

## I'm still working. What do I need to know?

### What are the COVID-related sick days and what can I use them for?

You can receive sick days because of COVID if you work at one of these employers:

- A government or public employer of any size
- A private employer with less than 500 employees
- If you work for a health care or emergency responder, they may have gotten an exemption from the federal government to provide paid sick days. Check with your employer.
- If you work for a business of 50 people or fewer, your employer may have gotten an exemption for the family care aspects of this bill. Check with your employer.

You will receive full pay up to \$511 per day or \$5,110 total if:

- You think you have COVID and need to get tested or seen by a doctor
- A health care provider has told you to self-quarantine even if your work is open
- You are under a federal, state, or local quarantine or isolation order
- You are complying with recommendations from a public health official

You will receive 2/3 pay up to \$200 per day/\$2,000 total if:

- You are caring for an individual who is self-isolating because of diagnosis or symptoms
- You are caring for a child if their school or place of care is closed, or if the person who usually takes care of your child is not available.

### How many sick days can I use and when can I start using them?

You can use sick days as soon as you meet one of the reasons you are eligible, either for yourself or because you are caring for a family member.

- You can receive up to 80 hours of sick time if you are a full-time eligible worker.
- If you are a part-time worker, your sick time amount will be the average number of hours you work in a week, based on a typical two-week time period.

### I'm still sick/ I'm caring for someone who is sick. What if I use my 80 hours and I need more time?

You can apply with your state for assistance through the new coronavirus unemployment laws. This is through the Pandemic Unemployment Assistance Program (PUA), and will have a minimum benefit that is equal to ½ your state's average weekly unemployment benefit, or about \$190 per week. You will also be able to receive an additional \$600/week through July 31, 2020 through the Pandemic Unemployment Compensation (PUC) part of the new law.

The federal government is still working on how this will work and we will update this as soon as that information is available.



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### What happens if my employer is still closed after my 80 hours because of a public health order or government order?

Talk with your employer about your options. The goal is to do what is best for you and your family to make it through this time. Those will include:

- Applying for assistance through the Pandemic Unemployment Assistance Program (PUA)
- Being laid off
- Being furloughed

### Can my employer provide "paid time off" or vacation days instead of sick days? Can my employer make me use vacation days when I'm out because of COVID instead of federal paid sick days?

Your employer cannot make you use other vacation or sick days before using this COVID sick day benefit, as long as you are eligible for this benefit.

After you use this benefit, you can get paid time off from your employer if they so choose.

### How can I get paid family leave?

You may be eligible for an additional 10 weeks of paid leave after accessing the 80 hours of federal paid sick time if:

- You are unable to work/telework because your child's school or place of care is closed
- Your child's care provider is unavailable due to COVID

You will receive 2/3 of your regular pay, up to a total of \$200/day and a total of \$12,000.

### How long will this law last?

The law comes into effect on April 2, 2020, and will end on December 31, 2020.

### What do I do if my employer isn't following the law?

For additional information or to file a complaint, please contact the Department of Labor at 1-866-487-9243; TTY: 1-877-889-5627.

## I'm still working but my hours were reduced. What do I need to know?

### What if my employer has cut my hours back because of COVID?

You may be eligible for partial state unemployment benefits. This will include the amount your state would give you for partial benefits plus a flat \$600/week from now until July 31, 2020.

## I was laid off. Now I am unemployed. What do I need to know?

### What are the benefits I can receive?

You can receive unemployment through your state unemployment office. You will also be able to receive an additional \$600/week through July 31, 2020 through the Pandemic Unemployment Compensation (PUC) part of the new law. You will receive the \$600/week on a weekly basis – it may be in a separate check or as part of your regular unemployment check. Your state will decide.

### Do I have to wait for some time before I can receive benefits?

No, there is no waiting period for receiving benefits, as long as your state has not reduced the total number of weeks you can receive benefits. However, it is taking some time for the federal government to get these programs up and running so in early April there may be a delay in getting your first check.

### Will I lose my Medicaid or CHIP benefits?

No, your unemployment will not count towards eligibility for those benefits.

### What happens if I am still unemployed after my regular state unemployment benefits run out?

You can receive an additional 13 weeks of unemployment if this happens, through your state unemployment office. You will have to be regularly looking for work to receive benefits. But your state must also have flexibility if you are quarantined, ill, or restricted to move around your community at that time.

### How do I apply?

Apply through your state unemployment office.

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I am self-employed, a gig worker, or an independent contractor.  
What do I need to know?

### I am usually not eligible for unemployment – can I apply now? Who is eligible?

Many workers who are not usually eligible for unemployment are eligible under the new laws.

You may be covered under the Pandemic Unemployment Assistance (PUA) if you are:

- Self-employed, freelancers, and independent contractors
- Workers seeking part-time work
- Workers whose work history is too short to qualify for state unemployment

And if:

- You are partially or fully unemployed
- You are unable to work for a COVID-19-related reason
- You have been diagnosed with COVID-19 or have symptoms and are seeking diagnosis
- A member of your household has been diagnosed with COVID-19
- You are providing care for someone diagnosed with COVID-19
- You are providing care for a child or other household member who can't attend school or work because it is closed due to COVID-19
- You are quarantined or have been advised by a health care provider to self-quarantine
- You have become the breadwinner for a household because the head of household has died as a direct result of COVID-19
- You are not able to telework for pay
- And unfortunately, you must be authorized to work, so undocumented workers will not qualify

### What are the benefits I can receive?

You can apply for assistance in your state under the Pandemic Unemployment Assistance Program (PUA). You may receive a minimum benefit equal to ½ your state's average weekly unemployment benefit, or about \$190 per week.

You will also be able to receive an additional \$600/week through July 31, 2020 through the Pandemic Unemployment Compensation (PUC). You will receive the \$600/week on a weekly basis – it may be in a separate check or as part of your regular unemployment check. Your state will decide.

### How long are the benefits?

Up to 39 weeks.

### How do I apply?

You apply through your state unemployment office. It is taking some time for the federal government to get these programs up and running so in early April there may be a delay in getting your first check.



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### Frequently Asked Questions – Deeper Dive

#### My employer is forcing me to stay at home because a family member returned from one of the affected countries. What can I do?

Your employer cannot treat you differently because of your relationship with a person who your employer thinks has coronavirus. Employers should not make assumptions about your family members. However, if your family member was ordered to quarantine by a government official, you may be able to receive up to 2 weeks of paid sick time if you stay home to care for them.

#### I have a disability; is my employer required to provide me with reasonable accommodations related to the Coronavirus?

If you have a disability such as a compromised immune system, your employer may be required to provide you with a reasonable accommodation such as telecommuting.

Having common cold or seasonal flu symptoms is likely not a disability. However, complications from COVID, such as pneumonia, might be a disability. If you have complications, you and your employer should explore changes that allow you to continue your job or take time off from work.

If you have to take time off from work because a health care provider advised you to, you may be eligible for paid sick days.

#### Can my employer ask me if I have a health condition (like a compromised immune system) that would be affected by coronavirus?

No. Your answer to that question is likely to disclose a disability. Therefore, the employer's question is against the law.

#### If I traveled to a country affected by coronavirus, can my employer ask me if I was exposed to coronavirus or require me to stay home during the incubation period?

Yes, the Centers for Disease Control (CDC) has recommended that travelers to certain countries stay home for 14 days. The list of countries may change; click here - [CDC website](#)- for more information. In this case, you are eligible for paid sick days with qualifying employers.

#### If I have coronavirus, what can my employer tell others about my condition?

Your employer is required to keep all medical information about you private and confidential.



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### What if I become sick at work with symptoms relating to coronavirus? Can my employer send me home?

Yes. The CDC recommends that employees who become sick with coronavirus symptoms (such as fever, cough, shortness of breath) should be separated from other employees and sent home immediately. If you are sent home, and talk to a medical professional who says you should self-quarantine, you may be eligible for COVID paid sick time.

### Can I lose my job if I miss work because I'm sick with coronavirus?

Your employer cannot retaliate against you because you are accessing 80 hours of COVID paid sick days.

### Because of coronavirus, my employer made assumptions about me or treated me differently than coworkers because I am Asian or from another country. What can I do?

An employer who treats you worse than other workers because of your race, national origin, or ethnic background is violating the law. This includes employer actions that single you out because of negative stereotypes.

You can file a charge for discrimination. (advocates can create link to their state/city)

### A close family member of mine has coronavirus, and I will stay home from work to take care of them. What can I do to receive income while I'm not working?

If your employer has fewer than 500 employees or is a public sector employer, you can use COVID paid sick days to care for a sick family member, starting April 2. You will receive 2/3 of your pay for up to 80 hours.

### Can my employer not pay me if I am told not to come in for a scheduled shift?

If an employer sends you home or instructs you not to come in to work because the employer has been ordered to close the business or limit operations by government authorities, you may be able to request COVID paid sick days.

### My child's day care or school is closed because of the coronavirus threat. Can I take time off to care for my child?

Starting April 2, if your employer has fewer than 500 employees or is a public sector employer, your employer is required to provide you with up to 12 weeks of job-protected, paid leave, at 2/3 your normal pay rate, up to \$200 per day. However, if your employer has fewer than 50 employees, it may seek an exemption from the federal government.



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### What if I am undocumented? Can I get paid sick days?

We are still working out whether and how undocumented workers can get paid sick days and/or paid family leave. Since workers receive the payments from their employer, undocumented workers may be able to access this resource. We are waiting for further guidance from the Department of Labor and will update when we hear more.

### I'm covered by a shelter-in-place or stay-at-home order from my county or the state, but my employer is still requiring me to come to work. What happens if I don't go to work? Can they fire me and what can I do for income?

If your employer is requiring you to work in violation of a government order to stay home, you may request COVID paid sick days with employers under 500 employees or if you work for the government.

If your employer fires you for not coming to work in compliance with a government directive, you may have a claim for [wrongful termination](#) in violation of public policy.