

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 | Family and Medical Leave Act | Washington Paid Family and Medical Leave | Vacation Leave | Shared Leave | Leave Without Pay | No Loss in Pay |
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| | | Standard | Standard | Standard | Standard | Standard | Standard | Authorized by Governor's Proclamation 20-05 and State HR Direction (use miscellaneous leave code 9045) |
| 1 | Employee tests positive for COVID-19 and has indicated they are unable to perform work the employer has available for them (availability of telework does not preclude the employee from taking the leave) | ✓ | May qualify; work with your HR consultant | Refer to ESD | ✓ | May qualify; work with your HR consultant | ✓ | ✗ |
| 2 | Employee has symptoms of COVID-19, is seeking a medical diagnosis and has indicated they are unable to perform work the employer has available for them (availability of telework does not preclude the employee from taking the leave) | ✓ | May qualify; work with your HR consultant | Refer to ESD | ✓ | May qualify; work with your HR consultant | ✓ | ✗ |

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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 (telework is also not available) | | | | | | | |
| 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 work is available for the employee but no telework is available) | | May qualify; work with your HR consultant | Refer to ESD | | May qualify; work with your HR consultant | | |
| 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 work is available for the employee and no telework is available) | | | | | | | Up to 14 days for quarantine due to close contact. |
| 6 | Employee cannot perform work the employer has available for them because they are caring for an individual who is subject to a government quarantine or isolation | May qualify; work with your HR consultant | May qualify; work with your HR consultant | Refer to ESD | | May qualify; work with your HR consultant | | |

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| | 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) | | | | | | | |
| 7 | Employee cannot perform work the employer has available for them because their child's school is closed/in remote learning mode and/or their child care provider is unavailable due to COVID-19 (availability of telework does not preclude the employee from taking the leave) | ✓ | ✗ | ✗ | ✓ | May qualify; work with your HR consultant | ✓ | ✗ |
| 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 the employer has work for them to do, but no telework is available | ✓ | May qualify; work with your HR consultant | Refer to ESD | ✓ | May qualify; work with your HR consultant | ✓ | ✗ |
| 10 | Employee is in a category of those who "might be at increased risk" of severe illness and death as listed in CDC guidelines, the employer | ✓ | May qualify; work with your HR consultant | May qualify; work with your HR consultant | ✓ | May qualify; work with your HR consultant | ✓ | ✗ |

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| | has work for them to do, but 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) | | | | | | | |
| 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) | | | | | May qualify; work with your HR consultant | | |
| 12 | Employee is receiving the COVID-19 immunization and the vaccine is not offered at the workplace *Reasonable leave is determined by the employer See March 5, 2021, memo | | | | | | | Reasonable leave to travel and receive vaccine if vaccine is not offered at the workplace; leave in excess of 1 day permitted in extraordinary circumstances |
| 13 | The employer is offering the COVID-19 immunization at the workplace but the employee is accessing the vaccine elsewhere | | | | | | | Employer <i>may</i> , but is not required to, authorize reasonable leave with pay to travel |

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| See March 5, 2021, memo | | | | | | | and receive vaccine if vaccine is not offered at the workplace; in excess of 1 day permitted in extraordinary circumstances |
| 14 The employee has received the COVID-19 immunization and is experiencing side effects See March 5, 2021, memo | ✓ | May qualify; work with your HR consultant | May qualify; work with your HR consultant | ✓ | ✓ | ✓ | ✗ |