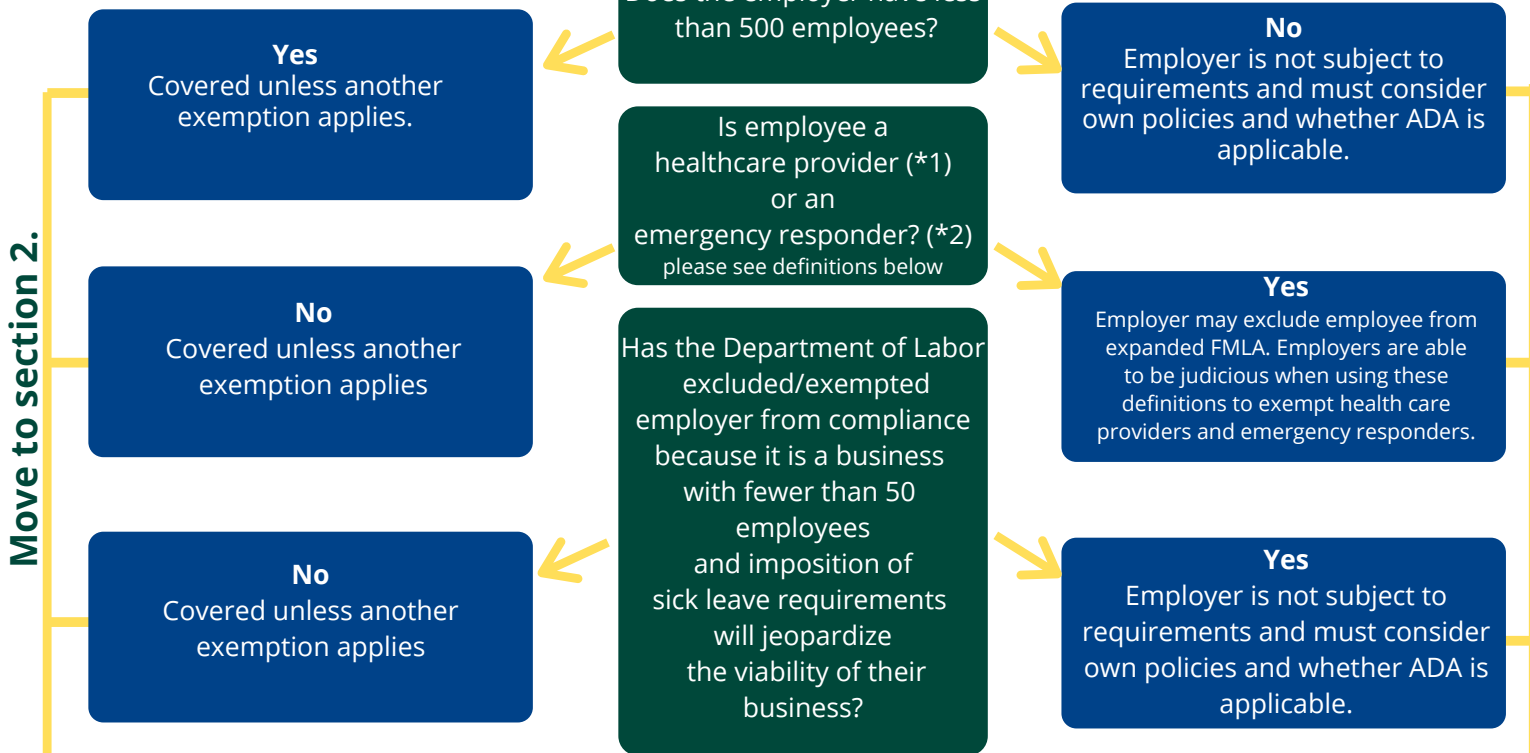


# Federal Employer-Paid Sick Leave Act

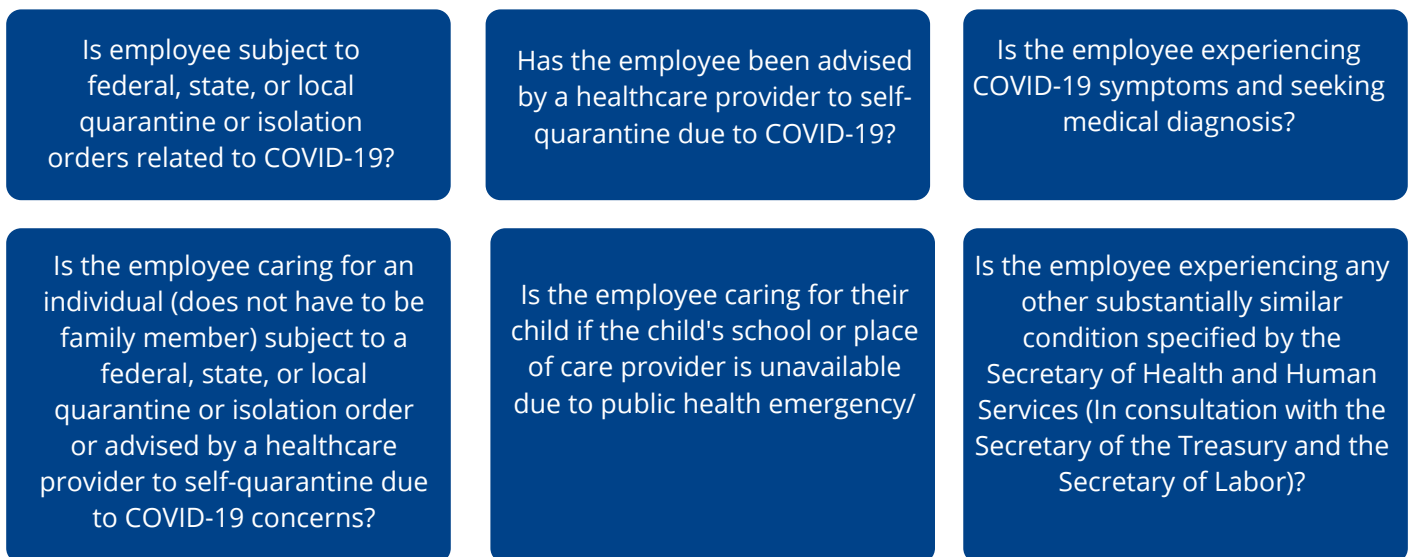
## Private and Not for Profit Employers

Takes effect April 1, 2020 and expires on December 31, 2020

### 1. Is employee covered?



### 2. Is employee eligible? Answer the following.



**If yes, employee is eligible**

**If no, employee is not eligible. Employee must be advised of ineligibility.**

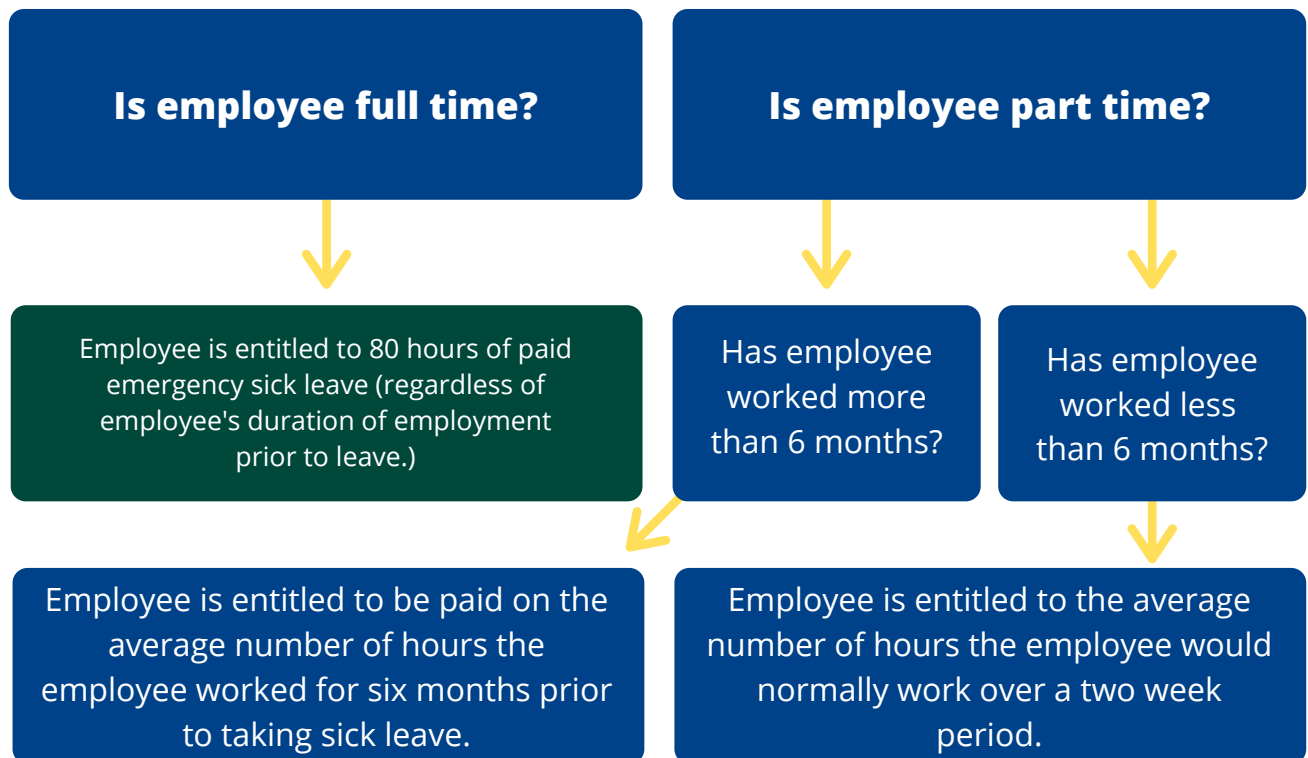
**Move to section 3**

**Employees may still be eligible for FMLA or NY State Sick Leave Act**

\*1- Employed by a Dr.'s office, hospital, health care center, clinic, post-secondary educational institution offering health care instruction, medical school, local health department or agency, nursing facility, retirement facility, nursing home, home healthcare provider, any facility that performs laboratory or medical testing, pharmacy, or any similar institution, employer, or entity.

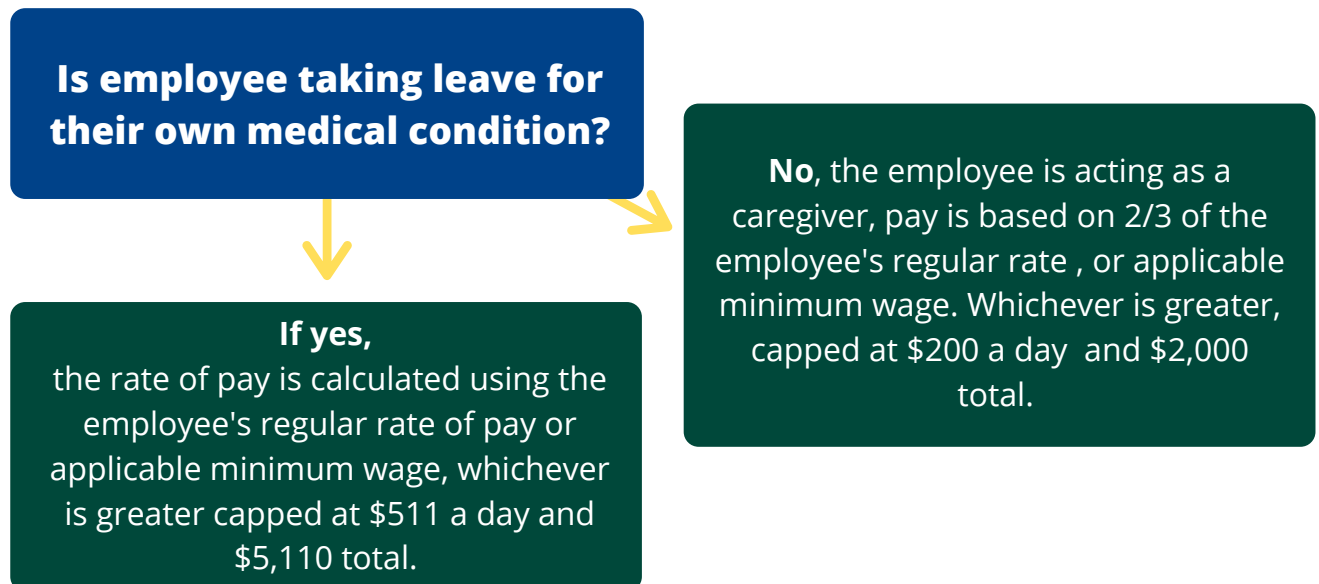
\*2- Necessary for the provision of transport care, health care, comfort and nutrition of such patients or whose services are needed to stop the spread of COVID-19, military or national guard, law enforcement officers, correctional institutions personnel, firefighters, emergency medical services personnel, physicians, nurses, public health personnel, emergency medical technicians, paramedics, emergency management personnel, 911 operators, public works personnel, and persons with training in operating specialized equipment or other skills needed to provide aid as well as individuals who work for facilities employing these individuals and whose work is necessary to maintain the operation of the facility.

### 3. Calculate Length of Leave



### 4. Calculate the Rate of Pay

**\*Employers cannot require employees to use other employer-provided paid leave first.\***



Please note, this information is to be used as a guide and is **not to be considered legal advice**. For additional information, please contact Jaci Kelleher (jkelleher@staffordowens.com) and Meghan Zedick (mzedick@staffordowens.com) of Stafford Owens Law Firm.



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