

COVID-19 Scenarios & Benefits Available

| COVID-19 SCENARIOS | EMERGENCY SICK LEAVE | UNEMPLOYMENT INSURANCE | EMERGENCY FAMILY & MEDICAL LEAVE | WORKERS' COMPENSATION |
|--|----------------------|------------------------|----------------------------------|-----------------------|
| A person who has COVID-19, or symptoms of COVID-19 | ✓ | ✗ | ✓ | ? |
| Worker was unable to work because of school or daycare closed for a public health reason | ✓ | ✗ | ✓ | ✗ |
| Worker was exposed and quarantined. Business remains open. | ✓ | ✗ | ✓ | ? |
| A person who is out of work because employer voluntarily closed | ✗ | ✓ | ✗ | ✗ |
| A person who is out of work because employer was ordered closed | ✓ | ✓ | ✗ | ✗ |
| Worker has less hours available due to business slow down or lack of demand | ✗ | ✓ | ✗ | ✗ |
| Employer stays open in defiance of public health urging to close, and worker refuses to work | ✓ | ? | ✗ | ✗ |
| Worker is afraid of gathering in a group and refuses to go to work (self-distancing) | ✓ | ✗ | ? | ✗ |
| Worker is immune-compromised and advised by healthcare provider to self-quarantine | ✓ | ✗ | ✓ | ✗ |
| Health care worker exposed at work and self-quarantined | ✓ | ✗ | ✓ | ✓ |
| Worker is caring for a sick family member | ✓ | ✗ | ✓ | ✗ |

✓ Yes | ✗ No | ? Maybe (case-by-case)

Refundable Tax Credits Would Finance Paid Leave

| DETAILS | FAMILY LEAVE | SICK LEAVE |
|---------------------------------|--|--|
| COVERED EMPLOYER | Private sector employers with fewer than 500 workers and government entities | Private sector employers with fewer than 500 workers and government entities |
| QUALIFYING CIRCUMSTANCES | Care giving for child younger than 18 whose day care or school closed | Quarantine, medical diagnosis, care giving for another quarantined individual or for child whose day care or school closed |
| LENGTH OF LEAVE | As many as 12 weeks | Two weeks for full time workers and similar equivalent for part-time workers |
| BENEFIT AMOUNT | Unpaid for first 10 days, then at least two-thirds of a worker's normal pay rate, capped at \$200 per day or \$10,000 total. | Normal wage or minimum wage, whichever is greater, capped at \$5,110 for a worker's quarantine or diagnosis. Care giving benefit would be two-thirds of normal or minimum wage, capped at \$2,000. |
| EMPLOYER TAX CREDIT | Covers wages of as much as \$200 per day or \$10,000 total | Covers daily wages of as much as \$511 for affected employee, or as much as \$200 for employee caring for someone else |
| SELF-EMPLOYED TAX CREDIT | The lesser of \$200 per day or 67% of average daily self-employment income | The lesser of \$511 per day or average daily self-employment income for affected individual, or the lesser of \$200 or 67% of average daily self employment income if caring for someone else |



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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.

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