

Job Protections and Leave for Workers Dealing with Quarantines [1]

	Statute	Provisions	Paid Leave Provided?
AZ	Arizona Code Title 23 Article 8.1 Earned Paid Sick Time [2]	Employees are allowed to use earned paid sick time for a public health emergency affecting the employee or a family member of the employee. This includes the closure of the employee's place of business by order of a public official due to a public health emergency or an employee's need to care for a child whose school or place of care has been closed by order of a public health official due to a public health emergency. They can also use the leave to care for oneself or a family member when it has been determined that the employee's or family member's presence in the community may jeopardize the health of others because of their exposure to a communicable disease, whether or not they actually contract the disease.	YES. Paid sick time is accrued by employees working for employers with 15 or more employees at a rate of one hour of leave for every 30 hours worked, up to 40 hours per year (unless the employer selects a higher limit). For employees working for employers with less than 15 workers, paid sick time is accrued at a rate of one hour for every 30 hours worked, up to 24 hours of leave (unless the employer selects a higher limit).
CA	State Disability Insurance Law [3]	Employees who are unable to work due to having or being exposed to COVID-19 can file a Disability Insurance claim. The state Disability Insurance program does not provide job protection, only monetary benefits. [4]	YES. Benefit amounts are approximately 60 to 70 percent of wages.
	Paid Family Leave Law [5]	Employees who are unable to work because they are caring for a quarantined family member with COVID-19 can file a Paid Family Leave claim. Paid Family Leave does not provide job protection, only monetary benefits. [6]	YES. Up to six weeks of benefit payments, approximately 60 to 70 percent of wages.
San Diego, CA	City of San Diego Earned Sick Leave and Minimum Wage Ordinance [7]	An employee may use earned sick leave if the employee's business place is closed by order of a public official due to a public health emergency, or if the employee is providing care for a child whose school or child care provider is closed by order of a public official due to a Public Health Emergency.	YES. Employees can accrue one hour of earned sick leave for every 30 hours worked. Employers can cap the employee's total accrual at 80 hours. Employers can limit use of sick leave to 40 hours in a year.
DE	Del. Code Ann. tit. 20, § 3136(6)(d) [8]	Employers are prohibited from permanently firing workers as a result of the worker being isolated or quarantined	NO
IA	Iowa Code § 139A.13A [9]	Employers are prohibited from discharging, taking/failing to take action on a promotion, or taking action to cut a worker's wages or benefits for time worked as a result of a quarantine or isolation order or voluntary confinement request	NO

Job Protections and Leave for Workers Dealing with Quarantines [1]

	Statute	Provisions	Paid Leave Provided?
Chicago, IL	Chicago's Paid Sick Leave Ordinance [10]	An employee may use earned sick leave if their place of business is closed by order of a public official due to a public health emergency, or they need to care for a child whose school or child care is closed due to a public health emergency.	YES. Workers accrue one hour of sick leave for every 40 hours worked. The employee can use up to 40 hours of earned sick leave per year, unless the employer has set a higher limit.
Cook County, IL	Cook County Earned Sick Leave Ordinance [11]	An employee may use earned sick leave if their place of business is closed by order of a public official due to a public health emergency, or they need to care for a child whose school or child care is closed due to a public health emergency.	YES. Workers accrue one hour of sick leave for every 40 hours worked. The employee can use up to 40 hours of earned sick leave per year, unless the employer has set a higher limit.
KS	Kan. Stat. Ann. § 65–129d [12]	Public and private employers are prohibited from discharging a worker solely because the employee or an immediate family member is under an isolation or quarantine order.	NO
ME	Me. Rev. Stat. Ann. tit. 26, § 875 [13]	All public and private employers are required to grant reasonable and necessary leave, with or without pay for certain reasons related to an extreme public health emergency: 1) because the employee is under individual public health investigation, supervision or treatment related to an extreme public health emergency; 2) The employee is acting in accordance with an extreme public health emergency order; 3) The employee is in quarantine or isolation or is subject to a control measure in accordance with extreme public health emergency information or directions; 4) The employee has been directed by the employer in response to the employer's concern that the employee may expose other individuals in the workplace because of the extreme public health emergency; 5) The employee needs to provide care or assistance to their spouse or domestic partner, their parents, or their children. Exceptions include 1) employers that would sustain undue hardship from the employee's absence, including the need to downsize for legitimate reasons related to the impact of the extreme public health emergency on the operation of the business; 2) The request for leave is not communicated to the employer within a reasonable time under the circumstances; or 3) The employee to be granted leave is a state, county or municipal employee whose responsibilities are related to services necessary for protecting the public's health and safety in an extreme public health emergency if the employer requires the employee to work, unless there are no other options or persons able to provide care or assist one or more of the individuals covered under the law.	NO. Leave can be granted with or without pay.

Job Protections and Leave for Workers Dealing with Quarantines [1]

	Statute	Provisions	Paid Leave Provided?
MD	Md. Code Ann., Health-Gen. I § 18-906(e) [14]	Prohibits public and private employers from discharging an employee who is under an order of isolation or quarantine because of that order.	NO
Montgomery County, MD	Article XIII. Earned Sick and Safe Leave [15]	Allows employees to use sick and safe leave if the employer's place of business has closed by order of a public official due to a public health emergency, or if the school or child care center for the employee's family member is closed by order of a public official due to a public health emergency.	YES. Employers with 5 or more employees must allow employees to earn 1 hour of earned sick and safe leave for every 30 hours worked. These employers cannot be required to allow employees to earn more than 56 hours of earned sick and safe leave in a calendar year or to use more than 80 hours of earned sick and safe leave in a calendar year. For employers with less than 5 employees, they cannot be required to allow employees to earn more than 32 hours of <i>paid</i> earned sick and safe leave and 24 hours of <i>unpaid</i> earned sick and safe leave in a calendar year, or to use more than 80 hours of earned sick and safe leave in a calendar year.
MI	Michiagn Paid Medical Leave Act - Act 338 of 2018	Allows employees to use paid medical leave for the closure of the employee's workplace by order of a public official due to a public health emergency, or for the employee's need to care for a child whose school or place of care has been closed by order of a public health emergency, or if it has been determined that the employee or their family member's presence in the community would jeopardize the health of others because of their exposure to a communicable disease, regardless of whether they contract the disease.	YES. Employee accrue paid at least one hour of paid medical leave for every 35 hours worked. Employers can limit employee's accrual of paid medical leave to not less than 40 hours per benefit year. Employers are not required to allow an eligible employee to use more than 40 hours of paid family medical leave in a single benefit year.
MN	Minn. Stat. § 144.4196 [16]	Prohibits public and private employers from discharging, disciplining, threatening, penalizing or discriminating in terms of work terms, conditions, location, or privileges of the employee because the employee has been in isolation or quarantine, or because the employee has responsibility to care for someone in isolation or quarantine. Limitations include that these job protections due not apply to work absences due to isolation or quarantine orders for periods longer than 21 consecutive workdays. The law provides that absences due to isolation or quarantine for more than 21 consecutive work days resulting in the loss of employment shall be treated for UI purposes in the same manner as loss of employment due to a serious illness.	NO

Job Protections and Leave for Workers Dealing with Quarantines [1]

	Statute	Provisions	Paid Leave Provided?
Minneapolis, MN	Minneapolis Sick and Safe Time Ordinance § 1, 5-27-16 [17]	Allows workers to take sick and safe time if their place of business is closed by order of a public official due to a public health emergency to accommodate the employee's need to care for a family member whose school or place of care has been closed by order of a public official due to a public health emergency.	YES. Employees accrue at least 1 hour of sick and safe time for every 30 hours worked up to a maximum of 48 hours in a calendar year. Employees may not accrue more than forty-eight 48 hours of accrued sick and safe time in a calendar year unless the employer agrees to a higher amount. Employers shall permit an employee to carry over accrued but unused sick and safe time into the following year. The total amount of accrued but unused sick and safe time for an employee may not exceed eighty (80) hours at any time, unless an employer agrees to a higher amount.
Saint Paul, MN	Earned Sick and Safe Time Ordinance [18]	Allows workers to take sick and safe time if their place of business is closed by order of a public official due to a public health emergency to accommodate the employee's need to care for a family member whose school or place of care has been closed by order of a public official due to a public health emergency.	YES. Employees accrue 1 hour of sick and safe time for every 30 hours worked. The maximum number of earned sick and safe time hours an employee can earn in each year cannot exceed 48 hours. Employers must permit an employee to accrue up to 80 hours of earned sick and safe time. Employers must permit an employee to carry over earned but unused sick and safe time into the following year, but time carried over is limited to the 80 hour cap.
NJ	NJ Rev. Stat. § 26:13-16 [19]	Requires public and private employers to reinstate any person who has been placed in isolation or quarantine to their employment or to a position of like seniority, status and pay unless the employer's circumstances makes this impossible or unreasonable to do so. The person must receive a certificate of completion of isolation or quarantine issued by the department or authorized local health department, must still be able to perform the job's duties, and makes application for reemployment within 90 days after being released from isolation or quarantine.	NO - not under this law. See the state's earned sick leave law.
	New Jersey Earned Sick Leave Law [20]	Employees are allowed to take earned sick leave if their employer's business closes due to a public health emergency or they need to care for a child whose school or child care provider closed due to a public health emergency.	YES. Employees are allowed to accrue 1 hour of earned sick leave for every 30 hours worked, up to 40 hours per year.
NM	NM Stat. Ann. § 12-10A-16 [21]	Prohibits employers from discharging from employment a person who has been placed in isolation or quarantine.	NO

Job Protections and Leave for Workers Dealing with Quarantines [1]

	Statute	Provisions	Paid Leave Provided?
New York City, NY	Earned Sick and Safe Time Act [22]	Allows employees to take earned sick and safe time if their place of business has been closed due to a public health emergency, or if the employee needs to care for a child shows school or child care provider has been closed by a public official due to a public health emergency.	YES. Employers with 5 or more employees must provide 1 hour of paid safe and sick leave for every 30 hours worked, up to 40 hours of leave. Employers with fewer than five employees must provide unpaid safe and sick leave. Employers with less than 5 employees must provide 1 hour of unpaid safe and sick leave for every 30 hours worked, up to 40 hours of unpaid leave. Up to 40 hours of unused safe and sick leave can be carried over to the next year. The employer is only required to let the workers use up to 40 hours of leave per year.
Westchester County, NY	Chapter 585 - Earned Sick Leave Law [23]	Allows employees to take earned sick leave if the employee's place of business is closed by order of a public official due to a health emergency, or if their child's day care or school is closed due to a public health emergency, or if the employee or employee's family member has been quarantined or isolated due to exposure to a communicable disease.	YES. Employers with 5 or more employees must provide 1 hour of paid safe and sick leave for every 30 hours worked, up to 40 hours of leave. Employers with fewer than five employees must provide unpaid safe and sick leave. Employers with less than 5 employees must provide 1 hour of unpaid safe and sick leave for every 30 hours worked, up to 40 hours of unpaid leave.
OR	Sick Time Law [24]	Allows employees to use sick time if the employee's place of business or their child's school or child care facility is closed by a public official due to a public health emergency, or if the employee or the employee's family member has been quarantined or isolated due to exposure to a communicable disease.	YES. Employees can earn and use up to 40 hours of protected sick time annually. Employers with at least 10 employees (six if in Portland) must provide the protected sick time with pay.
Pittsburgh, PA	Paid Sick Days Act [25]	Allows employees to use sick time if the employee's business place or their child's school or child care provider are closed by order of a public official due to a public health emergency; to care for a family member when the family member has been exposed to a communicable disease and will be quarantined or isolated.	YES. Employees can earn 1 hour of paid sick time for every 35 hours worked, up to a maximum of 40 hours per year, unless the employer designates a higher amount. Employees of employers with less than 15 earn up to 24 hours of paid sick time.
RI	Healthy and Safe Families and Workplaces Act [26]	Allows certain private employees to take sick and safe leave time when a worker's business place or their child's school or child car provider is closed by order of a public official due to public health emergency, or to care for oneself or a family member if the employee or family member are quarantined or in isolation because of exposure to a communicable disease.	YES. Employees can earn 1 hour of sick and safe leave time for every 35 hours worked up to 40 hours per year, unless the employer sets a higher cap.
SC	South Carolina Code 44-4-530 [27]	Prohibits employers from firing, demoting, or otherwise discriminating against an employee complying with an isolation or quarantine order. Nothing in the section prohibits the employer from requiring the employee to use annual or sick leave to comply with the isolation or quarantine order.	NO

Job Protections and Leave for Workers Dealing with Quarantines [1]

	Statute	Provisions	Paid Leave Provided?
VT	Earned Sick Time Law [28]	Allows employees to take earned sick time to care for a family member because the school or business where that individual is normally located during the employee's workday is closed for public health or safety reasons. A "business" includes a care facility.	YES. Employees earn one hour of earned sick time for every 52 hours of work, up to 40 hours of earned sick time.
WA	Paid Sick Leave law [29]	Allows employees to take paid sick leave when the employee's place of business or their child's school or child care provider has been closed by order of a public official for any health-related reason	YES. Employees earn one hour of paid sick leave for every 40 hours worked. The employee can carry over up to 40 hours of paid leave from one year to the next.
Seattle, WA	Chapter 14.16 - Paid Sick Time and Paid Safe Time [30]	Allows employees to take paid sick and safe time when an employee's place of business or their child's school or child care provider has been closed by order of a public official, for any health-related reason, to limit exposure to an infectious agent, biological toxin, or hazardous material.	YES. Employees of employers with less than 50 FTEs earn 1 hour of paid leave for every 40 hours worked. These workers can carry over 40 hours of leave to the next year. Employees with employers with 50 to 249 FTEs earn 1 hour of leave for every 40 hours worked, and can carry over 56 hours of leave from year to year. Employees of employers with 250 or more FTEs earn 1 hour of leave for every 30 hours worked, and can carry over 72 hours of leave from year to year (108 hours for employees with an overall paid time off policy).
Tacoma, WA	Chapter 18.10 - Paid Sick Leave [31]	Allows employees to take paid sick leave when the employee's place of business has been closed by order of a public official for any health-related reason or their child's school or child care provider has been closed by order of a public official.	YES. Employees will be provided with 1 hour of paid sick leave for every 40 hours worked. Employees are allowed to carry over up to 40 hours to the following benefit year.

- [1] Sources: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC1854999/> ; <https://www.ncsl.org/research/health/state-quarantine-and-isolation-statutes.aspx>
- [2] <https://www.azleg.gov/viewdocument/?docName=https://www.azleg.gov/ars/23/00373.htm>
- [3] https://edd.ca.gov/about_edd/coronavirus-2019.htm
- [4] https://www.edd.ca.gov/disability/About_DI.htm
- [5] https://edd.ca.gov/about_edd/coronavirus-2019.htm
- [6] https://www.edd.ca.gov/Disability/Paid_Family_Leave.htm
- [7] <http://docs.sandiego.gov/municode/MuniCodeChapter03/Ch03Art09Division01.pdf>
- [8] <https://delcode.delaware.gov/title20/c031/sc05/index.shtml>
- [9] <https://www.legis.iowa.gov/law/iowaCode/sections?codeChapter=139A&year=2013>
- [10] <https://www.chicago.gov/content/dam/city/depts/bacp/Consumer%20Information/20170724flyerpaidsickleave.pdf>
- [11] https://library.municode.com/il/cook_county/codes/code_of_ordinances?nodeId=PTIGEOR_CH42HURE_ARTIINGE_DIV1EASILE
- [12] http://kslegislature.org/li_2012/b2011_12/statute/065_000_0000_chapter/065_001_0000_article/065_001_0029d_section/065_001_0029d_k/
- [13] <http://legislature.maine.gov/statutes/26/title26sec875.html>
- [14] <https://codes.findlaw.com/md/health-general/md-code-health-gen-sect-18-906.html>
- [15] http://www.montgomerycountymd.gov/humanrights/Resources/Files/Clean_Art_XIII_EarnedSafeandSickLeave.pdf
- [16] <https://www.revisor.mn.gov/statutes/cite/144.4196>
- [17] https://library.municode.com/mn/minneapolis/codes/code_of_ordinances?nodeId=COOR_TIT2AD_CH40WORE
- [18] https://library.municode.com/mn/st._paul/codes/code_of_ordinances?nodeId=PTIILECO_TITXXIIIPUHESAWE_CH233PUHESAWE_S233.01STLEPUIN
- [19] <https://law.justia.com/codes/new-jersey/2016/title-26/section-26-13-16/>
- [20] https://www.state.nj.us/labor/wagehour/lawregs/wage_and_hour_laws.html

- [21] <https://laws.nmonesource.com/w/nmos/Chapter-12-NMSA-1978#!fragment/undefined/BQCwhgziBcwMYgK4DsDWsBGB7LqC2YATqgJIAm0A5AlwBMAtnQAwwCCjAbJQJQA0yWAFwCmEAlqIhhAJ5VKPCEKIJxkmZTkIIAMpZCAgElyASgFEAMqYBqLAHIBhUzwFgM0AVjhcuQA>
- [22] <https://www1.nyc.gov/assets/dca/downloads/pdf/about/Paid-Safe-and-Sick-Leave-Law-Rules.pdf>
- [23] <https://humanrights.westchestergov.com/images/stories/pdfs/2019sllaw.pdf>
- [24] https://www.oregon.gov/boli/TA/Pages/T_FAQ_OregonSickTime.aspx
- [25] https://apps.pittsburghpa.gov/redtail/images/8549_Ordinance.pdf
- [26] <http://www.dlt.ri.gov/Is/SickSafeFAQs.htm>
- [27] https://www.lawserver.com/law/state/south-carolina/sc-code/south_carolina_code_44-4-530
- [28] https://labor.vermont.gov/sites/labor/files/doc_library/Earned-Sick-Time-Rules.pdf
- [29] <https://app.leg.wa.gov/RCW/default.aspx?cite=49.46>
- [30] https://library.municode.com/wa/seattle/codes/municipal_code?nodeId=TIT14HURI_CH14.16PASITIPASATI
- [31] <http://cms.cityoftacoma.org/finance/paid-leave/tmc-chapter-18.10-paid-sick-leave.pdf>