



Interaction between Emergency Leave Laws and RAB/32BJ MOA

Employee Unable to Work Due to Employee Isolation

Reason	Applicable Leave
Government – Subject to quarantine order / isolation order	Federal Paid Sick Leave ¹ and New York Paid Sick Leave
	Thereafter, MOA (pursuant to paragraph 3)
Medical – Advised to self-quarantine by health care provider	Federal Paid Sick Leave ¹
	MOA (pursuant to Paragraph 3)
Medical – Experiencing symptoms and seeking medical diagnosis	Federal Paid Sick Leave ¹
	MOA (pursuant to Paragraph 3)
Employer – Directed to self-quarantine due to worksite exposure	MOA (2 weeks of PTO without reduction of any existing PTO entitlements pursuant to paragraph 3)

¹ Pay is no less than EE’s regular rate of pay (as defined under FLSA)), up to \$511/day and \$5,110 in aggregate.

Interaction between Emergency Leave Laws and RAB/32BJ MOA Employee Unable to Work Due to Care for Another

Reason	Applicable Leave
Government – Subject to quarantine order / isolation order	Federal Paid Sick Leave ²
	New York Paid Family Leave (if minor dependent child is subject to quarantine order)
	MOA (pursuant to Paragraph 3)
Medical – Advised to self-quarantine by health care provider	Federal Paid Sick Leave ²
	New York Paid Family Leave ³
	MOA (pursuant to Paragraph 3)
Medical – Person is experiencing symptoms and seeking medical diagnosis	Federal Paid Sick Leave ²
	MOA (pursuant to Paragraph 3)
Child Care Provider – Precautionary closure	Federal Paid Sick Leave ²
	MOA (available PTO (including vacation, sick and personal days) pursuant to Paragraph 2)
Child Care Provider – Government has declared public health emergency causing closure	Federal Paid Sick Leave ²
	Federal Family Medical Leave ⁴
	MOA (available PTO (including vacation, sick and personal days) pursuant to Paragraph 2)

² Pay is no less than 2/3 EE's regular rate of pay, up to \$200/day and \$2,000 in aggregate.

³ If the family member has been diagnosed with COVID-19, from March 27, 2020 to June 25, 2020, employee may be eligible for up to 10 weeks of NY Paid Family Leave (60% of employee's average weekly wage, capped at maximum weekly benefit of \$840.70).

⁴ 2/3 pay benefit is capped at \$200/day and \$10,000 in aggregate.