



**Department of
Human Resources & Civil Service**
7 Court Street
County Office Building, Room 216
Belmont, New York 14813

COVID-19 Guidance and Information

Please note the information below is only directed to employees of Allegany County, and does not contain laws or portions of laws relevant to those not employed by the County. Furthermore, due to continued changes in laws and regulations, the information provided is subject to change on a daily (and sometimes hourly) basis. The information is also basic in nature and does not contemplate the circumstance of every individual case. It also does not contain every applicable law, regulation, or executive order. This provides only guidance, please contact HR with any specific questions which may apply to you or your circumstances and situation.

This will be broken down into two (2) sections: Federal Law and State Law:

Federal Law: “The Families First Coronavirus Response Act”

- Effective starting *April 1, 2020*.
- Has two (2) key components explained below (**EFMLEA & EPSLA**):
 - **Emergency Family and Medical Leave Expansion Act (EFMLEA):**
 - Eligibility Criteria:
 - Employee of the County, *and*
 - Have worked for the County at least 30 days, *and*
 - Have a minor child whose school or childcare provider has closed or is unavailable due to COVID-19
 - NOTE: Health care responders and emergency responders are excluded
 - Benefits & Pay Rate:
 - Pay reduced to 2/3 (67%) of regular rate of pay
 - \$200 per day maximum payment
 - \$10,000 overall maximum payment
 - Pay does not begin until after ten (10) days of leave
 - **Emergency Paid Sick Leave Act (EPSLA):**
 - Eligibility Criteria:
 - Employee of the County, *and*
 - (1) You’re subject to a COVID-19 quarantine or isolation *order* by a government entity authorized to give such order, *or*
 - (2) You have been advised by a health care provider to self-quarantine due to COVID-19, *or*
 - (3) You’re experiencing COVID-19 symptoms and are seeking a medical diagnosis, *or*

- (4) You're caring for an individual who is subject to either of the two conditions in (1) or (2), *or*
- (5) You're caring for a minor child whose school or childcare provider has closed or is unavailable due to COVID-19, *or*
- (6) You are "experiencing any other substantially similar condition" as specified by the Federal Government
 - NOTE: Health care responders and emergency responders are excluded
- Benefits & Pay Rate: [Pay begins immediately – no initial waiting period]
 - Full-time employees: Up to 80 hours of paid sick leave
 - Part-time employees: Amount based on typical hours over a 2 week period
 - Up to \$511/day (\$5,110 total) for reasons (1), (2), or (3) above
 - Up to \$200/day (\$2,000 total) for reasons (4), (5), or (6) above

New York State Law:

- **Paid Sick Leave Law:**
 - Effective *March 18, 2020*
 - Eligibility Requirements:
 - Be an employee of the County, *and*
 - Be unable to work due to a mandatory or precautionary quarantine ordered by any government entity authorized to do so, *or*
 - Care for a minor child who is subject to a mandatory or precautionary quarantine ordered by any government entity authorized to do so
 - Benefits & Pay Rate:
 - 14 days of paid sick leave