



Benefits – Options Matrix

	Condition	Applicable Benefit	Extension / Notes
1	Quarantine or Fed/State/Local Self-Isolation Order	Paid Sick Leave – up to 80 hours @ regular rate of pay & not to exceed \$511/day with \$5,110 aggregate thru 2 weeks	
2	Health Care Provider advises self-quarantine		
3	COVID-19 Symptoms AND seeking diagnosis		
4	You experience substantially similar condition to COVID-19 with consult	Paid Sick Leave – up to 80 hours @ 2/3 regular rate of pay & not to exceed \$200/day with \$2,000 aggregate thru 2 weeks	
5	You are caring for an individual subject to an order in (1) or self-quarantined per (2) above		
6	You are caring for your son or daughter whose school or place of care is closed due to COVID-19 (w/ no other option for care by a responsible adult)	Paid Sick Leave – up to 80 hours @ 2/3 regular rate of pay & not to exceed \$200/day with \$2,000 aggregate thru 2 weeks	FFCRA expands FMLA @ 2/3 pay NTE \$200/day for 12 weeks total (incl Paid Sick Leave @ 2 weeks)
7	Concern or fear of COVID-19 in the workplace	Not qualified for unemployment, paid sick leave, EFMLA. Contact employer for sick leave, PTO, FMLA, disability, or other options.	
8	Family member with underlying health issue (with no health care provider directed self-quarantine)	Not qualified for unemployment, paid sick leave, EFMLA. Contact employer for sick leave, PTO, FMLA, disability, or other options.	
9	Exposure to suspected or positive COVID-19, is symptomatic , and pursuing medical attention	Paid Sick Leave – up to 80 hours @ regular rate of pay & not to exceed \$511/day with \$5,110 aggregate thru 2 weeks	
10	Exposure to suspected or positive COVID-19 and is asymptomatic	May qualify for unemployment. Discretion of State Unemployment Administrator.	<i>Pre-Screen temp +, monitor, wear mask for 14 days, social distance, disinfect & clean</i>
11	Symptomatic and directed by AWS/SMI to stay home	FFCRA Paid Sick Leave <i>if seeking medical treatment</i> . Absent medical treatment, PTO option if available.	
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CLARIFYING QUESTIONS: Iowa Workforce Development + Dept of Labor

(IWD) Question 15: What if I have a fear of work, or doing my job because I fear that I may come into contact with the COVID-19. I don't have an underlying medical condition; I just don't want to work while this is going on. If I leave work or refuse to work would I be eligible for benefits?

Answer: No. If you voluntarily quit, refuse to go to work, or refuse to return to work you are not eligible for unemployment. . Please contact your employer regarding potential telecommuting, sick leave, PTO, FMLA, Disability and other options they may be offering. If you do not qualify for paid leave, you will be required to work and if you quit instead, you will not be eligible for unemployment benefits.

From the Department of Labor:

Question: When am I eligible for paid sick leave to care for someone who is subject to a quarantine or isolation order?

Answer: You may take paid sick leave to care for an individual who, as a result of being subject to a quarantine or isolation order (see Question 53), is unable to care for him or herself and depends on you for care and if providing care prevents you from working and from teleworking.

Furthermore, you may only take paid sick leave to care for an individual who genuinely needs your care. Such an individual includes an *immediate family member or someone who regularly resides in your home*. You may also take paid sick leave to care for someone if your relationship creates an expectation that you would care for the person in a quarantine or self-quarantine situation, and that individual depends on you for care during the quarantine or self-quarantine.

You may not take paid sick leave to care for someone with whom you have no relationship. Nor can you take paid sick leave to care for someone who does not expect or depend on your care during his or her quarantine or self-quarantine.

From Iowa Workforce Development:

Question 5: Can an employer require a worker to stay home for the COVID-19 incubation period?

Answer: Yes. Your employer can require you to stay at home for 14 days if you have traveled abroad or had contact with someone who visited an affected region. Please contact your employer regarding potential telecommuting, sick leave, paid time off ("PTO"), Family & Medical Leave Act ("FMLA"), Disability and other options they may be offering. If paid time off is not available, you may be eligible for unemployment benefits.

Question 6: If an employer requires a worker to stay home due to traveling abroad or being in contact with someone who visited an affected region, are they eligible for unemployment?

Answer: Yes. Your employer can require you to stay at home for 14 days if you have traveled abroad or had contact with someone who visited an affected region. Please contact your employer regarding potential telecommuting, sick leave, paid time off ("PTO"), Family & Medical Leave Act ("FMLA"), Disability and other options they may be offering. If paid time off is not available, you may be eligible for unemployment benefits.