



COVID-19: New York State Paid Sick Leave

New York State has enacted a temporary paid sick leave [provision](#) into law that would apply to employees placed under mandatory or precautionary quarantine related to COVID-19. This law takes effect immediately. Qualifying employees may claim the difference between the maximum permitted paid sick leave and/or employee benefits being provided by the federal government and what is available under this law:

1. Employers with 10 or fewer employees as of January 1, 2020 and a net income of less than \$1 million in the previous tax year must provide unpaid sick leave and job protection for the duration of an employee's quarantine order, and guarantee their access to paid family leave and temporary disability benefits for the period of quarantine.
2. Employers with 11 - 99 employees and employers with 10 or fewer employees and a net income greater than \$1 million must provide at least 5 days of paid sick leave and thereafter guarantee their workers access to paid family leave and temporary disability benefits for the period of quarantine, as well as job protection for the duration of the quarantine order.
3. Employers with 100 or more employees, as well as all public employers (regardless of number of employees), must provide at least 14 days of paid sick leave and guarantee job protection for the duration of the quarantine order.

This law does not grant paid benefits to employees placed under mandatory or precautionary quarantine because they returned from travel to countries for which the U.S. Centers for Disease Control and Prevention ([CDC](#)) has issued a level 2 or 3 travel health warning, except if the travel was work-related/mandated. Quarantined employees who are working from home also do not qualify for benefits.

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