



# Department of Health

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TO: Local Health Departments (LHDs)

FROM: New York State Department of Health (NYSDOH)

**COVID-19 ADVISORY: PRECAUTIONARY OR MANDATORY QUARANTINE OR ISOLATION AND PAID SICK LEAVE BENEFITS**

### **SUMMARY OF COVID-19 PAID SICK LEAVE LAW**

On March 18, 2020, New York State enacted [legislation](#) authorizing paid sick leave for anyone subject to precautionary or mandatory quarantine or isolation order due to COVID-19.

The law provides guaranteed job protection and paid leave for New York employees who are unable to work while subject to a COVID-19 precautionary or mandatory order of quarantine or isolation. Details on the available benefits can be found at [www.paidfamilyleave.ny.gov/COVID19](http://www.paidfamilyleave.ny.gov/COVID19).

### **IN ORDER TO BE ELIGIBLE FOR COVID-19 QUARANTINE/ISOLATION BENEFITS, NEW YORKERS MUST OBTAIN AN ORDER OF QUARANTINE OR ISOLATION FROM THEIR LHD.**

New Yorkers eligible for paid leave under this new law will need to provide their employer, and/or their employer's insurance carrier, with a copy of their COVID-19 quarantine/isolation order. **We urge LHDs to promptly provide such an order, when appropriate, both for the public health and for the benefit of employees within your County who are subject to quarantine or isolation.** LHDs can use and/or modify the template isolation and quarantine orders previously disseminated by NYSDOH for local implementation. Updated copies of the template orders are attached to this advisory.

To the extent an LHD is unable to immediately provide an employee a COVID-19 quarantine/isolation order, the LHD should:

- Inform the employee that they may provide their employer, and/or employer's insurance carrier, with documentation from a licensed medical provider indicating that the

employee qualifies for a precautionary or mandatory quarantine/isolation order due to COVID-19;

- Inform the employee that the LHD will provide the requested COVID-19 quarantine/isolation order within the next 30 days; AND
- Keep a record of all such requests and provide the COVID-19 quarantine/isolation order within the specified timeframe.

There may be employees who are subject to quarantine or isolation orders who are unable to obtain documentation from a licensed medical provider. To assist LHDs in expeditiously providing orders to employees in that situation, please see the guidance updated below to determine whether it is appropriate to issue an order to such employees. Please note, this updated guidance supersedes any prior NYSDOH guidance on the matter.

### **UPDATED GUIDANCE REGARDING MANDATORY ISOLATION, MANDATORY QUARANTINE AND PRECAUTIONARY QUARANTINE**

Mandatory Isolation - LHDs must issue an order once:

- Employee has tested positive for SARS-COV-2; OR
- Employee for whom testing is currently unavailable is symptomatic and has had contact with a known COVID-19 case.

Mandatory Quarantine - LHDs must issue an order once:

- An employee has been determined to be a close contact with someone who has tested positive for SARS-COV-2 or is currently in mandatory isolation; OR
- An employee is symptomatic and has returned within the past 14-days from a country designated with a level 2, 3, or 4 advisory for COVID-19.

Precautionary Quarantine - LHDs must issue order once:

- Employee is asymptomatic and has returned within the past 14-days from a country designated with a level 2, 3, or 4 advisory for COVID-19; OR
- Employee has been determined to have had proximate exposure with someone who has tested positive for SARS-COV-2.

### **FURTHER INFORMATION**

As always, NYSDOH will provide technical assistance, as needed, to address any questions that LHDs may have as it relates to issuing these orders. LHDs must follow this updated guidance.