**Emergency Paid Sick Leave for COVID-19**

**Effective Date:** [XX/XX/XXXX]

**Revision Date:** [XX/XX/XXXX]

Employees may be eligible for emergency paid sick leave in certain situations related to COVID-19 through September 30, 2021.

**Basic Leave Entitlement:**

Employees may use to up to 10 days of paid sick leave from April 1, 2020 to March 31, 2021. Employees may also use up to 10 days of paid sick leave between April 1, 2021 and September 30, 2021.

**Use of Emergency Paid Sick Leave:**
Employees may use the leave when they are unable to work (or telework) because of the following reasons:

* The employee is subject to a federal, state, or local quarantine or isolation order related to COVID-19 or is caring for an individual who is subject to such an order.
* The employee has been advised by a healthcare provider to self-quarantine due to concerns related to COVID-19 or is caring for an individual who has been advised to self-quarantine.
* The employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis.
* The employee is caring for a son or daughter if their school or place of care has been closed, or their childcare provider is unavailable, due to COVID-19 precautions.
* The employee is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services in consultation with the Secretary of the Treasury and the Secretary of Labor.
* The employee is seeking or awaiting the results of a diagnostic test for, or a medical diagnosis of, COVID–19 and the employee has been exposed to COVID–19 or [Company Name] has requested such test or diagnosis (this reason is only available from April 1, 2021 through September 30, 2021),
* The employee is obtaining immunization related to COVID–19 (this reason is only available from April 1, 2021 through September 30, 2021).
* The employee is recovering from any injury, disability, illness, or condition related to COVID-19 immunization (this reason is only available from April 1, 2021 through September 30, 2021).

For leave to take care of an individual in quarantine, isolation, or self-quarantine, the individual must be an employee's immediate family member, a person who regularly resides in the employee's home, or someone with whom the employee cares for. An employee may take emergency paid sick leave under this provision if the individual depends on the employee to care for them and is either:

* Subject to a quarantine or isolation order (as defined); or
* Has been advised to self-quarantine by a health care provider because of a belief that the individual has, or may have, COVID-19, or is particularly vulnerable to COVID-19.

**Note:** Employees won’t be required to use other paid leave provided by [Company Name] before they use emergency paid sick leave available under this policy. Additionally, employees won’t be requiredto find a replacement to cover their hours during time off.

**Pay During Leave:**

During the sick leave provided by this policy, employees will generally be paid their regular rate of pay or the applicable minimum wage, whichever is higher, up to a maximum of $511 per day. However, leave to care for an individual on quarantine/isolation/self-quarantine or a child whose school or daycare is closed or childcare provider unavailable will be compensated at 2/3 of the employee’s regular rate of pay, up to a maximum of $200 per day.

**Employee Documentation:**

As soon as practical, an employee taking leave must provide documentation containing the:

* Employee's name;
* Date(s) for which leave is requested
* Qualifying reason for the leave; and
* Oral or written statement that the employee is unable to work because of a qualified reason.

Additional documentation is required depending on the reason for the need for leave:

* For a quarantine or isolation order, the employee must also provide the name of the government entity that issued the order.
* If a healthcare provider advised self-isolation, the employee must also provide the name of the healthcare provider.
* To care for a son or daughter, an employee must also provide the name of the son or daughter; the name of the school, place of care, or child care provider that has closed or become unavailable; and a statement that no other suitable person will be caring for the son or daughter during the period for which the employee takes leave under this policy.

[Company Name] may also request an employee to provide additional material needed to support a request for tax credits under federal law.

**Job Restoration:**

Upon expiration of the leave under this policy, employees will generally be reinstated to their position with equivalent seniority, benefits, pay and other terms and conditions of employment.

**Retaliation Prohibited:**

[Company Name] will not take adverse action against an employee for exercising their rights under the law.

If you have questions about this policy, contact your supervisor or the [HR Contact Title].