

COVID-19 SCENARIOS & BENEFITS AVAILABLE

Worker needs time to care for others

		PAID SICK TIME					
		Federal Emergency Law: Childcare FMLA* dol.gov	Federal Emergency Law: Paid Sick Leave* dol.gov	NJ Law: Earned Sick Leave mysickdays.nj.gov	Unemployment Insurance myunemployment.nj.gov	After or instead of	NJ Law: Family Leave Insurance myleavebenefits.nj.gov
1	Employee unable to work because must care for child(ren) at home due to coronavirus closure	✓	✓	✓	✓	➡➡➡	✓
2	Worker is caring for family member who is diagnosed, or in isolation or quarantine with suspicion of exposure		✓	✓	✓	➡➡➡	✓

Worker is sick or loses work

		Federal Emergency Law: Paid Sick Leave* dol.gov	NJ Law: Earned Sick Leave mysickdays.nj.gov	Unemployment Insurance myunemployment.nj.gov	After or instead of	NJ Law: Temporary Disability Insurance myleavebenefits.nj.gov
3	Worker who has COVID-19, or symptoms of COVID-19	✓	✓	✓	➡➡➡	✓
4	Person who is out of work because employer voluntarily closed	✗	✗	✓		✗
5	Person who is out of work because employer was ordered closed	✗	✓	✓		✗
6	Worker has less hours available due to business slow down or lack of demand	✗	✗	✓		✗
7	Employer stays open in defiance of State closure or public health order, and worker refuses to work	✗	✓	?		✗
8	Employer permitted to be open, but worker is afraid of gathering in a group and refuses to work (self-distancing)	✗	✓	✗		?
9	Worker is advised by healthcare provider or public health authority to quarantine	✓	✓	✓	➡➡➡	✓
10	Health care provider exposed at work and recommended by medical professional to self-quarantine	?	✓	✓	➡➡➡	✓
11	Freelance, independent contractor or "gig" worker has no work or lost hours due to public health emergency	✗	✗	✓		✗
12	Worker received 26 weeks of unemployment; worker remains unemployed	✗	✗	✓		✗

✓ YES | ✗ NO | ? MAYBE (PLEASE APPLY; EVALUATED CASE BY CASE)

Employer pays sick leave and childcare FMLA; others require application to the State. You cannot receive pay or benefits from more than one program/law at the same time.

* Effective April 1, 2020: New federal law requires covered employers to provide emergency paid sick leave to certain employees to care for themselves or a family member due to coronavirus illness, symptoms, quarantine or school/child care closure. The Federal Family and Medical Leave Act (FMLA) has also been amended to provide job-protected emergency paid leave to employees who are unable to work because their child does not have school or child care, due to coronavirus. See nj.gov/labor for details. The U.S. Department of Labor will be issuing further guidance and this document may be updated as more information becomes available.

A person who has, because of their employment, contracted COVID-19 at work could be eligible for **Workers' Compensation** and would file through their employer.

The information on this flier is meant to give a general picture of benefits and rights available in certain COVID-19 work-related situations. Documentation may be required.



NJ.GOV/LABOR

LAST UPDATED: 3.30.2020