

## 50 State Survey – State Unemployment Responses to COVID-19

The COVID-19 coronavirus has already had a tremendous impact on the American economy. Unfortunately, many businesses have been forced to either reduce employee hours or furlough, lay off or terminate employees due to government orders to cease non-essential business operations or a dramatic decline in business. We have published a number of articles on federal legislation designed to help employers and employees, and will continue to report on new legislation as it passes.

Unemployment compensation laws vary from state to state. To be eligible, most states require that unemployed individuals be (a) unemployed through no fault of their own; (b) able and available for work; and (c) actively seeking work. Furthermore, many states require employees to meet minimum earnings thresholds in their prior employment and wait one week between losing a job and receiving benefits. Many states, following federal guidance providing significant flexibility for states to amend their laws to provide unemployment compensation benefits in multiple scenarios related to COVID-19, have now taken action to assist employers in supporting their employees. Other states have taken no action, and existing unemployment compensation laws still apply.

We have compiled this 50 state survey to provide employers with links and basic information about what each state (and Washington, D.C.) is doing to address unemployment compensation for employees who are out of work because they have COVID-19 or have been exposed to COVID-19; are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19; are unable to work because they are caring for a child whose school has closed; or whose hours have been reduced or whose employer's operations have shut down due to COVID-19.

For example, many states have waived the typical rules for collecting unemployment compensation benefits, including the rule that an employee cannot collect benefits for the first week of unemployment and requirements involving in-person interaction, such as being able and available for work and engaging in a job search during unemployment.

In addition to unemployment compensation benefits, active employees also may be eligible for emergency family and medical leave or emergency paid leave as provided for in the recently passed [Families First Coronavirus Response Act](#). Some jurisdictions, including [New York](#), have adopted their own COVID-19 sick leave laws. Employees also may be entitled to employer-provided earned sick leave if required by state law or available under employer policies. And in certain states, employees may be eligible for state-administered family and temporary disability leave benefits.

The information compiled below was gathered between March 18 and March 23, 2020. State unemployment compensation authorities are frequently issuing new guidance regarding their response to the COVID-19 pandemic. While we will make every effort to update this resource, we encourage you to consult state unemployment compensation authority websites and/or any member of the [Pepper Hamilton](#) or [Troutman Sanders](#) Labor and Employment Practice Groups with questions specific to your business.

## Alabama

- Key links
  - [Coronavirus and Unemployment Benefits - FAQ](#)
  - [Alabama Department of Labor Coronavirus Resources](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
  - Alabama does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
- Employees who are unable to work because they are caring for a child whose school has closed
  - No information provided.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state. All of Alabama's 51 Career Centers are closed to the public in order to help prevent the spread of COVID-19, until further notice. The requirement that a laid-off worker be "able and available" to work while receiving unemployment compensation benefits has been modified for claimants who are affected by COVID-19. Additionally, claimants will not have to search for other work provided they take reasonable steps to preserve their ability to return to their jobs when the quarantine is lifted or the illness subsides. The waiting week, which is typically the first week of compensable benefits, will be waived. Verification of illness or quarantine may be required.

## **Alaska**

- Key Links
  - [COVID-19 scenarios and benefits available for claimants filing with Alaska](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Currently, employees unable to work full-time due to illness may not be considered eligible for unemployment benefits.
  - Employees advised to quarantine (i.e., on instruction from employer, medical professional, or government official to stay home), and still willing and able to work, may be eligible for unemployment compensation benefits if given date for return to work.
  - Alaska does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - No information provided.
- Employees who are unable to work because they are caring for a child whose school has closed
  - Alaska encourages employees to apply for benefits, but at this time, employees may not be eligible to receive payment because they are not considered available for full-time work.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - If no longer working due to reduction in workforce or closure of business, employee is eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - 26 weeks of benefits; maximum weekly benefit of \$370.

**Arizona**

- Key Links
  - [COVID-19 Services \(AZ Department of Economic Security\)](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - No information provided.
  - Arizona does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - No information provided.
- Employees who are unable to work because they are caring for a child whose school has closed
  - No information provided.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - Maximum of 26 weeks of benefits; maximum weekly benefit of \$240.

## **Arkansas**

- Key Links
  - [Notice Regarding Unemployment Benefits and Coronavirus](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - No information provided.
  - Arkansas does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - No information provided.
- Employees who are unable to work because they are caring for a child whose school has closed
  - No information provided.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - Requirement to engage in work-related activities will not be eliminated by Arkansas Division of Workforce Services. Division states that it “will be flexible with the application of these activities consistent with a worker’s status regarding their last employer and pursuant to guidance provided by the United States Department of Labor.”

## **California**

- Key Links
  - [Unemployment Benefits](#)
  - [State Disability Benefits](#)
  - [Paid Family Leave](#)
  - [COVID-19 FAQs](#) (CA Employment Development Department)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Eligible for Disability Insurance for short-term benefits provided employee meets certain criteria set by the state. Benefits are typically 60-70% of wages, up to a cap of \$1300 per week; maximum of 52 weeks. One week unpaid waiting period has been waived for employees who lose work as a result of COVID-19. Requires medical certification.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - Eligible for Paid Family Leave provided employee meets certain criteria set by the state. Provides up to 6 weeks of benefit payments; 60-70% of wages; up to a cap of \$1300 per week. Requires medical certification.
- Employees who are unable to work because they are caring for a child whose school has closed
  - Eligible for unemployment insurance benefits provided employee meets certain criteria set by the state. 60-70% of average weekly wage; benefits cap is \$450 per week, maximum of 26 weeks.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment insurance benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - Employees who are temporarily unemployed and expect to return to work within a few weeks are not required to actively seek work each week (unlike in normal unemployment claim situations). 60-70% of average weekly wage; benefits cap is \$450 per week, maximum of 26 weeks. One week waiting period has been waived for employees who lose work/have reduced hours due to COVID-19.

## **Colorado**

- Key Links
  - [COVID-19 FAQs](#) (Colorado Department of Labor and Employment)
  - [Information and Resources on Coronavirus](#) (Colorado Department of Labor and Employment)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Undetermined at this point pending federal proposal and proposed emergency rules.
  - Colorado does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - No information provided.
- Employees who are unable to work because they are caring for a child whose school has closed
  - No information provided.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment insurance benefits provided employee meets certain criteria set by the state and operations shut down, or if working fewer than 32 hours a week and earning less than the weekly amount of unemployment benefits pay (approximately 55% of average wage over a 12-month time period). Maximum of 26 weeks of benefits; maximum weekly benefit is the higher of either (1) 60% of 1/26th of wages in highest two consecutive quarters of base period, up to cap of \$561 per week, or (2) 50% of 1/52nd of wages in entire base period, up to a cap of \$618 per week.

## **Connecticut**

- Key Links
  - [Unemployment Benefits and Coronavirus - FAQ](#)
  - [Filing for Benefits During Coronavirus – Fact Sheet](#)
  - [State Website Coronavirus - General Information](#)
  - [Shared Work Program](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - State advises that employees should apply for unemployment compensation benefits and that all determinations will be made on a case-by-case basis but notes that “an individual must be physically able and available for full time work in order to qualify for unemployment benefits, unless the individual has a note from a physician stating that the individual is only available for part time work.”
  - Connecticut does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - State advises that employees should apply for unemployment compensation benefits and that all determinations will be made on a case-by-case basis but notes that employees are “most likely ineligible” until they are able to work.
- Employees who are unable to work because they are caring for a child whose school has closed
  - State advises that employees should apply for unemployment compensation benefits and that all determinations will be made on a case-by-case basis but notes that employees are “most likely ineligible” until they are able to work.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment insurance benefits provided employee meets certain criteria set by the state
- Miscellaneous
  - Employers can require employees to stay home. However, employers should issue the employee an [Unemployment Separation Package](#).
  - Workers directly impacted by the coronavirus pandemic no longer must be actively searching for work to qualify for unemployment assistance.
  - Employers who are furloughing workers can use the Department of Labor’s shared work program, which allows businesses to reduce working hours and have those wages supplemented with unemployment insurance.

## **Delaware**

- Key Links
  - [Unemployment Insurance and Coronavirus - FAQ](#)
  - [Press Release – Benefits Expanded in Response to Coronavirus](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
  - Delaware does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
- Employees who are unable to work because they are caring for a child whose school has closed
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - Waiting Week eliminated.

**District of Columbia (Washington, D.C.)**

- Key Links
  - [COVID-19 Scenarios & Benefits Available](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the District.
  - Paid Family/Disability leave program benefits administered by Washington, D.C. available starting July 1, 2020.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - May be eligible for unemployment compensation benefits with appropriate medical documentation evidencing need to care for family member.
- Employees who are unable to work because they are caring for a child whose school has closed
  - Not eligible for unemployment compensation benefits
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the District.

## **Florida**

- Key Links
  - [COVID-19 FAQs](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - No information provided for individuals with COVID-19
  - Individuals quarantined by a medical professional or government agency are eligible for reemployment assistance benefits provided employee meets certain criteria set by the state.
  - Florida does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - Eligible for reemployment assistance benefits provided employee meets certain criteria set by the state.
- Employees who are unable to work because they are caring for a child whose school has closed
  - No information provided.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for reemployment assistance benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - Maximum of 12 weeks of benefits; maximum weekly benefit of \$275.

## **Georgia**

- Key Links
  - [Unemployment Benefits](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - No information provided.
  - Georgia does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - No information provided.
- Employees who are unable to work because they are caring for a child whose school has closed
  - No information provided.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for reemployment assistance benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - In-person application requirement waived.
  - Employers are now required to file (online) partial claims on behalf of their employees whenever it is necessary to temporarily reduce work hours or there is no work available for a short period. Any employer found to be in violation of this rule will be required to reimburse GDOL for the full amount of unemployment insurance benefits paid to the employee.
  - In the case of partial claims filed by the employer, the employee's hours/pay must have been reduced so that the employee earns less than the weekly benefit amount for that employee if known, or otherwise, the max standard weekly benefit amount (\$365), in each case plus \$50.00.
  - Eligibility for benefits for employees who were not laid off, but decided to stay home for fear of exposure to COVID-19, must be determined on a case-by-case basis; thus, such workers must file individually.
  - Work search requirements waived

## Hawaii

- Key Links
  - [Unemployment Benefits](#)
  - [State Temporary Disability Insurance \(TDI\) Benefits](#)
  - [HI Family Leave Law \(HFLL\) FAQs](#)
  - [March 16, 2020 Supplemental Emergency Proclamation](#)
  - [COVID-19 Fact Sheet](#) (Hawaii Department of Labor and Industrial Relations)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Not eligible for unemployment compensation.
  - Eligible for Temporary Disability Insurance (TDI) benefits provided employee has at least 14 weeks of Hawaii employment during which employee was paid for 20 hours or more, and earned not less than \$400 in the 52 weeks preceding the first day of disability (note: 14 weeks need not be consecutive nor with only one employer). Employee must have a doctor's note stating illness or quarantine requirement, and illness cannot be work-related. There is a seven-day waiting period. Maximum of 26 weeks of benefits; entitled to 58% of average weekly wages rounded to the next higher dollar, but no more than maximum weekly benefit of \$650.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - No information provided.
- Employees who are unable to work because they are caring for a child whose school has closed
  - No information provided.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the District.
- Miscellaneous
  - Maximum of 26 weeks of benefits; maximum weekly benefit of \$648
  - Governor's Supplemental Emergency Proclamation has waived the one-week waiting period for unemployment insurance claims beginning March 1, 2020.

## Idaho

- Key Links
  - [Idaho Department of Labor and COVID-19](#)
  - [Employee FAQs about Unemployment Insurance and COVID-19](#)
  - [Unemployment Benefits](#)
- Employees who have COVID-19
  - Employees who have COVID-19 are not presently eligible for unemployment insurance benefits because an individual who is unable or unavailable for work would not meet the eligibility requirements to qualify for benefits.
  - Idaho does not have a state-run temporary disability or family leave benefits program.
- Employees who are quarantined due to COVID-19 but who have not yet been diagnosed
  - Employees who are quarantined for exposure to COVID-19 but who have not yet been diagnosed with the virus could be eligible for benefits. According to the Department of Labor, “This would be determined on a case-by-case review.”
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - Not eligible for unemployment insurance benefits because an individual who leaves work voluntarily without a reason attributable to the employer is generally disqualified from receiving benefits.
- Employees who are unable to work because they are caring for a child whose school has closed
  - Not eligible for unemployment insurance benefits because an individual who leaves work voluntarily without a reason attributable to the employer is generally disqualified from receiving benefits.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment insurance benefits if the individual is able, available for and actively seeking work or returning to work with his/her employer within 16 weeks.
- Miscellaneous
  - Maximum of \$405 per week; maximum 26 weeks in a benefit year.

## Illinois

- Key Links
  - [Unemployment Benefits](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Eligible for unemployment compensation benefits provided employee is able and available for work. An employee will be considered able and available for work “if there was some work that he or she could perform from home (e.g., transcribing, data entry, virtual assistant services) and there is a labor market for that work.”
  - Illinois does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - Eligible for unemployment compensation benefits provided employee is able and available for work. An employee will be considered able and available for work “if there was some work that he or she could perform from home (e.g., transcribing, data entry, virtual assistant services) and there is a labor market for that work.”
- Employees who are unable to work because they are caring for a child whose school has closed
  - Eligible for unemployment compensation benefits provided employee is able and available for work. An employee will be considered able and available for work “if there was some work that he or she could perform from home (e.g., transcribing, data entry, virtual assistant services) and there is a labor market for that work.”
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - Maximum weekly benefit of \$484; maximum of 26 weeks. Under emergency Illinois rules, such employees do not have to register with the employment service; would be considered to be actively seeking work as long as the employee is prepared to return to his/her job as soon as the employer reopens.

## **Indiana**

- Key Links
  - [Unemployment Benefits COVID-19 FAQ](#)
  - [Unemployment Benefits](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
  - Indiana does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - No information provided.
- Employees who are unable to work because they are caring for a child whose school has closed
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state and stay in contact with employer and is available for work when called back by employer.
- Miscellaneous
  - Maximum of \$390 per week; maximum 26 weeks of benefits.

**Iowa**

- Key Links
  - [Iowa Unemployment Benefits COVID-19](#)
  - [Iowa Unemployment Benefits for Employers COVID-19 FAQ](#)
  - [Iowa Unemployment Benefits for Employees COVID-19 FAQ](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
  - Iowa does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - No information provided.
- Employees who are unable to work because they are caring for a child whose school has closed
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state and working from home is not an option.
- Employees whose hours have been reduced due to COVID-19
  - May be eligible for partial unemployment insurance benefits. Impacted employees would still need to report the wages earned per week when filing for benefits.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - The maximum benefit amounts vary based upon number of dependents; maximum 26 weeks within a one year period. For those impacted by COVID-19, work search and work availability requirements will be waived.

## Kansas

- Key Links
  - [Unemployment Benefits](#)
  - [Unemployment Benefits & COVID-19 FAQs](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - No information provided.
  - Kansas does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - No information provided.
- Employees who are unable to work because they are caring for a child whose school has closed
  - No information provided.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - Maximum of 16 weeks of benefits; weekly benefit maximum of \$488.

## **Kentucky**

- Key Links
  - [Unemployment Benefits FAQ](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - No information provided.
  - Kentucky does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - No information provided.
- Employees who are unable to work because they are caring for a child whose school has closed
  - No information provided.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - Available benefits range from \$39 to a maximum of \$552 per week; maximum 26 weeks of benefits. For those impacted by COVID-19, the seven-day waiting period to apply and the work search requirements to renew benefits have been waived.

## **Louisiana**

- Key Links
  - [Unemployment Benefits COVID-19 Information for Employees](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - No information provided.
  - Louisiana does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - No information provided.
- Employees who are unable to work because they are caring for a child whose school has closed
  - No information provided.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - The maximum number of weeks that unemployment benefits can be paid per claim is 26 weeks in a 12-month period. For applicants whose employment has been impacted due to COVID-19, the seven-day waiting period to apply and the work search requirements have been waived.

## **Maine**

- Key Links
  - [Unemployment Benefits](#)
  - [March 19, 2020 Press Release](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Sick employee are unlikely to receive unemployment as the employee must be able and available to work and maintain contact with the employer.
  - Quarantined employees are eligible for unemployment compensation benefits provided employee meets certain criteria set by the state and employee expected to return to job as soon as isolation or quarantine is lifted
  - Maine does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state and employee is able and available to work and stay in contact with their employer.
- Employees who are unable to work because they are caring for a child whose school has closed
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state and employee is able and available to work and stay in contact with their employer.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state and employee is expected to return to work once business reopens.
- Miscellaneous
  - Maximum of 26 weeks of benefits; maximum weekly benefit of \$431 (plus \$10 per dependent per week, and can total no more than one half of weekly benefit amount). Work Search Requirement Waived. One Week Waiting Period Waived

## **Maryland**

- Key Links
  - [Unemployment Benefits](#)
  - [Unemployment & COVID-19 FAQs](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state and employee is quarantined by a medical professional or public health official.
  - Maryland does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state and state determines job separation was due to good cause and/or just circumstances for voluntarily leaving work.
- Employees who are unable to work because they are caring for a child whose school has closed
  - No information provided.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - Maximum weekly benefit of \$430; maximum of 26 weeks.

## **Massachusetts**

- Key Links
  - [Unemployment Benefits](#)
  - [Unemployment Benefits & COVID-19 Information](#)
  - [COVID-19 Unemployment Claim Employee FAQs](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
  - Benefits under the Massachusetts state-administered temporary disability or family leave benefits program are not available until 2021.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
- Employees who are unable to work because they are caring for a child whose school has closed
  - No information provided.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - Benefits are approximately 50% of average weekly wage; maximum weekly benefit of \$823 per week; maximum of 26 weeks. One week waiting period is waived.

## **Michigan**

- Key Links
  - [Unemployment Benefits Fact Sheet COVID-19 Guide](#)
  - [Unemployment Benefits](#)
  - [Governor's Executive Order No. 2020-10](#)
  - [Unemployment Benefits COVID-19 FAQ](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
  - Michigan does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
- Employees who are unable to work because they are caring for a child whose school or place of care has closed
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - Allows for a maximum of \$362 per week. The Governor's Executive Order has temporarily increased the number of benefits weeks from 20 to 26 weeks. The normal in-person registration and work search requirements were also suspended by the Order.

## **Minnesota**

- Key Links
  - [Unemployment Benefits](#)
  - [COVID-19 FAQs](#) (MN Department of Employment and Economic Development)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state and if a “healthcare professional or health authority recommended or ordered them to avoid contact with others.”
  - Minnesota does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - No information provided.
- Employees who are unable to work because they are caring for a child whose school has closed
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state, seeks a reasonable accommodation, and no reasonable accommodation is available.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - Maximum of 26 weeks of benefits; benefits are typically 50% of average weekly wages, up to a cap of \$740 per week. Nonpayable or “waiting” week has been waived for employees who lose work as a result of COVID-19.

## **Mississippi**

- Key Links
  - [Resources for Workers and Businesses on COVID-19](#)
  - [Unemployment Benefits Eligibility Requirements](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Ill employees are not eligible for benefits. Current Mississippi law requires individuals to be physically able to work in order to access unemployment insurance benefits.
  - Quarantined employees who intend to return to their employer will be considered laid off and are eligible for unemployment insurance benefits provided employee meets certain criteria set by the state.
  - Mississippi does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - Caretaker employees are not eligible for benefits. Current Mississippi law requires individuals to be physically able to work in order to access unemployment insurance benefits.
- Employees who are unable to work because they are caring for a child whose school has closed
  - No information provided.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment insurance benefits provided employee meets certain criteria set by the state.

## **Missouri**

- Key Links
  - [Unemployment Benefits](#)
  - [Unemployment Benefits & COVID-19 FAQs](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Unclear. The state provides that “The facts of each circumstance are essential in determining eligibility for unemployment benefits and each situation must be handled on a case by case basis.”
  - Missouri does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - No information provided.
- Employees who are unable to work because they are caring for a child whose school has closed
  - Not eligible for unemployment insurance benefits, however, per the state, the facts of each circumstance are essential in determining eligibility for unemployment benefits.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment insurance benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - Requirement to complete work search activities are waived for employees who are temporarily (8 weeks or less) laid off from work due to COVID-19. Maximum of 20 weeks of benefits; maximum weekly benefit of \$320.

## **Montana**

- Key Links
  - [Notice of Temporary UC Rules in Response to COVID-19](#)
  - [Coronavirus FAQ for Employers and Employees](#)
  - [COVID-19: “Scenarios & Benefits Available” chart](#)
  - [How to file for unemployment benefits: montanaworks.gov](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Ill employees will not be eligible for unemployment insurance benefits if ill.
  - Exposed and quarantined employees are eligible for unemployment insurance benefits provided employee meets certain criteria set by the state.
  - Montana does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - Eligible for unemployment insurance benefits provided employee meets certain criteria set by the state.
- Employees who are unable to work because they are caring for a child whose school has closed
  - Not eligible for unemployment insurance benefits.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment insurance benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - Under the emergency rules that went into effect March 17, 2020, employers will not be charged for benefits relating to a COVID-19 claim.

## **Nebraska**

- Key Links
  - [COVID-19: Unemployment Insurance FAQ for Employers](#)
  - [COVID-19 Employee FAQ](#)
  - [Executive Order to Loosen Unemployment Insurance Eligibility Requirements](#)
  - [How to File a Claim for Unemployment Benefits](#)
  - [Short-Term Compensation Program](#) (permits employers to uniformly reduce affected employees' hours by 10 to 60 percent while permitting the employees to receive a prorated unemployment benefit)
- Employees who have COVID-19 or have been exposed to COVID-19
  - No information provided.
  - Nebraska does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - No information provided.
- Employees who are unable to work because they are caring for a child whose school has closed
  - No information provided.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment insurance benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - Work search requirement has been waived.
  - One-week waiting period for filing for benefits has been waived.
  - Charges incurred by employers with employees filing claims due to COVID-19 are waived.
  - Generally speaking, a claimant will receive ½ of their average weekly salary. The maximum weekly benefit amount in Nebraska is \$440.

## **Nevada**

- Key Links
  - [Unemployment Benefits](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - No information provided.
  - Nevada does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - No information provided.
- Employees who are unable to work because they are caring for a child whose school has closed
  - No information provided.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - No information provided.
- Miscellaneous
  - Nevada has not provided specific information about what kinds of COVID-19 affected employees are eligible for unemployment benefits. It has waived the 7 day waiting period and work-search requirements.

## **New Hampshire**

- Key Links
  - [New Hampshire Employment Security](#)
  - [Governor's Executive Order](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Eligible for unemployment insurance benefits provided employee meets certain criteria set by the state.
  - New Hampshire does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - Eligible for unemployment insurance benefits provided employee meets certain criteria set by the state.
- Employees who are unable to work because they are caring for a child whose school has closed
  - Eligible for unemployment insurance benefits provided employee meets certain criteria set by the state.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment insurance benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - One Week waiting period waived.
  - Maximum weekly benefit of \$427.
  - Benefits paid related to COVID-19 not charged to employer accounts.

**New Jersey**

- Key Links
  - [COVID-19 Scenarios and Benefits Available](#)
  - [Department of Labor and Workforce Development - Division of Unemployment Insurance](#)
  - [Coronavirus – Employee Earned Sick Leave FAQ](#)
  - [Resources for Businesses During Coronavirus Outbreak](#)
  - [Temporary Disability Benefits](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Not eligible for unemployment compensation.
  - Eligible for state-administered temporary disability/family leave benefits provided employee meets certain criteria set by the state.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - Not eligible for unemployment compensation.
  - Eligible for state-administered temporary disability/family leave benefits provided employee meets certain criteria set by the state.
- Employees who are unable to work because they are caring for a child whose school has closed
  - Not eligible for unemployment compensation
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment insurance benefits provided employee meets certain criteria set by the state.

## **New Mexico**

- Key Links
  - [Information for Workers and Businesses Affected by COVID-19](#)
  - [COVID-19 Fact Sheet for Employees](#)
  - [Press Release: State Extends Eligibility for Unemployment Insurance Benefits](#)
  - [Fact Sheet: Recommendations for Employers During COVID-19 Pandemic](#)
  - [New Mexico COVID-19 General Information Website](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Eligible for unemployment insurance benefits provided employee meets certain criteria set by the state.
  - New Mexico does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - No information provided.
- Employees who are unable to work because they are caring for a child whose school has closed
  - No information provided.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment insurance benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - One week waiting period remains in effect.
  - The work search requirement for affected workers has been waived for up to four weeks.

## **New York**

- Key Links
  - [Unemployment Insurance](#)
  - [Paid Family Leave](#)
  - [Disability Insurance](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Eligible for state-administered temporary disability insurance benefits provided employee meets certain criteria set by the state. 50% of average weekly wage; maximum weekly benefit of \$170; maximum of 26 weeks.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - Eligible for state-administered family leave benefits provided employee meets certain criteria set by the state. Provides up to 10 weeks of benefits. 60% of average weekly wage, up to cap of \$840.70 per week.
- Employees who are unable to work because they are caring for a child whose school has closed
  - No information provided.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment insurance benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - Maximum weekly benefit of \$504; maximum of 26 weeks.
  - 7 day waiting period is waived for people out of work due to COVID-19 closures or quarantines.

## **North Carolina**

- Key Links
  - [Unemployment Insurance Changes Due to COVID-19](#)
  - [Governor's Executive Order](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Eligible for unemployment insurance benefits provided employee meets certain criteria set by the state.
  - North Carolina does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - No information provided.
- Employees who are unable to work because they are caring for a child whose school has closed
  - No information provided.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment insurance benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - Waived Work Search Requirement
  - Waived One-Week Waiting Period
  - Employer accounts will not be charged as a result of a COVID-19 related business shutdown so state can seek reimbursement from federal government.

## **North Dakota**

- Key Links
  - [Unemployment Insurance and COVID-19 Frequently Asked Questions](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Eligible for unemployment insurance benefits provided employee meets certain criteria set by the state and will be returning to employer after illness/quarantine.
  - North Dakota does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - No information provided.
- Employees who are unable to work because they are caring for a child whose school has closed
  - No information provided.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment insurance benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - Waived Work Search Requirement

## Ohio

- Key Links
  - [Unemployment Benefits](#)
  - [COVID-19 FAQs](#) (OH Department of Job and Family Services)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Employees who are requested by a medical professional, local health authority or employer to be isolated or quarantined as a consequence of COVID-19, even if they are not actually diagnosed with COVID-19 are eligible for unemployment insurance benefits provided employee meets certain criteria set by the state.
  - Ohio does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - No information provided.
- Employees who are unable to work because they are caring for a child whose school has closed
  - No information provided.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment insurance benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - Any earnings from employment during week claimed may reduce the amount of benefits paid, but earnings equal to or less than 20% of claimant's weekly benefit amount will not reduce the amount of benefits paid.
  - Waiting period to receive unemployment benefits has been waived.
  - Work search requirement waived.
  - Maximum of 26 weeks of benefits; max weekly benefit of \$480.

## **Oklahoma**

- Key Links
  - [Oklahoma Employment Security Commission](#)
  - [Coronavirus and Unemployment Benefits - Employer FAQ](#)
  - [Filing for benefits during coronavirus outbreak](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - No information provided.
  - Oklahoma does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - No information provided.
- Employees who are unable to work because they are caring for a child whose school has closed
  - No information provided.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment insurance benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - If a return to work date has been given to the employee, he/she will not have to search for other work during the layoff period. If there is no return to work date, work search must be completed.

## Oregon

- Key Links
  - [Unemployment Benefits](#)
  - [Unemployment Benefits & COVID-19 FAQs](#)
  - [Temporary Rules for Unemployment Benefits Flexibility](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Eligible for unemployment insurance benefits provided employee meets certain criteria set by the state.
  - Oregon does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - Eligible for unemployment insurance benefits provided employee meets certain criteria set by the state.
- Employees who are unable to work because they are caring for a child whose school has closed
  - Eligible for unemployment insurance benefits provided employee meets certain criteria set by the state.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment insurance benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - If the employer expects to re-open in the future, the employee is not actively required to look for another job to receive benefits. Maximum of 26 weeks of benefits; maximum weekly benefit of \$538.

## **Pennsylvania**

- Key Links
  - [Office of Unemployment Compensation](#)
  - [Pennsylvania Employees Affected by COVID-19](#)
  - [Pennsylvania Employers](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Eligible for unemployment insurance benefits provided employee meets certain criteria set by the state.
  - Pennsylvania does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - No information provided.
- Employees who are unable to work because they are caring for a child whose school has closed
  - Not eligible for unemployment compensation.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment insurance benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - Work Search and Work Registration requirements are temporarily suspended.
  - Waiting Week requirement suspended.
  - If approved, employees can expect benefits 2-4 weeks after filing application.

## **Rhode Island**

- Key Links
  - [Department of Labor Workplace Fact Sheet COVID-19](#)
  - [Temporary Disability/Temporary Caregiver Benefits](#)
  - [Unemployment Benefits](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Eligible for state-administered Temporary Disability Insurance (TDI) provided employee meets certain criteria set by the state. Benefits range from \$98 per week to a maximum \$867 per week; maximum 30 weeks of benefits.
  - For individuals under quarantine, the Department of Labor and Training (DLT) will waive the required medical certification, and instead will allow the employee to qualify via self-attestation that he/she was under quarantine due to COVID-19.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - Eligible for state-administered Temporary Caregiver Insurance (TCI) provided employee meets certain criteria set by the state. Benefits range from \$98 per week to a maximum of \$867 per week; maximum of 4 weeks of benefits.
  - If DLT reviews the employee's application for TCI and determines that the employee should be on TDI instead, the agency will switch the application to the appropriate program.
- Employees who are unable to work because they are caring for a child whose school has closed
  - No information provided.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment insurance benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - Benefits range from \$53 per week to a maximum of \$586 per week, not including dependency allowance; maximum 26 weeks of benefits.
  - DLT will waive the seven-day waiting period for unemployment claims related to COVID-19.

## **South Carolina**

- Key Links
  - [COVID-19 and Unemployment Insurance Benefits](#)
  - [COVID-19 Related Unemployment Insurance Information](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Not eligible for unemployment insurance benefits if the employer remains open and has work available for the employee (and/or the employee is receiving paid sick time).
  - South Carolina does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - Not eligible for unemployment insurance benefits if the employer remains open and has work available for the employee (and/or the employee is receiving paid leave).
- Employees who are unable to work because they are caring for a child whose school has closed
  - Not eligible for unemployment insurance benefits if the employer remains open and has work available for the employee (and/or the employee is receiving paid leave).
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment insurance benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - Waived Work Search Requirement
  - Waived In-Person Visit Requirement
  - Waived One-Week Waiting Period through April 18, 2020
  - Employer accounts will not be charged as a result of a COVID-19 related business shutdown.

## **South Dakota**

- Key Links
  - [COVID-19 Reemployment Assistance Eligibility Determinations](#)
  - [Filing a Claim for Unemployment Benefits](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Eligible for reemployment assistance benefits provided employee meets certain criteria set by the state.
  - South Dakota does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - No information provided.
- Employees who are unable to work because they are caring for a child whose school has closed
  - Not eligible for unemployment insurance benefits.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for reemployment assistance benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - Work search requirement is temporarily suspended.
  - Workers who are unemployed due to employer closing operations are eligible for benefits. As of 3/22/20, a layoff lasting longer than 10 weeks would require the person to be able, available, and actively looking for work.
  - Workers with reduced hours due to COVID-19 are eligible for partial benefits.
  - Workers who are sent home from work due to COVID-19 risk are “likely” eligible for benefits.
  - Workers who self-quarantine are ineligible for benefits. “To receive benefits, an individual must be able and available to work.”
  - Workers who are unable to work due to need to care for dependents are ineligible for benefits. “To receive benefits, an individual must be able and available to work.”
  - School workers unable to work due to closure are “likely” eligible for benefits.
  - Employers who decide to temporarily close operations or implement a reduction in force are still responsible for benefits contributions.

## **Tennessee**

- Key Links
  - [Apply for Unemployment Benefits](#)
  - [Department of Labor & Workforce Development – Coronavirus FAQ](#)
  - [COVID-19 Unemployment for Employers](#)
  - [COVID-19 Unemployment for Employees](#)
  - [Separation from Work Notice Form](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Employees quarantined or ordered to isolate by a medical professional or health authority are eligible for unemployment compensation benefits provided the employee meets certain criteria set by the state.
  - Tennessee does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - Not eligible for unemployment insurance benefits.
- Employees who are unable to work because they are caring for a child whose school has closed
  - No information provided.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - Employers may file a mass layoff list with the state Department of Labor (DOL) whereby employers provide the state with a list of employee names and other required information to expedite the approval process of an unemployment claim. The state DOL explains that this is the preferred method if a business has already closed and is not in contact with employees.
  - As of March 17, 2020, if an employee does not have a return to work date, the employee is still required to do job searches. The states website indicates that this may change.

## Texas

- Key Links
  - [Texas Workforce Commission COVID-19 Update](#)
  - [Unemployment Benefits](#)
  - [Unemployment Benefits FAQ](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - No information provided.
  - Texas does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - No information provided.
- Employees who are unable to work because they are caring for a child whose school has closed.
  - No information provided.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - Benefits range from \$69 to a maximum of \$521 per week; maximum 26 weeks of benefits.
  - For claims related to COVID-19, the 10-day waiting period and the work search requirement has been waived.

## Utah

- Key Links
  - [Unemployment Benefits](#)
  - [Unemployment Insurance & COVID-19 FAQs for employees](#)
  - [Unemployment Insurance & COVID-19 FAQs for employers](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Ill employees are not eligible for unemployment compensation, however, the state advises that ill employees should still file claims.
  - Quarantined employees not showing symptoms and who are scheduled to return to work are eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
  - Utah does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - No information provided.
- Employees who are unable to work because they are caring for a child whose school has closed.
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state if employee works with employer to accommodate the employee's needs.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state and employee is expected to return to work.
- Miscellaneous
  - Maximum of 26 weeks of benefits; weekly benefits maximum of \$580.
  - Search for work requirement waived.

## **Vermont**

- Key Links
  - [Department of Labor COVID-19 FAQ](#)
  - [Unemployment Benefits](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Ill employees may be eligible for unemployment insurance benefits after they recover provided the employee meets certain criteria set by the state and employee is expected to return to work.
  - Employees following the guidance of a medical health professional or public health official to self-isolate or quarantine due to COVID-19 exposure is eligible for unemployment compensation benefits provided employee meets certain criteria set by the state and employee is expected to return to work.
  - Vermont does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - Not eligible for unemployment insurance benefits.
- Employees who are unable to work because they are caring for a child whose school has closed
  - Not eligible for unemployment insurance benefits.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state and employee is expected to return to work.
- Miscellaneous
  - Maximum of \$498 per week; maximum 26 weeks of benefits.
  - For claims related to COVID-19, the Department of Labor is waiving the work search requirement if the employee's return to work date is within 10 weeks of separation.

## Virginia

- Key Links
  - [Virginia Employment Commission](#)
  - [Unemployment Insurance Claims – Coronavirus FAQ](#)
  - [Filing a Claim](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - No information provided.
  - Virginia does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - No information provided.
- Employees who are unable to work because they are caring for a child whose school has closed.
  - No information provided.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - One week waiting period for claims filing suspended. Employees may file after being out of work for “at least one day.”
  - Work search requirement suspended for those receiving unemployment insurance benefits.
  - Benefit ranges from a minimum of \$60 per week for 12 weeks to a maximum of \$378 a week for 26 weeks

## Washington

- Key Links
  - [Unemployment Benefits](#)
  - [Paid Family and Medical Leave](#)
  - [COVID-19 FAQs](#) (WA Employment Security Department)
  - [Paid Family and Medical Leave FAQs](#)
  - [COVID-19 Scenarios & Benefits Chart](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Mildly ill employees are eligible for unemployment insurance benefits provided the employee meets certain criteria set by the state.
  - Severely ill employees are eligible for unemployment insurance benefits and state administered paid family and medical leave provided the employee meets certain criteria set by the state.
    - Maximum of 12 weeks of medical leave and/or 12 weeks of family leave per benefit year, up to a maximum annual aggregate of 16 weeks per benefit year; up to 90% of weekly pay, maximum weekly benefit of \$1000. Requires medical certification that illness meets definition of “serious health condition.”
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - Not eligible for unemployment insurance benefits.
  - Eligible for state administered paid family leave provided the employee meets certain criteria set by the state.
    - Maximum of 12 weeks of family leave per benefit year, up to a maximum annual aggregate of 16 weeks per benefit year; up to 90% of weekly pay, maximum weekly benefit of \$1000. Requires medical certification that illness meets definition of “serious health condition.”
- Employees who are unable to work because they are caring for a child whose school has closed
  - Not eligible for unemployment compensation.
  - If employer fires or lays employees off while absent after informed of employee’s childcare situation, employee is eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
- Employees whose employer operations have shut down due to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - One week waiting period has been waived.
  - Maximum of 26 weeks of benefits; maximum weekly benefit of \$790.

## **West Virginia**

- Key Links
  - [Unemployment Benefits](#)
  - [Governor's Executive Order No. 4-20](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
  - West Virginia does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - No information provided.
- Employees who are unable to work because they are caring for a child whose school has closed
  - No information provided.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - Maximum of 26 weeks of benefits; maximum weekly benefit of \$424.
  - Postponement of mandatory in-person contact with those seeking unemployment benefits so long as the State of Emergency remains in effect
  - Waiver of the one-week waiting period for benefits, the able to work/available to work requirements, the work search requirements, and the actively seeking work requirements for those seeking unemployment benefits.

## **Wisconsin**

- Key links
  - [Unemployment COVID-19 Public Information](#)
  - [Unemployment Compensation resources for Employers](#)
- Employees who have COVID-19 or have been exposed to COVID-19
  - Ill employees are not eligible for unemployment benefits.
  - Quarantined employees eligible for unemployment compensation benefits if employee was instructed to return to work after quarantine ends and provided employee meets certain criteria set by the state.
  - Wisconsin does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - No information provided.
- Employees who are unable to work because they are caring for a child whose school has closed
  - No information provided.
- Employees whose hours have been reduced or employer operations have shut down due to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - Work search requirement suspended as a result of coronavirus
  - 1 week waiting period suspended

## **Wyoming**

- Key Links
  - [Unemployment Benefits](#)
  - [March 19, 2020 Press Release](#) (WY Department of Workforce Services)
- Employees who have COVID-19 or have been exposed to COVID-19
  - No information provided.
  - Wyoming does not have a state-run temporary disability or family leave benefits program.
- Employees who are unable to work because they are caring for a family member who is ill or quarantined due to COVID-19
  - No information provided.
- Employees who are unable to work because they are caring for a child whose school has closed
  - No information provided.
- Employees whose employer operations have shut down due to COVID-19
  - Eligible for unemployment compensation benefits provided employee meets certain criteria set by the state.
- Miscellaneous
  - Maximum of 26 weeks of benefits; maximum weekly benefit of \$489.