

BENEFITS FOR WORKERS

A guide to help employees access benefits during the COVID-19 pandemic



In the face of COVID-19, it's important that workers, employers, co-workers, and families are safe. If you have symptoms of COVID-19, you must stay home and get tested so you don't spread the virus to other people at work.

While you stay home and get well, **it might be confusing to understand what unemployment and sick leave benefits are available to you.** Use the information in this guide to help you decide what is best for you, your family, and your workplace.

UNEMPLOYMENT INSURANCE

You might need this program if:

You've lost your job or had hours reduced because of COVID-19.

What you get from the program:

Partial wage replacement to workers who lose their job or have hours reduced through no fault of their own.

Where to get more information:

[LEO Unemployment Insurance](https://www.michigan.gov/UIA)

(url: [Michigan.gov/UIA](https://www.michigan.gov/UIA))

MICHIGAN PAID MEDICAL LEAVE ACT

You might need this program if:

You've had close contact with someone who tested positive for COVID-19.

You've had close contact with someone who has symptoms of COVID-19.

You have one or more of the most common symptoms of COVID-19, including:

- Fever
- Cough
- Shortness of breath

What you get from the program:

Allows you to take paid and/or unpaid medical leave with protection from losing your job or being disciplined.

You get one hour of medical leave for every 35 hours worked. However, hours can be limited to one hour per week or 40 hours in a benefit year.

Note

The act applies to employers with 50 or more individuals regardless of full- or part-time status, or how many hours they

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work. It does not apply to the United States government, other states, or to political subdivisions of other states.

Where to get more information:

[Wage and Hour Division Paid Medical Leave Act - FAQs](#) (url: bit.ly/2WKWbDd)

WORKER'S COMPENSATION

You might need this program if:

You're a First Response employee and you contract COVID-19 at work.

What you get from the program:

Provides certain replacement of wages, medical and rehabilitation benefits and burial expenses due to an employee's death.

Note

All workers covered may also be able to file a claim if they contracted COVID-19 at work and should consult the FAQ's.

Where to get more information:

[Worker's Disability Compensation Agency COVID-19 FAQs](#) (url: bit.ly/2OLO2K2)

[LEO Worker's Disability Compensation Filing](#) (url: bit.ly/2CUNnDI)

FAMILIES FIRST CORONAVIRUS RELIEF ACT (FFCRA) PAID SICK LEAVE PROGRAM

You might need this program if:

You're unable to work because you, or someone you're caring for:

- Is required to quarantine or isolate because of COVID-19.
- Has been advised by a healthcare worker to self-quarantine because of concerns related to COVID-19.
- Has symptoms of COVID-19 and is seeking a medical diagnosis

You're unable to work because you're caring for a child whose school or place of care has been closed, or whose childcare provider is unavailable, for reasons related to COVID-19.

You're experiencing a similar condition specified by the Secretary of Health and Human Services.

What you may be eligible for:

- Up to 80 hours of paid sick leave for employees who work for public employers.
- Up to 80 hours of paid sick leave for employees who work for private employers with fewer than 500 employees.

Note

Some exceptions may apply; check with your employer to determine if they are participating in this program.

Where to get more information:

[Families First Coronavirus Response Act](#) (url: bit.ly/32XBkAz)

[Determining Your FFCRA Eligibility](#) (url: bit.ly/32H8uEI)



TEMPORARY PROGRAM

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FFCRA FAMILY AND MEDICAL LEAVE ACT PROGRAM (FMLA)

You might need this program if:

You're unable to work because you are caring for a child whose school or place of care has been closed, or whose child care provider is unavailable, for reasons related to COVID-19.

What you get from the program:

Replaces part of lost wages for:

- Business owners
- Self-employed
- Independent contractors
- People with limited work history
- People who have collected all eligible unemployment benefits
- Others not eligible for regular unemployment benefits who are unemployed, partially unemployed, unable to work or unavailable to work due to COVID-19

Where to get more information:

[DOL Family and Medical Leave Act](#)

(url: bit.ly/2CDtXmV)

[Determining Your FFCRA Eligibility](#)

(url: bit.ly/32H8uEI)



TEMPORARY PROGRAM

PANDEMIC UNEMPLOYMENT ASSISTANCE (PUA)

You might need this program if:

You've lost your job or business or you've had to cut hours or services for reasons related to COVID-19.

What you may be eligible for:

Replaces part of your lost wages for:

- Business owners
- Self-employed
- Independent contractors
- People with limited work history
- People who have collected all unemployment benefits they're eligible for
- Others not eligible for regular unemployment benefits who are unemployed, partially unemployed, unable to work or unavailable to work due to COVID 19

Note

Check with your employer to determine if they are participating in this program.

Where to get more information:

[LEO Pandemic Unemployment Insurance](#)

(url: Michigan.gov/UIA)



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ADDITIONAL RESOURCES

[Department of Labor guidance, exemptions and reimbursements](#)

(url: bit.ly/39kGuHH)

[DOL Paid Leave Rights](#)

(url: bit.ly/32XBkAz)

[Information on protections made available per Federal CARES Act](#)

(url: bit.ly/3j3NSf5)

[MIOSHA COVID-19 Workplace Safety and Health Guidance](#)

(url: Michigan.gov/COVIDWorkplaceSafety)