

Request for Paid Sick Leave – Subject to Government-Issued Quarantine, Stay-at-Home, Shelter-in-Place, or Isolation Order

The Families First Coronavirus Response Act provides 2 weeks of paid leave to eligible employees who need leave because they are subject to a federal, state, or local quarantine or isolation order, including shelter-in-place and stay-at-home orders. This form helps employees who want to request leave and their employers by asking for the information required by law to grant leave requests. It is not legal or tax advice. Employees who want to request leave should complete the sections below that apply to them and give the completed form to their employer.

Date: _____

Name: _____

How I can be reached to discuss request: _____

I am requesting leave because I am subject to a government-issued quarantine or isolation order. As a result, I am unable to work or telework during the time I am

requesting leave and need to take leave from _____ through _____.

The governmental entity that issued the order is (provide the name of the federal, state, or local government or agency) _____.

I want to take (check one):

Full-time leave

Part-time leave on the following schedule (available only if teleworking):



This form was created by the Center for WorkLife Law, a nonprofit, nonpartisan research institute at the University of California, Hastings Law that works with companies and their employees to ensure working caregivers are able to meet their responsibilities to both their employers and their families. More information is available at www.worklifelaw.org.

Legal Overview: Coronavirus Paid Sick Leave for Employees Subject to Government-Issued Quarantine or Isolation Orders

- The Families First Coronavirus Response Act applies only to private businesses that have fewer than 500 employees and to government agencies of all sizes.
- An employee is eligible for **2 weeks of emergency paid sick time** when they need leave because they are subject to a federal, state, or local quarantine or isolation order, including stay-at-home and shelter-in-place orders issued by government authorities that cause the employee to be unable to work (or telework).
- Emergency employer-paid leave and sick time is not available to all employees:
 - Employers may provide paid leave to healthcare providers and emergency responders, but they are not required to do so.
 - An employee is not eligible for paid leave if their employer does not have work for them to do during the time they need the leave (e.g., if their worksite is closed or they are furloughed). This means that an employee is not eligible for paid leave if the government-issued quarantine or isolation order causes the employer to not have work available for the employee. See below for options to collect state benefits when no work is available.
- During the time off, employers must pay the employee their regular rate of pay or the minimum wage that applies where they work, whichever is more. Employers are not required to pay more than \$511 per day or \$5,110 total. Employers may *not* require an employee to use sick days, vacation time, or other paid time off before taking two weeks of emergency paid sick time, or while taking the emergency paid sick time.
- If an employer and employee agree, then the employee may take part-time ("intermittent") leave, so long as they are teleworking.
- Employers receive tax credits to cover costs associated with providing paid leave. Visit <https://www.irs.gov/newsroom/covid-19-related-tax-credits-general-information-faqs>.
- For more information, view frequently asked questions and answers from the Department of Labor: <https://www.dol.gov/agencies/whd/pandemic/ffcra-questions>.
- Employees who are not eligible or use up their paid leave under the Families First Coronavirus Response Act may be eligible for unpaid leave under the Family and Medical Leave Act, the Americans with Disabilities Act, and/or other federal, state, and local laws. They may also be eligible to collect unemployment insurance, pandemic unemployment assistance, paid family leave, or other benefits from the state where they work.