

WORKER PROTECTIONS Updated May 5, 2020

UNEMPLOYMENT INSURANCE



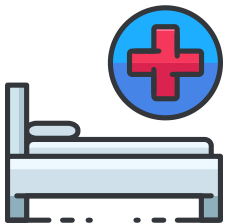
Q. I lost my job or my work hours have been reduced. What help is there for me?

A. If you are unemployed, partially unemployed, or unable to work through no fault of your own, you may be entitled to unemployment insurance ("UI") compensation. You must apply online at dcnetworks.org. Work search and the waiting period have been waived, and recipients will receive an extra \$600 per week through July 31, 2020.

Although traditionally limited to employees (W-2 workers), federal law established Pandemic Unemployment Assistance ("PUA"), which expands UI to the following workers impacted by COVID-19: independent contractors (1099 workers); self-employed, freelance, and "gig" workers; those hired for a job who didn't start work; those who have insufficient work history to qualify for standard unemployment benefits; those seeking part-time work, and those receiving or who recently exhausted UI. These workers must first apply for regular UI before they can apply for PUA.

For more information, go to does.dc.gov or call (202) 724-7000. For help filing a claim, go to firstshift.org, call First Shift Justice Project at 240 241-0897, or email them at intake@firstshift.org.

SICK AND FAMILY MEDICAL LEAVE



Q. I still have a job but I am worried about losing pay and/or my job if I have to miss work because I am sick, have to take care of someone in my family who is sick, or am quarantined because of COVID-19. What protections are there for me?

A. If your employer has between 50 and 499 employees and is not a health care provider, your employer must provide you with 80 hours of paid sick leave if you are a full-time employee. If you work part-time, then your employer must pay you sick leave equal to the number of hours you normally work in two weeks. Your employer cannot: (1) require more than 48-hour notice or more than reasonable notice in the event of an emergency; (2) require you to find your replacement; or (3) threaten retaliation including verbal or written warnings.

The following DC employees also have a right to unpaid leave under the Family Medical Leave Act and the right to return to their job after the public health emergency ends (applies to all DC employers regardless of size and all employees regardless of amount of time worked):

- Workers directed by medical provider or government official to isolate or self-quarantine;
- Workers diagnosed with or having COVID-19 systems;
- Workers at high-risk for COVID-19 (medical documentation reqd);
- Workers who are caring for a high-risk family member; or
- Workers with child care responsibilities resulting from COVID-19 that prevent them from reporting to work.

You also may have additional rights to paid and unpaid leave under DC and federal laws.

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