

State	Leave Plan	Changes Overview	Effective Date	LeavePro Update
California	State Disability Insurance /PFL Voluntary	<ul style="list-style-type: none"> <li>Added Leave Reason to DI – Workers who contract or exposed to COVID19 with proper medical certification</li> <li>Change to DI Wait Period – One-week waiting period waived</li> <li>Added Leave Reason – Employees who are unable to work due to caring for a quarantined family member with COVID-19, with proper documentation</li> </ul>	Immediately	<p><b>No</b></p> <ul style="list-style-type: none"> <li>Leave Reason falls under Employee Health Condition or care of family member</li> <li>Waiting Period is Manual</li> </ul>
Colorado	Paid Sick Leave	<ul style="list-style-type: none"> <li>Four days of paid sick leave for employees in certain industries who have flu-like symptoms to get tested for COVID-19 (Covered industries: hospitality, food services, child-care, education, home health care, nursing homes, community living facilities)</li> </ul>	3/11/2020 For 30 days - 4/10/2020 (unless extended by state)	<b>No</b> – Sick Pay Not Standard LeavePro Offering
New York	COVID-19 Sick Leave Entitlement	<ul style="list-style-type: none"> <li>Added Leave Reason – Employee subject to an individualized mandatory or precautionary quarantine or isolation order due to COVID19</li> <li>Job Protection – Employees must be restored to pre-leave position with same pay, other terms &amp; conditions</li> </ul>	Immediately	<b>No</b> – Sick Pay Not Standard LeavePro Offering
New York	Disability Benefits Law	<ul style="list-style-type: none"> <li>Added Definition of Disability – any inability to perform regular duties due to mandatory or precautionary quarantine or isolation order due to COVID19 and when employee has exhausted all COVID19 paid sick leave</li> <li>Change to Wait Period – Removed for COVID19 related DBL claims</li> <li>Change in Benefit Amount / Maximum – difference between the max weekly family leave benefit &amp; employee's average weekly wage from 'each covered employer' up to max benefit of \$2,043.92/week and combined total with PFL of \$2,884.62</li> <li>Updated Form – to encompass COVID19</li> </ul>	Immediately; DBL changes impact employers with 99 or less employees	<b>No</b> – Only for Employers with 99 or less employees
New York	Paid Family Leave	<ul style="list-style-type: none"> <li>Added Leave Reason – COVID19 related leave taken when employee is subject to mandatory or precautionary quarantine or isolation order or to provide care for a minor dependent child of the employee who is subject to mandatory or precautionary quarantine or isolation order</li> <li>Maximum Weekly Benefit - \$840.70 for PFL only – combined weekly with DBL for employee's own quarantine or isolation order \$2,884.62</li> <li>Updated Form – to encompass COVID19</li> </ul>	Immediately; PFL changes impact employers with 99 or less employees	<b>No</b> – Only for Employers with 99 or less employees

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Washington D.C.	DC Family and Medical Leave Act	<ul style="list-style-type: none"> <li>Change to Employer Size – All regardless of employee count</li> <li>Added Leave Reason – Declaration of emergency (and employee cannot work due to recommendation or order of self-quarantine)</li> <li>Change in Eligibility – All regardless of length of service or hours worked</li> <li>Certification Accepted – Recommendations from Mayor, Department of Health, any other District or Federal Agency, or Medical Professional that the employee self-quarantine or self-isolate are sufficient. In the case of gov't mandated quarantine or isolation, declaration of public health emergency is sufficient.</li> </ul>	Immediately	<p><b>Yes</b></p> <ul style="list-style-type: none"> <li>Operations will override eligibility if the individual is found ineligible due to hours worked and/or months or service</li> <li>Other updates do not require update (LP does not measure employee count rule, leave reason falls under EHC, certification is reviewed by case manager)</li> </ul>
New Jersey	Temporary Disability Insurance & Family Leave Insurance	<ul style="list-style-type: none"> <li>Added Leave Reasons – Worker who has COVID19 or symptoms of COVID19, worker who was exposed and quarantined, a worker who is immune-compromised and advised by healthcare provider to self-quarantine and a worker who is caring for a sick family member.</li> </ul>	Immediately	<p><b>No</b> - Leave Reason falls under Employee Health and Family Health Condition</p>
Oregon	Family Leave Act (OFLA) - Unpaid	<ul style="list-style-type: none"> <li>Added Leave Reason – Employee subject to an individualized mandatory or precautionary quarantine or isolation order due to COVID19</li> <li>Job Protection – Employees must be restored to pre-leave position with same pay, other terms &amp; conditions</li> </ul>	Immediately	<p><b>No</b> – Sick Pay Not Standard LeavePro Offering</p>
Rhode Island	Temporary Disability Insurance (TDI) and Temporary Caregiver Insurance (TCI)	<ul style="list-style-type: none"> <li>Change of Minimum Claim period: Waiver of 7-day minimum time that claimants must be out of work to qualify for TDI/TCI benefits for COVID-19 related claims</li> <li>Change of medical certification requirements: for individuals under quarantine, RI will waive the required medical certification and allow self-attestation of quarantine due to COVID-19</li> </ul>	<p>3/10/20</p> <p>End date not specified</p>	<p><b>No</b></p> <ul style="list-style-type: none"> <li>Leave Reason falls under Employee Health Condition</li> <li>Waiting Period is Manual</li> </ul>