



The City University of New York
COVID-19 New York Sick Leave
Reference Guide

Purpose:

New York State passed legislation authorizing sick leave for employees subject to a mandatory or precautionary order or quarantine or isolation due to COVID-19. The law provides paid sick leave and job protection upon return from leave. This benefit is not available to employees who are physically able to work remotely.

Duration of Leave and Rate of Pay:

Fourteen calendar days or Ten working days of paid sick leave at the employee's regular rate of pay, up to three separate occasions in connection with three orders of quarantine or isolation.

Reasons for Leave:

1. Employees who are subject to quarantine or isolation following a positive COVID-19 test result must not report to work and are entitled to 2 weeks of sick leave.
 - Following a period of quarantine or isolation, the employee must provide documentation of a negative COVID-19 test result or appropriate medical clearance before returning to work.
2. Employees who were subject to quarantine or isolation and have completed their 2 weeks of leave, but continue to test positive must not return to work.
 - The employee will be eligible for a second occasion of 2 weeks of leave.
 - The employee must submit documentation of the positive test result.
3. Employees who continue to test positive for COVID-19 after the second occasion of leave are eligible for a third occasion of 2 weeks of leave.
 - The employee must submit documentation of the positive test result.

Maximum Amount of Leave:

Beginning October 1, 2021 an employee may qualify for up to three instances of New York's COVID-19 Sick Leave Law. In no event shall an employee qualify for sick leave under New York's COVID-19 sick leave law for more than three orders of quarantine or isolation.



Variable Hour Employees:

Part-time employees should be paid for the number of days/amount of time they would have otherwise received during their normal scheduled days of work for the period of fourteen days.

Other Leave Entitlements

If an employer mandates that an employee is required to stay out of work due to an exposure or potential exposure (either at the workplace or not), the employee shall continue to be paid at the employee's regular rate of pay until the employer permits the employee to return to work.

Employees are not required to use their existing leave accruals under New York's COVID-19 sick leave law.