

**New York State Department of Civil Service
Attendance and Leave Manual Policy Bulletin 2020-01
Policy and Law Related to COVID-19 Employee Leave**

April 4, 2020

Employee Status	Chapter 25 of the NYS Laws of 2020	GOER March 11, 2020 Policy on COVID-19	Emergency Paid Sick Leave Act	Emergency FMLA Expansion Act
Employee subject to state, federal, or local quarantine	Augmented by the Governor's Office of Employee Relations' (GOER) March 11 Policy	X	X	N/A
Employee advised by health care provider to self (precautionary) quarantine	Augmented by GOER's March 11 Policy	X	X	N/A
Employee is symptomatic	Augmented by GOER's March 11 Policy	X	X	N/A
Employee caring for someone who is quarantined or advised by health care provider to self (precautionary)-quarantine	N/A	N/A	X	N/A
Employee is caring for child of such employee if the school or place of care of the child has been closed	New York State opted out of the Paid Family Leave benefit related to COVID-19	N/A	X	X

It is important to remember, when reviewing the information provided in this Policy Bulletin, that employees under the Emergency FMLA Expansion Act may choose any leave option available at their discretion (i.e., the Federal Emergency Paid Sick Leave Act, vacation, personal leave, or sick leave). This includes the initial two-week period of unpaid leave, available under the FMLA Expansion Act.

The policy issued by GOER on March 11, 2020, for employees under Precautionary or Mandatory Quarantine, generally exceeds the benefits provided by Chapter 25 of the NYS Laws of 2020. Benefits should be provided to employees under the statewide GOER Policy.