

COVID-19 Scenarios and Available Benefits



	UNEMPLOYMENT INSURANCE		FAMILY MEDICAL LEAVE ACT	STATE EMPLOYEES DURING STATE OF EMERGENCY
	CURRENT LAW	EMERGENCY RULE (UIPL 10-20)	AS AMMENDED BY H.R 6201 (P.L. 103-3, 29 U.S.C sec. 2601)	MARCH 13 STATE OF EMERGENCY AND MARCH 15 EXECUTIVE MEMORANDUM
Employee is diagnosed with COVID-19.	✗	✓	✓	✓
Employee was exposed, quarantined, and plans to return to work. Employing business remains open.	✗	✓	✓	✓
Employee is caring for a sick family member.	✗	✓	✓	✗
Employee has a child in a school closed due to COVID-19 and has no childcare.	✗	✗	✓	✗
The employee has an underlying medical condition and has been advised by his or her physician to self-quarantine.	✗	✗	✓	✓
Worker refused to go to work and is self distancing but employer remains open.	✗	✗	✗	✗
Employer order to shut down by public official.	✓	✓	✗	✓
Employer shuts down due to employer slowdown and lack of demand.	✓	✓	✗	✗
The employee's hours are reduced due to business slow down or lack of demand.	✓	✓	✗	✗
The employer shuts down in defiance of a public health urging to close.	?	?	✗	✗

Figure 1, GREEN CHECK = Eligible: RED 'X' = Not Eligible: YELLOW '?' = TBD