

April 14, 2020

***Additional Paid Sick Leave for
Non-Exempt Employees with COVID19***

Law 37 of April 9, 2020, amended the Minimum Wage, Vacation and Sick Leave Act (Law 180-1998) to create five additional days of paid sick leave for employees who suffer or are suspected to suffer from COVID19.

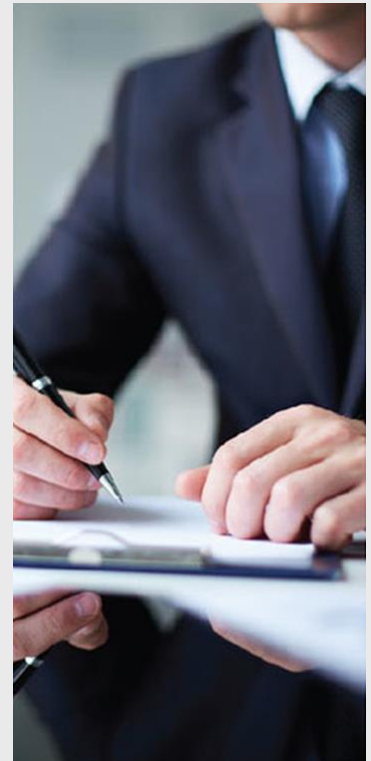
The new paid leave is subsidiary. That is, an employee must first exhaust traditional paid sick leave. Thereafter, the employee would have to exhaust any other accrued leave available to which he or she may be entitled. Once all leaves are exhausted, the employee will be entitled to five additional days of paid sick leave.

The leave is available whenever the Governor of Puerto Rico or the Secretary of the Department of Health declare a state of emergency in relation to an epidemic or pandemic.

Because the law is an amendment to Law 180, its leave is only available to non-exempt employees covered by that law.

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