

COVID-19: Leave and Benefit Information for Workers in Pennsylvania

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

If you are out of work for the following reasons related to Covid-19, you may be eligible for the benefits listed below. Each law has its own eligibility rules. In addition, if you are covered by a 32BJ contract, it may provide for paid leave. Check your contract and talk to your Union rep for more details.

1. Your Own Health

- a. You Have COVID-19 or Its Symptoms (Cough, Fever and Shortness of Breath):
 - i. Earned Sick Leave for Philadelphia and Pittsburgh Workers Only¹
 - ii. Worker's Compensation (if you were infected at work)
 - iii. FMLA
 - iv. U.S. Government Emergency Paid Leave
- b. You are under government-imposed quarantine because you have been exposed to someone who tested positive or a doctor orders self-quarantine because heightened risk factors
 - i. Earned Sick Leave for Philadelphia and Pittsburgh Workers Only
 - ii. Unemployment Insurance
 - iii. U.S. Government Emergency Paid Leave
- c. Refuse to work because of danger of exposure
 - i. Currently no law explicitly requires leave in this circumstance, but talk to your Union rep about whether your contract provides protection.

2. Work Not Available:

- a. Because business closed under government order:
 - i. Earned Sick Leave for Pittsburgh Workers Only
 - ii. Unemployment Insurance
 - iii. U.S. Government Emergency Paid Leave (we encourage workers to seek paid sick leave under this law but it is not yet clear if it is intended to cover business closures)
- b. Employer has lack of work
 - i. Unemployment Insurance
- c. Employer sends you home because you came in contact with someone who tested positive for COVID-19
 - i. Earned Sick Leave for Philadelphia and Pittsburgh Workers Only
 - ii. Unemployment Insurance

3. Have to Care for a Loved One

- a. Who is sick:
 - i. Earned Sick Leave for Philadelphia and Pittsburgh Workers Only
 - ii. Family Leave
 - iii. FMLA
 - iv. U.S. Government Emergence Family Leave
- b. Child who is home from closed school or day care center
 - i. Earned Sick Leave for Pittsburgh Workers Only
 - ii. U.S. Government Emergency Family Leave

¹Philadelphia's paid sick law does not apply to workers covered by a union contract. Under Pittsburgh's paid sick law, an employer does not have to offer paid sick under the law so long as an employee receives equivalent paid sick leave under the employer's policies or a union contract.

*** 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.***

