



ELMIRA COLLEGE

OFFICE OF HUMAN RESOURCES

March 26, 2020

Dear Employees,

On March 18, 2020, Governor Andrew Cuomo signed Senate Bill S8091 into law to provide sick leave and job protection for New York workers during the COVID-19 crisis.

Under the new law, effective immediately, employers cannot terminate or penalize employees who are unable to work while subject to “a mandatory or precautionary order of quarantine or isolation due to COVID-19.” The order must be issued by the state of New York, the department of health, local board of health, or any governmental entity with authority to issue such orders. The job protection lasts for the duration of the period that employees are self-isolating under a mandatory or precautionary order. Employees who are able to work remotely while under the “stay at home” orders and who are asymptomatic or not yet diagnosed are not covered by the new law. Employers with at least 100 employees must provide at least 14 days of paid sick leave.

What this means for EC Employees:

All employees unable to work from home and are home due to diagnosis, quarantine or campus closure, or employees unable to work due to a child’s school or childcare being closed are eligible for this NYS Paid Sick Leave. In addition, Full-Time employees who work Part-Time hours as an essential employee (from home or on campus) may claim sick leave for hours not worked to equal their full-time hours.

Employees who can telecommute/work from home are not eligible.

This NYS Paid Sick Leave is available until April 1st, when the Families First Coronavirus Response Act goes into effect. More information on this act will follow shortly in a separate email.

If you qualify for this NYS Paid Sick Leave, please contact the Office of Human Resources and we will add the option to your time card. For more information on Paid Sick Leave, authorized by New York State, please [click here](#).

A list of Paid Leave and other options for absences due to COVID-19 is attached to this post. Please contact the Office of Human Resources, 607-735-1810 or hr@elmira.edu, with any questions.

Office of Human Resources
Elmira College
Phone: 607-735-1810
Fax: 607-735-1701

ONE PARK PLACE, ELMIRA, NEW YORK 14901
(607) 735-1810 | www.elmira.edu