

PEO and Employer Related COVID-19 Related Regulations & Rules				
State	Bill/Rule	Synopsis	Status	Resource Page
Alabama	N/A			
Alaska	N/A			
Arizona	N/A			
Arkansas	N/A			
California	AB 3216	Requires certain workforce protections related to family and medical leave due to the coronavirus. This is a covered leave request. Employee to use vacation or PTO or unpaid time off – employer not required to pay employee outside of these previously negotiated with employer.	Re-referred to Committee on Labor & Employment	http://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201920200AB3216
California	Workers and Families First Program	Program to provide an additional five days of sick leave pay to workers beyond their existing policies. All San Francisco businesses will be eligible, with up to 20% of funds reserved for small businesses with 50 or fewer employees. The City will contribute up to one week (40 hours) at the city's minimum wage of \$15.59 per hour per employee, or \$623 per employee. The employer will be responsible for paying the difference between the minimum wage and an employee's hourly wage.	Active: Implementation by SF Office of Economic and Workforce Development	https://oewd.org/assistance-guidance-businesses-and-workers-impacted-covid-19#Paid%20Sick%20Leave%20-%20Employers

Colorado	Rule: 7 CCR 1103-10 (2020)	The employer must provide up to four days of paid sick leave to employees with flu-like symptoms who are being tested for coronavirus COVID-19. If the employee receives a negative test result before the end of four days, the paid leave ends. The four days are four “calendar” days.	Active: effective 3/11/2020: Department of Labor and Employment	https://www.colorado.gov/pacific/cdle/colorado-health-emergency-leave-pay-“colorado-help”-rules
Connecticut	N/A			
Delaware	N/A			
Florida	N/A			
Georgia	N/A			
Hawaii	SCR 152	Urges state and private health care networks to allow sick employees to take time off without fear of retaliation or retribution in light of COVID-19.	Referred to Committee on Public Health – hearing 3/18	https://www.capitol.hawaii.gov/measure_indiv.aspx?billtype=SCR&billnumber=152
Idaho	N/A			
Illinois	N/A			
Indiana	N/A			
Iowa	N/A			
Kansas	HB 2642	Expands unemployment insurance plan that includes 1) extending the number of weeks a claimant can receive unemployment insurance benefits to 26, 2) if benefits are currently exhausted a claimant can receive an additional 10 weeks up to 26, 3) eliminates the one week waiting period to	Referred to Committee on Commerce, Labor and Economic Development – hearing 3/18	http://www.kslegislature.org/li/b2019_20/asures/hb2642/

		make a claim, and 4) makes the changes retroactive back to January 1, 2020.		
Kentucky	SB 282	Requires employers to provide accrued paid sick leave to employees. Provides mechanism for employees to accrue paid sick leave; establishes guidelines for employers to calculate paid sick leave for employees; sets forth manner in which paid sick leave can be used; creates a civil penalty for violation of provisions.	Referred to Committee on Economic Development, Tourism, and Labor	https://apps.legislature.ky.gov/record/20rs/sb282.html
Louisiana	N/A			
Maine	N/A			
Maryland	SB 1080	Authorizes the Governor to take certain actions in a state of emergency, including allowing the state to extend temporary unemployment benefits to workers who have to be quarantined or whose employers temporarily close.	Referred to Committee on Health and Government Operations – hearing pending	https://legiscan.com/MD/bill/SB1080/2020
Massachusetts	S 2598	Would waive the one-week waiting period for unemployment benefits to be paid to workers impacted by COVID-19.	Referred to Senate Committee on Ways and Means – hearing pending	https://malegislature.gov/Bills/191/S2598
Michigan	E.O. 2020-10	State isn't charging employers for unemployment benefits if their employees become unemployed because of an	Active Executive Order – effective until 4/14/2020	https://www.michigan.gov/whitmer/0,9309,7-387-90499_90705-521790--,00.html

		executive order requiring them to close or limit operations.		
Minnesota	N/A			
Mississippi	N/A			
Missouri	N/A			
Montana	N/A			
Nebraska	N/A			
Nevada	N/A			
New Hampshire	N/A			
New Jersey	N/A			
New Mexico	N/A			
New York	Governor Program 9	The Governor, Senate and Assembly have agreed to Paid Sick Leave Legislation. Currently, the bill includes: -Quarantine leave: 14 paid days for everyone. Small Businesses- some or all cost will be borne by insurers or all temporary disability insurance leave program. -Sick leave for the future: -Small businesses: 5 Paid Days -Large businesses: 7 Paid Days	In legislature – agreed upon by Senate/House/Governor	https://www.governor.ny.gov/sites/governor.ny.gov/files/atoms/files/GPB_9_PAID_SICK_LEAVE_BILL.pdf https://www.governor.ny.gov/news/governor-cuomo-announces-three-way-agreement-legislature-paid-sick-leave-bill-provide-immediate
North Carolina	N/A			
North Dakota	N/A			
Ohio	N/A			
Oklahoma	N/A			
Oregon	N/A			
Pennsylvania	N/A			
Rhode Island	N/A			

South Carolina	SB 1161	Requires all individual and group health insurance plans, health maintenance organizations and the state health plans to waive cost sharing requirements associated with testing for COVID-19 and to define applicable terms.	Referred to Committee on Banking and Insurance – hearing pending	https://legiscan.com/SC/bill/S1161/2019
South Dakota	N/A			
Tennessee	N/A			
Texas	N/A			
Utah	N/A			
Vermont	N/A			
Virginia	N/A			
Washington	HB 2739	Adjusts certain requirements of the shared leave program. Includes a provision of shared leave for employees in isolation or quarantine as requested or ordered by a public health official or health care provider as a result of COVID-19.	Eligible for Governor	https://app.leg.wa.gov/billssummary?BillNumber=2739&Initiative=false&Year=2019
Washington DC	N/A			
West Virginia	N/A			
Wisconsin	N/A			
Wyoming	N/A			