

COVID-19 Scenarios & Benefits Available

The information shared on this chart 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	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 (availability of telework does not preclude the employee from taking the leave)	✓	✓	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 (availability of telework does not preclude the employee from taking the leave)	✓	✓	May qualify; work with your HR consultant	✗	Refer to ESD	✓	✓	✓	✗

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3 Employee is subject to a Stay at Home order and the employer does not have any work for them to do	✗	✓	✗	✗	✗	✓	✗	✓	✗
4 Employee is not sick but has been advised by a health care provider not to be in the workplace due to increased risk of COVID-19 but does not fall into the CDC high risk/might be at risk categories (leave <u>only</u> applies if no telework is available)	✓	✓	May qualify, work with your HR consultant	✗	Refer to ESD	✓	✓	✓	✗

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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 <u>only</u> applies if no telework is available)	X	X	X	X	X	X	X	X	✓

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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 have been advised by a health care provider to self-quarantine (availability of telework does not preclude the employee from taking the leave)	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/in remote learning mode 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 either age 65 or older, or is in a category of those at increased risk of severe illness and death as listed in CDC guidelines, and no telework is available	✓	Documentation may be required, but cannot be a pre-requisite to taking leave	May qualify; work with your HR consultant	✗	Refer to ESD	✓	✓	✓	✗

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<p>10 Employee is in a category of those who "might be at increased risk" of severe illness and death as listed in CDC guidelines, and no telework is available (Employers may request reasonable medical documentation if it is unclear whether or not the employee has a condition covered under the "might be at risk" category)</p>	✓	<p>✓ Documentation may be required, but cannot be a pre-requisite to taking leave</p>	<p>May qualify; work with your HR consultant</p>	✗	<p>May qualify; work with your HR consultant</p>	✓	✓	✓	✗

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11 Employee is subject to a governmental stay home order and the employer has telework for them, but the employee cannot perform it due to the order (i.e., such as lack of internet)	✗	✓	✗	✗	✗	✓	✓	✓	✗