

FMLA – Family Medical Leave Act
PPP – Paycheck Protection Program
PUC – Pandemic Unemployment Compensation
PUA – Pandemic Unemployment Assistance
UI – Unemployment Insurance

Question

If someone was already on regular state unemployment insurance (UI) before the pandemic, what do they need to do in order to start receiving the additional \$600 through pandemic unemployment compensation (PUC)?

Answer

Nothing – you will start getting it automatically.

Question

Can you speak to the relationship between the UI/PEUC/PUA benefits and FMLA benefits? Can you quit and apply for unemployment?

Answer

Generally speaking, you cannot quit and get UI unless you quit for good cause related to the work. In these circumstances, if you have to quit because of you or someone you live with is immunocompromised and it is a danger for you to be out working, then you can probably qualify for PUA. And if your employer isn't taking proper steps to protect your health on the job and even after complaint, isn't doing any better, you MAY be able to get PUA but I can't offer any guarantees.

Here is a flow chart that shows how the paid sick/paid leave and unemployment benefits work: https://drive.google.com/file/d/1QPK_trjwIBbBCVoHZtwAwmonNJ0dY0WZ/view

Question

How does approved telework fits into these programs as well as the impact of receiving PPP on usage?

Answer

If you can telework for pay, you aren't eligible for UI or PUA. Whether an individual can telework is independent of Paycheck Protection Program.

Question

I would like to know the response from the individual who are self-quarantine due to their medical concern. Can they eligible to apply for unemployment?

Answer

If a health care provider has advised you to self-quarantine either because of exposure to someone with COVID-19 or because you have an underlying health issue that makes you more vulnerable, then you will probably qualify for UI or PUA.

Question

Is the 80 hours in addition to any other accumulated leave? If so, can that accumulated leave be used to supplement the 2/3 pay?

Answer

Yes, the 80 hours for a full-time worker is in addition to any other accumulated leave. An employee should have access to this emergency time without being forced to use any other accrued time first.

For the second part of this question, an employee may request that their employer draw on their existing PTO or other accrued paid leave to supplement the 2/3 pay under EPSLA for the 80 hours. However, a different rule applies for the extended emergency FMLA for a school closure: In that case, the employee may request – or the employer may require – the employee to take emergency FMLA at 2/3 pay and accrued PTO or other leave simultaneously. This is potentially bad for the worker, because their employer could force them to burn through accrued PTO instead of letting them stack accrued leave and emergency leave to create a longer leave entitlement. At the same time, employers have an incentive to require stacking leave like this because they get a refund for the first 2/3 of the employee's pay (up to \$200) and are therefore only paying 1/3 out of pocket.

[DOL FAQ 31-33](#) addresses this point.

Question

Is the sick leave available to people with underlying conditions whose doctor tells them not to go into the workplace? (Or must they go straight to PUA?)

Answer

Yes, the sick leave is available to someone with an underlying condition if their health care provider believes the individual is particularly vulnerable to COVID-19 ***and*** the self-quarantine prevents the person from being able to work or telework. For a person to take leave based on a health care provider's advice to self-quarantine, the provider's advice must be based on a belief that the person **has, may have, or is particularly vulnerable to COVID-19**, and following the provider's advice to self-quarantine prevents the person from being able to work or telework. This is covered under section 826.20(a)(3) of the rule.

Question

Does my \$1,200 stimulus check have to be reported to the unemployment office as income?

Answer

No.

Question

I was furloughed because of the coronavirus. Am I eligible for unemployment benefits?

Answer

Yes.