



# COVID-19 and Paid Sick Leave

Workers who have COVID-19 or were in contact with someone with COVID-19 can get sick leave (time off) regardless of immigration status. State and local laws let workers take time off to care for themselves or a family member. For example, workers can take time off to quarantine\* or isolate or if their child’s school or child care closes. Employers cannot mistreat or punish workers for using or asking for sick leave. This sheet has a summary of all laws.

\*To quarantine means to stay away from everyone for 10 days to prevent spreading COVID-19.



## SPECIAL LEAVE FOR THE COVID-19 VACCINE

- + Workers get leave under **STATE** law to get vaccinated. See **BELOW**.
- + **NEW!** Workers get additional leave under **CITY** law to get their kids vaccinated. Workers can use accrued **CITY** leave to get a **COVID-19** vaccine booster shot. See **BACK**.

### STATE

#### New York State Emergency COVID-19 Paid Sick Leave Law

Who is Covered	What is Covered	Time Covered
<p><b>All private and public sector workers ordered to quarantine.</b> Workers should call 855-491-2667 to get an order of quarantine.</p> <p>Workers are <i>not covered</i> if they visited an area on New York State’s travel advisory for personal travel.</p>	<p><b>Paid sick leave</b> is covered for workers ordered to quarantine. For example, they:</p> <ul style="list-style-type: none"> <li>▪ have COVID-19 symptoms; or</li> <li>▪ have been in close contact with someone with COVID-19.</li> </ul>	<p>Depending on the size and/or income of the employer, workers can get between <b>5 to 14 days paid</b> by the employer.</p> <p>Note: Workers can also use Paid Family Leave or disability benefits for the <i>days of quarantine</i> <b>not paid</b> by the employer.</p> <p>Paid sick leave under State law is <b>in addition to</b> accrued sick leave under City law. <b>Workers should use State leave first if they must quarantine.</b></p>

? Contact New York State Department of Labor: Call **844-337-6303** | Visit [paidfamilyleave.ny.gov/covid19](https://paidfamilyleave.ny.gov/covid19)

#### New York State Paid Leave for COVID-19 Vaccinations *This law is effective from 3/12/2021 through 12/31/2022.*


Who is Covered	What is Covered	Time Covered
<p><b>All private and public sector workers in New York State</b>, regardless of employer size.</p>	<p><b>Paid sick leave</b> is covered for workers who get:</p> <ul style="list-style-type: none"> <li>▪ one COVID-19 vaccine injection if that is what the vaccine requires; or</li> <li>▪ two COVID-19 vaccine injections if that is what the vaccine requires.</li> </ul>	<p>Workers get up to 4 hours per vaccine injection, for a total of up to 8 hours.</p> <p>Note: <b>Workers should use Paid Leave for COVID-19 Vaccinations to get vaccinated.</b> It is <b>in addition to</b> accrued leave under State or City Paid Sick Leave laws. Workers may use accrued other leave to recover from side effects of the COVID-19 vaccine.</p>

? Contact New York State Department of Labor: Call **888-469-7365** | Visit [dol.ny.gov](https://dol.ny.gov) and search “paid leave for COVID vaccine”

Local law >>

**LOCAL**

**New York City Paid Safe and Sick Leave Law**

Who is Covered	What is Covered	Time Covered
<p>All <b>domestic workers</b> (in households) and <b>workers at any size business or nonprofit in New York City</b> (including full-time, part-time, and temporary workers).</p>	 <p><b>NEW!</b> <b>Dedicated sick leave for child vaccination</b></p> <p>Covered workers who are parents or legal guardians of kids aged 5-18 or an older child with a mental or physical disability can use leave to:</p> <ul style="list-style-type: none"> <li>take kids to get the COVID-19 vaccine;</li> <li>care for kids experiencing side effects from the COVID-19 vaccine.</li> </ul> <p>Effective dates of dedicated sick leave for child vaccination are 11/2/2021 through 12/31/2022.</p>	<p><b>MORE TIME!</b> <b>Available immediately</b></p> <p>Workers get <i>4 additional hours of sick leave</i> for:</p> <ul style="list-style-type: none"> <li>EACH child; AND</li> <li>EACH vaccine injection.</li> </ul> <p>Note: Dedicated sick leave for child vaccination is <b>in addition to</b> accrued leave.</p>
	<p><b>Sick leave</b> is covered for all workers who:</p> <ul style="list-style-type: none"> <li>get a COVID-19 vaccine booster shot;</li> <li>are sick, including from side effects of the COVID-19 vaccine;</li> <li>have to take kids to get the COVID-19 vaccine;</li> <li>need preventive care;</li> <li>have to quarantine*;</li> <li>seek diagnosis or treatment of an illness, injury, or health condition; or</li> <li>have to care for a family member for the reasons above.</li> </ul> <p>*Use STATE leave first. See FRONT.</p>	<p>Depends on employer size:</p> <ul style="list-style-type: none"> <li><b>(100+ workers)</b> Workers can earn <i>up to 56 hours</i> of sick leave each year.</li> <li><b>(1-99 workers)</b> Workers can earn <i>up to 40 hours</i> of sick leave each year.</li> </ul> <p>Note: All workers earn 1 hour of sick leave for every 30 hours worked.</p>
	<p>Sick leave is <b>paid</b> for all domestic workers and non-household workers if the employer has 5 workers or more.</p> <p>Sick leave is <b>unpaid</b> for non-household workers if the employer has less than 5 workers and net income less than \$1 million.</p>	<p>Note: Workers may be eligible for 2 additional days as unpaid leave under NYC's Temporary Schedule Change Law.</p>

 **Contact NYC Department of Consumer and Worker Protection:**  
 Call **311** and say "Paid Safe and Sick Leave" | Visit [nyc.gov/workers](https://nyc.gov/workers) | Email [OLPS@dca.nyc.gov](mailto:OLPS@dca.nyc.gov)  
*Employers only* can chat online at [nyc.gov/BusinessToolbox](https://nyc.gov/BusinessToolbox).

Note: The federal law (Families First Coronavirus Response Act (FFCRA)) was effective from 4/2/2020 through 12/31/2020. To learn more about current federal protections during the pandemic, contact the U.S. Department of Labor at **866-487-9243** or [dol.gov/agencies/whd/pandemic](https://dol.gov/agencies/whd/pandemic).