

Worker Scenarios and Benefits Available During COVID-19 Public Health Emergency

	Paid Sick Time (Accrued Sick and Safe Leave Act)	Unpaid Leave (DC Family and Medical Leave Act with Emergency Expansion)	Unemployment Insurance (With Emergency Expansion)
Employee has COVID-19 or symptoms of COVID-19	PST	UL	UI
Employee unable to work due to school or daycare closure	✗	USUALLY	✗
Employee exposed to COVID-19 and quarantined. Employer remains open.	PST	UL	UI
Employee out of work because employer voluntarily closed	✗	✗	UI
Employee out of work because employer mandated to close	✗	✗	UI
Employee has fewer work hours available due to business slow-down or lack of demand	✗	✗	UI
Employee refuses to work because employer stays open in defiance of mandated closure of business	✗	✗	UI
Employee refuses to work to practice social distancing even though employer allowed to remain open	✗	✗	✗
Employee is immune-compromised and advised by healthcare provider to self-quarantine	PST	UL	UI
Health care worker exposed to COVID-19 at work and self-quarantines	PST	UL	UI
Employee is caring for a family member who has COVID-19 or symptoms of COVID-19	PST	UL	✗
Employee is caring for a family member who is immune-compromised and who was advised by healthcare provider to self-quarantine	PST	UL	✗

Employees who are eligible for multiple programs should compare them to see which is best for their needs.

Information in this table is meant to give a general overview of benefits and rights available in COVID-19 work-related situations as of 3/18/20. Employees may need to have worked for a minimum number of days or hours, have consulted with a health care provider, and/or provided documentation to demonstrate eligibility.