

**The City University of New York
COVID-19 New York Sick Leave
Reference Guide**
Updated March 2024

New York State passed legislation authorizing sick leave for employees subject to a mandatory or precautionary order or quarantine or isolation due to COVID-19. The law provides paid sick leave and job protection upon return from leave.

Duration of Leave:

Employees who are unable to work remotely because they have tested positive for Covid 19 or are subject to a mandatory or precautionary order of quarantine or isolation are eligible for up to 14 calendar days or 10 working days at their regular rate of pay.

Employees are only eligible for Covid 19 Sick Leave while they are subject to a mandatory or precautionary order of quarantine or isolation.

As per current CDC Guidance employees who test positive for COVID-19 should isolate until they are fever free for at least 24 hours without fever-reducing medication, and their symptoms are improving. **Once an employee's isolation ends they are no longer eligible for COVID 19 Sick Leave.**

Rate of Pay:

Full-time employees should be paid their regular rate of pay while they are on COVID-19 Sick Leave. Part-time employees should be paid for the number of days/amount of time they would have otherwise received during their normal scheduled days of work while they are in isolation.

Maximum Amount of Leave:

Beginning October 1, 2021 an employee may qualify for up to three instances of New York's COVID19 Sick Leave Law. In no event shall an employee qualify for sick leave under New York's COVID-19 sick leave law for more than three orders of quarantine or isolation. The second and third orders must be based on a positive COVID-19 test and the employee must submit documentation of the positive test result.

Other Leave Entitlements:

Employees who are not otherwise subject to a mandatory or precautionary order of quarantine or isolation, but are required to remain out of work due to exposure or potential exposure to COVID-19 will be paid at their regular rate of pay until they are permitted to return to work or become subject to a Mandatory or precautionary order of quarantine or isolation, at which time they will become eligible for COVID-19 Leave.

Employees who are eligible to work remotely and are not experiencing symptoms are not eligible for this leave.