

KNOW YOUR RIGHTS

Your Right to Paid Sick Leave During the COVID-19 Crisis

You qualify for paid sick leave if you work for an employer with fewer than 500 employees or the government AND you are unable to work:

- Due to federal, state, or local orders related to COVID-19;
- Because your health care provider advised you to self-quarantine or isolate
- Because you have COVID-19 symptoms
- Because you are caring for an individual that is quarantining or isolating
- Because you are caring for your child whose school or childcare provider closed

What are the paid sick leave benefits?

- Full-time employees are eligible for 80 hours of paid leave
- Part-time employees are eligible for the average number of hours they work in a two-week period
- Employers must pay workers their normal wage with a cap of \$511 per day and \$5,110 in the aggregate

Employers cannot retaliate against or discipline a worker for requesting or taking sick leave.

If you experience any problems accessing your sick leave or have a question about your rights, contact the Washington Lawyers' Committee Workers' Rights Clinic at (202) 319-1000 ext. 118

If you are a worker in the District of Columbia, you have an additional right to paid sick days. Employers must provide at least:

- 3 per year (1-25 employees)
- 5 per year (25-99 employees)
- 7 per year (100+ employees)
- 5 per year (tipped restaurant worker, any number of employees)



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Family and Medical Leave (FMLA) Rights During the COVID-19 Crisis

DC FMLA Rights (All DC Workers Protected):

- Employees (of any employer size) can take DC FMLA leave for COVID-19 related reasons
- Workers do not have to meet hours worked requirements to take DC FMLA leave
- DC workers have the right to 16 weeks of unpaid medical leave

If your FMLA rights are violated or you have a question about your rights, contact the Washington Lawyers' Committee Workers' Rights Clinic at (202) 319-1000 ext. 118

Federal and local laws provide unpaid FMLA leave if you are ill, caring for an ill family member, or for the birth or adoption of a child. Contact the Workers' Rights Clinic for more information about these protections and your eligibility.

Federal FMLA Rights May Also Protect Your Leave Rights:

- If you are caring for a child whose school or childcare provider closed due to COVID-19, you are entitled to:
 - 12 weeks of protected leave
 - The first 10 days of leave are unpaid, and then subsequent leave is paid at 2/3 of your regular wages, capped at \$200 per day
- To Qualify Employees Must:
 - Work for a private employer with fewer than 500 employees OR
 - Work for the government

Employers cannot retaliate against or discipline a worker for taking or requesting Family and Medical Leave.

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Unemployment Assistance in DC During the COVID-19 Crisis

Apply ASAP for unemployment assistance if you are unable to work or have less work due to COVID-19. You can receive up to \$1,044 weekly for up to 39 weeks, depending on your previous earnings through employment.

How to apply:

- Apply online at dcnetworks.org
- If you do not have access to a computer, call (202) 724-7000

If you experience any problems accessing unemployment assistance or have a question about your rights, contact the Washington Lawyers' Committee Workers' Rights Clinic at (202) 319-1000 ext. 118

If you are self-employed, an independent contractor, a freelancer, or a "gig" worker, and you are unemployed or partially unemployed:

- You are eligible for unemployment assistance during the COVID-19 crisis, even if you were not previously eligible

Eligibility:

You are eligible for unemployment assistance if you are unemployed, partially unemployed, or unable to work through no fault of your own and you are legally authorized to work in the U.S. This includes:

- If you were laid off
- If your income has decreased or your employer cut your work hours
- If you are self-quarantining or isolating due to COVID-19
- If you are caring for a family member who has COVID-19
- If you are caring for a child whose school or care facility has closed due to COVID-19
- If you were forced to quit due to the COVID-19 crisis