

# COVID-19 SCENARIOS & BENEFITS AVAILABLE

Worker needs time to care for others	OPTIONAL FOR EMPLOYERS		NJ LAW: Earned Sick Leave* mysickdays.nj.gov	Unemployment Insurance myunemployment.nj.gov	After or instead of	NJ LAW: Family Leave Insurance myleavebenefits.nj.gov
	Federal Childcare Leave* dol.gov	Federal Paid Sick Leave* dol.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 Paid Sick Leave* dol.gov	NJ LAW: Earned Sick Leave* mysickdays.nj.gov	Unemployment Insurance myunemployment.nj.gov	After or instead of	NJ LAW: Temporary Disability Insurance myleavebenefits.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		✗	✗	✓		✗

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

\* Employers pay State earned sick leave. Employers pay federal sick/childcare leave, but after 12/31/20, there is no requirement that employers provide it. Other benefits require application to the State. You cannot receive pay or benefits under more than one program/law at the same time.

- Learn about federal sick/childcare leave and employer tax credits: [dol.gov](https://dol.gov) and [irs.gov/coronavirus/new-employer-tax-credits](https://irs.gov/coronavirus/new-employer-tax-credits)
- Employers must follow COVID-19 health and safety requirements: [nj.gov/labor/covidsafety](https://nj.gov/labor/covidsafety)
- Employees may also be eligible for job-protected leave under the **NJ Family Leave Act** or the **FMLA**: [njcivilrights.gov](https://njcivilrights.gov) and [dol.gov](https://dol.gov)
- Employees can't be fired for taking time off to test, quarantine or isolate, with a medical note recommending that the employee take that time off because the employee has, or is likely to have, an infectious disease that may infect others at the employee's worksite: [nj.gov/labor/covidretaliation](https://nj.gov/labor/covidretaliation)
- 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: [nj.gov/labor](https://nj.gov/labor)
- 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.



[NJ.GOV/LABOR](https://NJ.GOV/LABOR)

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