

EZ Pay Chart

COVID- 19 Scenarios	NJ Earned Sick Leave	Unemployment Insurance	Temporary Disability / Family Leave Insurance	Workers' Compensation	EMPLOYER PROVIDED Paid Federal Sick Leave (Employers with fewer than 500 employees)	EMPLOYER PROVIDED Paid Federal Emergency FMLA (Employers with fewer than 500 employees)
1) Person has COVID-19 or symptoms.	✓	✗	✓	?	Up to 80 hours at full pay at regular rate; up to \$511 per day (\$5,110 in aggregate)	✗
2) Worker unable to work because school/daycare closed for a public health reason.	✓	✗	✗	✗	An employee may elect to substitute any accrued vacation, personal time, medical or sick leave (including NJ Earned Sick Leave) for the first two weeks of partial paid leave.	Up to 12 weeks of paid leave (up to 40 hours per week; part-time employee is eligible for number of hours normally scheduled); Paid at 2/3rds employee's regular rate, up to \$200 per day (\$12,000 in the aggregate) over a 12-week period – two weeks of paid sick leave followed by up to 10 weeks of expanded FMLA.
3) Worker was exposed & quarantined. Business remains open.	✓	✗	✓	?	Up to 80 hours at full pay at regular rate; up to \$511 per day (\$5,110 in aggregate).	✗
4) A person out of work because employer voluntarily closed.	✗	✓	✗	✗	✗	✗
5) A person 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 public health urging to close, and worker refuses to work.	✓	?	✗	✗	✗	✗
8) Worker is afraid to gather in a group and refuses to go to work (self-distancing).	✓	✗	?	✗	✗	✗
9) Worker is immune-compromised and advised by healthcare worker to self-quarantine.	✓	✗	✓	✗	Up to 80 hours at full pay at regular rate; up to \$511 per day (\$5,110 in aggregate).	✗
10) Health care worker exposed at work and self-quarantined.	✓	✗	✓	✓	Up to 80 hours at full pay at employee's regular rate; up to \$511 per day (\$5,110 in aggregate). (Employers of Health Care Providers or Emergency Responders may elect to exclude such employees from eligibility)	✗
11) Worker is caring for a sick family member.	✓	✗	✓	✗	Up to 80 hours at 2/3rds employee's regular rate; up to \$200 per day (\$2,000 in the aggregate).	✗

NJ Earned Sick Leave and Federal Emergency FMLA provide for job protection (employers of fewer than 25 may be exempted from federal law's reinstatement requirement).

NJ Earned Sick Leave, Federal Emergency Expanded FMLA and Federal Emergency Sick Leave prohibit an employer from retaliating against an employee for asking for or using these paid benefits.

Paid Federal Sick Leave and Emergency FMLA are effective 4/2/2020