

COVID-19 Scenarios & Benefits Available

The information shared on this flyer does not necessarily guarantee benefits. Speak with your local HR consultant to verify coverage.

Sample scenarios	Sick Leave	Emergency Paid Sick Leave	Family and Medical Leave Act (HR applies normal procedures)	Emergency Family and Medical Leave Expansion	Washington Paid Family and Medical Leave	Vacation Leave	Shared Leave	Leave Without Pay	No Loss in Pay for up to 14 days
	Standard	Families First Coronavirus Response Act	Standard	Families First Coronavirus Response Act	Standard	Standard	Standard	Standard	Governor's Proclamation 20-05
1 Employee tests positive for COVID-19 and has indicated they are unable to work.*	✓	✓	May qualify; work with your HR consultant	✗	Refer to ESD	✓	✓	✓	✗
2 Employee has symptoms of COVID-19 and is seeking a medical diagnosis and has indicated they are unable to work.*	✓	✓	May qualify; work with your HR consultant	✗	Refer to ESD	✓	✓	✓	✗
3 Employee is subject to Stay Home, Stay Healthy order and the employer does not have any work for them to do.	✗	✗	✗	✗	✗	✓	✗	✓	✗

*Availability of telework does not preclude the employee from taking the leave.

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4 Employee is not sick but has been advised by a health care provider not to be in the workplace due to risk of COVID-19 but does not fall into the CDC high risk categories (leave only applies if there is work for the employee at a worksite, but no telework is available).	✓	✓ May qualify if unable to work.	May qualify; work with your HR consultant	✗	Refer to ESD	✓	✓	✓	✗
5 Employee has been in close contact (as defined by Washington State DOH) with a person who has tested positive for COVID-19, but employee is otherwise healthy, not showing symptoms (leave only applies if no telework is available).	✗	✗	✗	✗	✗	✗	✗	✗	✓

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6 Employee cannot work because they are caring for an individual who is subject to a government quarantine or isolation order or has been advised by a health care provider to self-quarantine. (Leave only applies if there is work for the employee to do.)*	May qualify; work with your HR consultant	✓	May qualify; work with your HR consultant	✗	Refer to ESD	✓	✓	✓	✗
7 Employee cannot work because their child's school is closed and/or their child care provider is unavailable due to COVID-19.*	✓	✓	✗	✓	✗	✓	✓	✓	✗

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8 Employee fears congregate areas and refuses to come to work.	✗	✗	✗	✗	✗	May qualify; work with your HR consultant	✗	✓	✗
9 Employee is in a category of increased risk of severe illness and death as listed in CDC guidelines.	✓	✓ May qualify if unable to work.	May qualify; work with your HR consultant	✗	Refer to ESD	✓	✓	✓	✗

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10 Employee is subject to Stay Home, Stay Healthy order, the employer has telework for them, but the employee reports they cannot perform it due to the order (i.e., such as lack of internet).	X	✓ May qualify if unable to work.	X	X	X	✓	✓	✓	X

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