



# COVID-19 RELIEF AVAILABLE TO WORKERS UNDER FEDERAL LAW

PROGRAM	WHO	WHAT	BENEFITS AVAILABLE	LIMITATIONS
<b>EMERGENCY FEDERAL FAMILY AND MEDICAL LEAVE EXPANSION ACT</b>	Workers unable to work or telework in order to care for a minor child when a school or childcare provider is not operating as a result of a federal, state or local declared COVID-19 public health emergency.	12 weeks of job protected leave. Job restoration rights are limited if an employer has less than 25 employees.	After 10 days unpaid leave, employer must provide a benefit equal to at least 2/3 their regular pay, capped at \$200 per day and \$10,000 in the aggregate.	Applies to employers with fewer than 500 employees (currently FMLA is for over 50 employees) and public employers. DOL can exempt health care providers and emergency responders, and employers with fewer than 50 employees.
<b>EMERGENCY PAID SICK LEAVE (SELF)</b>	Workers subject to federal, state, or local quarantine order; advised to self-quarantine by a health care provider; or experiencing symptoms and seeking a diagnosis.	Paid sick leave of 80 hours for full time employees; prorated for part time employee based on average hours in a 2-week period.	Paid leave is capped \$511 per day and \$5,110 in the aggregate.	Applies to employers with fewer than 500 employees and public employers. DOL can exempt health care providers and emergency responders, and employers with fewer than 50 employees.
<b>EMERGENCY PAID SICK LEAVE (OTHERS)</b>	Workers caring for an individual quarantined as a result of a public order or advised by a health care provider; caring for a minor child whose school or child care provider is not operating; or experiencing a similar condition specified by HHS, Treasury or Labor.	Paid sick leave of 80 hours for full time employees; prorated for part time employees based on average hours in a 2-week period.	Paid leave is capped at \$200 per day and \$2,000 in the aggregate.	Applies to employers with fewer than 500 employees and public employers. DOL can exempt health care providers and emergency responders, and employers with fewer than 50 employees.
<b>PANDEMIC UNEMPLOYMENT INSURANCE</b>	Individuals available to work but unemployed or underemployed and those unavailable to work due to a wide variety of COVID-19 related causes; self-employed and others who would not otherwise qualify for unemployment.	Additional pandemic unemployment insurance payment for weeks of unemployment ending July 31, 2020.  Up to 39 weeks of unemployment benefits, as opposed to the normal 26-week cap.	Benefit provided under state law, plus additional pandemic unemployment payment of \$600.  For independent contractors, benefits would be calculated using Disaster Unemployment Assistance.	Individuals with the ability to telework and those receiving paid sick or other leave are excluded.  Up to 39 weeks of regular state benefits for unemployment, partial unemployment or inability to work beginning January 27, 2020 and ending on or before December 31, 2020.  Claims made through the State Department of Labor: <a href="http://www.labor.ny.gov">www.labor.ny.gov</a>
<b>TAX REBATES</b>	An estimated 90% of Americans, excluding higher income earners. (Income limits determined by adjusted gross income on 2019 tax returns if already filed, 2018 returns if not.)	One-time direct payment from the Federal Government for those under income thresholds.	Automatic payments up to \$1200 for an individual or \$2400 for joint filers, plus \$500 per qualifying child under 17 years old.	Payment is reduced by 5% of adjusted gross income exceeding \$75,000 for an individual, \$112,500 for head of household, and \$150,000 for joint filers. The practical effect is a gradual phase out, zeroing out entirely at \$99,000 for individual filers and \$198,000 for joint filers with no qualifying children. It zeros out at \$146,500 for a head of household with one qualifying child.

*This document is a notice of benefits available under Federal law for which you may be eligible if you are unable to work under varying circumstances related to COVID-19. Please note that other statutory eligibility and documentation requirements apply. Additional benefits may be available under New York State Law.*