFWfactsheet.pdf

Temporary Disability Insurance and Temporary Caregiver Insurance

If you are unable to work due to COVID-19 and the need to care for yourself or a family member, and your place of business remains open, you may be eligible for Rhode Island Temporary Disability Insurance. You should apply as soon as possible after you start the leave. Applications are taken online. Go to: <http://www.dlt.ri.gov/tdi/>

See this COVID-19 Sheet for help regarding when you should apply for TDI/TCI versus Unemployment Insurance:

<http://www.dlt.ri.gov/pdfs/COVID-19%20Workplace%20Fact%20Sheet.pdf>

Unemployment Insurance

If your place of business closes or you are directed to stay home because of COVID-19, you may be eligible for unemployment insurance. COVID-19 benefits will usually be process faster and be more generous than Temporary Disability Claims. You can apply online or by phone. See info here: <http://www.dlt.ri.gov/ui/fileclaim2.htm>

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 employees²
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

¹ Includes child, grandchild, brother/sister; spouse, domestic partner, parent, grandparent, spouse/domestic partner of parent, grandparent and other related by blood or close association is the equivalent of family

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

- 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
 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: Employer³
2. Benefit: 12 weeks leave, 10 day unpaid, then paid leave at 2/3 employee's regular rate:
 - a. First 10 days without work are unpaid leave (employer may require use of any paid time off for this period)
 - b. The remaining time is unpaid but with benefits
3. Use: If Unable to work because of the need 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
6. More information: This program is administered by the U.S. Department of Labor. No more information available at this time.

³ The Employer gets a tax credit so your taxes help pay for this program

