

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

Unemploy-
ment
Insurance
myunemploy-
ment.nj.gov

After or
instead of

NJ Law:
Family Leave
Insurance
myleavebene-
fits.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

Unemploy-
ment
Insurance
myunemploy-
ment.nj.gov

After or
instead of

NJ Law:
Temporary
Disability
Insurance
myleavebene-
fits.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

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](https://www.dol.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.

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



NJ.GOV/LABOR

LAST UPDATED: 3.30.2020