

COVID-19 Scenarios & Benefits Available


The information shared on this chart does not necessarily guarantee benefits.

#	Scenario Description	Sick Leave	Family and Medical Leave Act	Washington Paid Family and Medical Leave	Vacation Leave	Shared Leave	Leave Without Pay	No Loss in Pay
Sample scenarios		Standard	Standard	Standard	Standard	Standard	Standard	Authorized by Governor's Proclamation 20-05 and State HR Direction (use miscellaneous leave code 9045)
1	Employee tests positive for COVID-19 and has indicated they are unable to perform work the employer has available for them (availability of telework does not preclude the employee from taking the leave)	✓	May qualify; work with your HR consultant	Refer to ESD	✓	May qualify; work with your HR consultant	✓	✗
2	Employee has symptoms of COVID-19, is seeking a medical diagnosis and has indicated they are unable to perform work the employer has available for them (availability of telework does not preclude the employee from taking the leave)	✓	May qualify; work with your HR consultant	Refer to ESD	✓	May qualify; work with your HR consultant	✓	✗

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3	Employee is subject to a Stay at Home order and the employer does not have any work for them to do (telework is also not available)	✗	✗	✗	✓	✗	✓	✗
4	Employee is not sick but has been advised by a health care provider not to be in the workplace due to increased risk of COVID-19 but does not fall into the CDC high risk/might be at risk categories (leave only applies if work is available for the employee but no telework is available)	✓	May qualify, work with your HR consultant	Refer to ESD	✓	May qualify; work with your HR consultant	✓	✗
5	Employee has been in close contact (as defined by Washington State DOH) with a person who has tested positive for COVID-19, but employee is otherwise healthy, not showing symptoms (leave only applies if work is available for the employee and no telework is available)	✗	✗	✗	✗	✗	✗	✓ Up to 14 days for quarantine due to close contact.

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6	Employee cannot perform work the employer has available for them because they are caring for an individual who is subject to a government quarantine or isolation order or have been advised by a health care provider to self-quarantine (availability of telework does not preclude the employee from taking the leave)	May qualify; work with your HR consultant	May qualify; work with your HR consultant	Refer to ESD	✓	May qualify; work with your HR consultant	✓	✗
7	Employee cannot perform work the employer has available for them because their child's school is closed/in remote learning mode and/or their child care provider is unavailable due to COVID-19 (availability of telework does not preclude the employee from taking the leave)	✓	✗	✗	✓	May qualify; work with your HR consultant	✓	✗
8	Employee cannot perform work the employer has available for them because their child was exposed or screened out due to symptoms from the child's school or daycare and needs to quarantine/isolate due to COVID	✓	✗	✗	✓	May qualify; work with your HR consultant	✓	✗

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9	Employee fears congregate areas and refuses to come to work	✗	✗	✗	May qualify; work with your HR consultant	✗	✓	✗
10	Employee is either age 65 or older, or is in a category of those at increased risk of severe illness and death as listed in CDC guidelines, and the employer has work for them to do, but no telework is available	✓	May qualify; work with your HR consultant	Refer to ESD	✓	May qualify; work with your HR consultant	✓	✗
11	Employee is in a category of those who “might be at increased risk” of severe illness and death as listed in CDC guidelines, the employer has work for them to do, but no telework is available (Employers may request reasonable medical documentation if it is unclear whether or not the employee has a condition covered under the “might be at risk” category)	✓	May qualify; work with your HR consultant	May qualify; work with your HR consultant	✓	May qualify; work with your HR consultant	✓	✗
12	Employee is subject to a governmental stay home order and the employer has telework for them, but the employee cannot perform it due to the order (i.e., such as lack of internet)	✗	✗	✗	✓	May qualify; work with your HR consultant	✓	✗

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13	<p>Employee is receiving the COVID-19 vaccine booster and it is not offered at the workplace</p> <p>*Reasonable leave is determined by the employer</p> <p>For employees receiving vaccination regimen, please see question #16.</p>	✗	✗	✗	✗	✗	✗	 Reasonable leave to travel and receive a vaccine booster if vaccine booster is not offered at the workplace; leave in excess of 1 day permitted in extraordinary circumstances
14	<p>The employer is offering the COVID-19 vaccine booster at the workplace but the employee is accessing the vaccine booster elsewhere</p> <p>For employees receiving vaccination regimen, please see question #16.</p>	✓	✗	✗	✓	✓	✓	Employer <i>may</i> , but is not required to, authorize reasonable leave with pay to travel and receive a vaccine booster if vaccine booster is not offered at the workplace; in excess of 1 day permitted in extraordinary circumstances

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15	The employee has received the COVID-19 immunization and is experiencing side effects	✓	May qualify; work with your HR consultant	May qualify; work with your HR consultant	✓	✓	✓	✗
16	Being fully vaccinated is a condition of employment pursuant to proclamation 21-14.2; therefore, time to travel and receive the vaccination regimen must be treated as work time. As work time, employees must be compensated for all time spent to travel and receive the vaccine. For booster shots, please see question #13 and/or #14.	✗ Treated as time worked.	✗ Treated as time worked.	✗ Treated as time worked.	✗ Treated as time worked.	✗ Treated as time worked.	✗ Treated as time worked.	✗ Treated as time worked.