WHO HAS ACCESS TO COVID-19 EMERGENCY LEAVE BENEFITS?

UPDATED: April 30, 2020*

No matter where we are from or what we look like, all of us work hard for our families and deserve a job where we are treated with dignity and respect. The COVID-19 pandemic exposed cracks in our country's caregiving systems, underlining the reality many working people face everyday: the impossible choice between their paycheck and their health. One crucial way we can rebuild an economy where all working families have the opportunity to thrive is to ensure everyone has access to paid sick days and paid family leave, during this crisis and beyond.

As COVID-19 hit our communities, Congress came together to take action to address the far-reaching health and economic consequences of the crisis for working people and families, passing emergency paid sick days and paid leave benefits. Unfortunately, they left behind millions of working people in the final legislation.

Policywise, we still have a long way to go towards making sure all working people have the leave benefits they need, but in the meantime, you deserve to know what resources are available to you. Below, we compare who is - and is not - covered by the efforts to provide COVID-19 emergency leave benefits.

> ***The information provided in this chart is the best available information at this time, but it is subject to change based on additional legislative measures or guidance released by state or federal agencies, and we may need to update the information as things change.***

COMPARISON CHART

YES NO MAYBE

This chart does not necessarily reflect the official policy or position of the state or federal government, agencies, or other companies/organizations. We have provided additional information and resources to further explain the benefits, and it is the reader's responsibility to verify the facts of coverage and seek benefits. Details to access benefits are included below the chart.

+ *Some sections of the chart need further clarification, which can be found using our full text comparison chart, available here.*

WORKER SITUATION	PAID SICK DAYS AND PAID LEAVE CHANGES *In the Families First Act (Federal Coronavirus Relief Package #2)*	
	Emergency Paid Sick Days	Paid Expanded Family and Medical Leave
Worker is diagnosed with COVID-19 and is unable to work (or telework)	YES	NO
Worker is experiencing COVID-19 symptoms and seeking a medical diagnosis and is unable to work (or telework)	YES	NO
Worker was exposed to COVID-19, required to quarantine/isolate, and is unable to work (or telework), even while workplace remains open	YES	NO
Worker is caring for family or household member who is diagnosed with COVID-19, exposed to COVID-19, or ordered to quarantine/isolate due to COVID-19 concerns and is unable to work (or telework)	YES	NO
Worker is caring for family or household member who is experiencing COVID-19 symptoms and seeking a medical diagnosis and is unable to work (or telework)	NO	NO
Worker is unable to work (or telework) due to a need to provide care to child(ren) if their school or normal care provider is closed or unavailable because of COVID-19	YES	YES
Worker is unable to work (or telework) due to a need to provide care to elders or family member with disabilities if their normal care provider is closed or unavailable because of COVID-19	MAYBE+	MAYBE+
Worker is vulnerable to COVID-19 and advised or requested to quarantine/isolate by health care provider and is unable to work (or telework)	YES	NO
Worker, afraid of exposure to COVID-19, refuses to go to work and chooses to socially isolate or self-quarantine, without telework option	NO	NO
Worker quits their job as a direct result of COVID-19	NO	NO
Employer is ordered to close as a result of a federal, state, or local quarantine or isolation order due to concerns about COVID-19	NO	NO
Employer shuts down due to slowdown in business or lack of demand due to COVID-19	NO	NO
Employer stays open, but worker's hours (and pay) reduced due to COVID-19	NO	NO

COMPARISON CHART

TYPE OF WORKER/WORK CLASSIFICATION	PAID SICK DAYS AND PAID LEAVE CHANGES *In the Families First Act (Federal Coronavirus Relief Package #2)*	
	Emergency Paid Sick Days	Paid Expanded Family and Medical Leave
Healthcare worker or emergency responder	?+	?+
Domestic worker	✓	✓
Contract worker (1099 worker), gig economy worker, or freelance worker	✓	✓
Self-employed worker	✓	✓
Worker who is employed at a small business under 50 employees	?+	?+
Worker who is employed at private sector employer with more than 500 employees	✗	✗
Part-time, hourly, or tipped worker	✓	✓
Low wage worker excluded from state unemployment insurance eligibility based on wage or hour requirements earnings	✓	✓
Immigrant worker	✓	✓
Public sector worker	?+	?+

+ *Some sections of the chart need further clarification. To find out more information about these new benefits and what is included, read our full text comparison chart, **available here.** This comprehensive chart includes full details explaining who is - and who is not - included in benefits, as well as an overview of the benefits. The information will be updated as needed based on additional legislative measures or rules interpretation.*

SOURCES AND ADDITIONAL RESOURCES

The full list of sources used to compile the chart is included below, along with details about how to access benefits:

FAMILIES FIRST CORONAVIRUS RESPONSE BILL (PAID SICK DAYS AND PAID LEAVE PROVISIONS)

(Legislation in effect as of: April 1, 2020. Expires: December 31, 2020. NOTE: The U.S. Department of Labor released temporary rule guidance on April 1, 2020 for interpretation and enforcement of the law.)

How to access benefits: Paid Sick Days and Extended Paid Leave programs are administered through employers. You can request this emergency leave through your employer, and employers will either grant or deny the request based on eligibility requirements.

When requesting paid sick leave or expanded family and medical leave, you are required to provide your employer, either orally or in writing, with certain documentation based on the reasoning for leave. For example, if you request leave to self-quarantine based on the advice of a health care provider, you must provide the name of the health care provider. More information on required documentation is available here (under question 16).

Additional resources/sources:

- Families First Coronavirus Response Act: Employee Paid Leave Rights (U.S. Department of Labor)
- Families First Coronavirus Response Act: Questions and Answers (U.S. Department of Labor)
- Federal Coronavirus Proposal: The Families First Coronavirus Response Act (H.R. 6201) (A Better Balance)
- KNOW YOUR RIGHTS: The Families First Coronavirus Response Act FAQ (A Better Balance)
- Know Your Rights: Emergency Paid Sick Days and Paid Leave for Child Care and Coronavirus (The National Partnership for Women & Families)
- Permisos pagados por enfermedad y permisos para cuidado infantil durante el coronavirus (The National Partnership for Women & Families)

NOTE

Under the Coronavirus Aid, Relief and Economic Security (CARES) Act, which Congress passed and the President signed into effect on March 27, 2020, additional benefits are available to many workers impacted by COVID-19. In certain circumstances, if you do not qualify for the new emergency paid sick or paid leave benefits under the Families First Act, you may qualify for unemployment insurance benefits. Details about accessing and applying for unemployment insurance, including new programs created under the CARES Act, are included below:

UNEMPLOYMENT COMPENSATION BENEFITS MAY BE AVAILABLE TO SOME WORKERS EXCLUDED FROM PAID SICK OR PAID LEAVE BENEFITS

How to access benefits: Unemployment compensation benefits are administered through states' UC systems. Find your state unemployment insurance office here.

You can file a claim in Ohio by:

- **Online:** File a claim online at https://unemploymenthelp.ohio.gov/expandedeligibility/ 24 hours/day, 7 days a week. NOTE: The system is experiencing slow processing times due to high claims activity.
- **Telephone:** File a claim by calling toll-free 1-877-644-6562 or TTY 1-614-387-8408 (EXTENDED CALL CENTER HOURS: Agents are available to assist with PIN resets and take initial applications Monday through Friday 7:00 am - 7:00 pm, Saturday 9:00 am - 5:00 pm, and Sunday 9:00 am - 1:00 pm.)

The Unemployment Compensation fund changes enacted through federal legislation are administered by each state's UC program. The state has started paying the additional $600 a week available to virtually all UC recipients through July. It is working to launch claims processing for the new Pandemic Unemployment Assistance (PUA) program, which will cover many unemployed workers who don't qualify under the regular state program. Though Ohio is lagging behind some other states, this is expected to be ready in mid-May. Until then, individuals can pre-register for the PUA program. The online tool allows you to get in line early and pre-register your account, and then once the claims processing tool is live in mid-May, you can log in and complete your application. You can call the state's dedicated PUA Call Center to ask questions about eligibility for the new program: 833-604-0774.

Additional resources/sources:

- Unemployment Insurance Relief During COVID-19 Outbreak (U.S. Department of Labor)
- Coronavirus and Unemployment Insurance Benefits | Office of Unemployment Insurance Operations | Ohio Department of Job and Family Services (Ohio Department of Job and Family Services)
- Expansion of unemployment comp will help (Policy Matters Ohio)
- Unemployment Insurance Provisions in the Coronavirus Aid, Relief, and Economic Security (CARES) Act (NELP: National Employment Law Project)

ABOUT OUR ORGANIZATIONS

Innovation Ohio

Innovation Ohio is a unique organization that connects the dots between advocacy, activism, and legislative action at the Ohio Statehouse. Our work focuses on innovative solutions that impact poor and working families, create economic opportunity for all Ohioans, and strengthen our economy from the bottom up. Visit our website: **innovationohio.org**

The Women's Public Policy Network

The Ohio Women's Public Policy Network is a coalition of nearly 40 organizations working collaboratively to advocate for public policy solutions that build economic opportunity for women and families. Visit our website: **womenspublicpolicynetwork.org**

PL+US: Paid Leave for the United States

PL+US is the national campaign to win paid family and medical leave for everyone in the U.S. by 2022. Visit our website: **paidleave.us**

Policy Matters Ohio

Policy Matters Ohio, a non-profit policy research institute, creates a more vibrant, equitable, sustainable and inclusive Ohio through research, strategic communications, coalition building and policy advocacy. Visit our website: **policymattersohio.org**