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# New York State COVID Sick Leave

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“Ask Big I New York”

# NYS COVID Sick Leave Law



Took effect on  
March 18,  
2020

Still in effect

# What Is Required?

All employees  
entitled to  
unpaid sick leave

Paid sick leave  
depends on  
employer size

# What Is Required?

+  
•  
0

Number of Employees as of 1/1/2020	2019 Annual Revenue	Required Paid Sick Days
1 – 10	\$1 million or less	0
1 – 10	More than \$1 million	5
11 – 99	Any	5
100+	Any	14

# What Is Required?

COVID sick leave is in addition to NYS paid sick leave and any employer-provided sick days



# What Is Required?

**If:**

- Employer not required to provide paid sick leave, or
- Employee has exhausted paid leave, and
- Quarantine order still in effect –

**Employee is eligible for NYS DBL or Paid Family Leave**

# What Is Required?

DBL/PFL benefits effective first full day  
of unpaid leave from:

- Employee's quarantine order
- Employee caring for dependent child  
under quarantine order

COVID  
Sick Leave  
Benefits  
Do Not  
Apply

Employee is:

- Asymptomatic or
- Not diagnosed with medical condition and
- Physically able to work while under quarantine order



COVID  
Sick Leave  
Benefits  
Do Not  
Apply

Employee takes non-business trip to country with high COVID threat level if:

- Employee knew of threat & possible benefits restriction
- Went anyway

# Federal COVID Sick Leave Laws Expired in 2021

# More Information

NYS Paid Family Leave: Paid Leave  
for COVID-19

[https://paidfamilyleave.ny.gov/  
COVID19](https://paidfamilyleave.ny.gov/COVID19)

Big I NY: Understanding New  
York's New Paid Sick Time Law

[https://www.biginy.org/newsfeed/  
/Lists/Posts/Post.aspx?ID=792](https://www.biginy.org/newsfeed/Lists/Posts/Post.aspx?ID=792)

[www.biginy.org/coronavirus](http://www.biginy.org/coronavirus)



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