



COVID-19: Labor Benefits Fact Sheet

FOR HAWAII EMPLOYEES

If you have been impacted by COVID-19 and are quarantined and unable to work, or your workplace has been temporarily closed, please review the following information about assistance available through our State labor programs. The Department of Labor and Industrial Relations (DLIR) will do all that we can to ensure that impacted Hawaii workers receive the benefits for which they are eligible.

If you are out of work and not being paid, you may be eligible for Unemployment Insurance (UI).

- If your employer closed or temporarily closes, your hours are cut, or you are directed by your employer to remain home, you may be eligible for UI.
- To apply for UI, please visit uiclaims.hawaii.gov.
- You can call your local UI office for an appointment. Phone numbers may be found at labor.hawaii.gov/.
- *Per Governor David Y. Ige, the DLIR is waiving the 7-day waiting period for UI claims related to COVID-19.*

If you are unable to work due to being ill or need to be quarantined due to COVID-19, but your employer is still open, you may be eligible for Temporary Disability Insurance (TDI).

- To be eligible for TDI, you need to have worked for a covered Hawaii employer for a minimum of 20 hours for the 14 weeks within the 52 weeks before the first day of disability.
- If you contract COVID-19 or are self-quarantined by a physician's or employer's order, it cannot be due to a work-related injury. You also cannot be receiving unemployment insurance or some types of WC benefits.

If you are ill with COVID-19 because of your job, you may be eligible for Workers' Compensation (WC).

- WC benefits may be allowed if you contracted COVID-19 either by accident arising out of and in the course of your employment or it is the result of the nature of your employment.
- Please notify your employer, who will then contact their insurance carrier.
- If your employer does not file a WC claim, you may file a Form WC-5, which may be found at www.labor.hawaii.gov/dcd/files/2012/11/WC-5.pdf.

If you need to care for a family member who is ill or quarantined because of COVID-19, you may be eligible to take family leave under the Hawaii Family Leave Law (HFLL).

- You must work for an employer with 100 or more employees and worked for at least 6 consecutive months before qualifying to request family leave.

- Family members include care for a parent, child, sibling, spouse, or reciprocal beneficiary.
- HFLL is unpaid leave, but personal or vacation leave may be used to receive compensation. Up to ten days of accrued and available sick leave may also be substituted for paid family leave.
- You can take family leave for up to four weeks.
- To request family leave, contact your employer.

Additional Resources:

- Please check with your employer regarding their sick leave policies, the amount of time that you may have earned and may be available for use, and details about how to use this benefit.
- Paid leave for certain circumstances is also available under the Families First Coronavirus Response Act. For information about the FFCRA, please see the Families First Coronavirus Response Act: Employee Rights poster or visit the U.S. Department of Labor's website at <https://www.dol.gov/agencies/whd/pandemic>.

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If you are temporarily ceasing or limiting operations as a result of COVID-19, please be aware of our State's labor laws.

- Please contact your insurance carriers and/or legal counsel to discuss your situation.
- If you have further questions, the DLIR can assist with questions about UI, WC, TDI, and HFLL.
- Requests for assistance can be made by calling (808) 586-8844 and selecting the program that administers the law.
- Please be sure to provide your business' name, a point of contact, telephone number, and/or email address. DLIR employees will respond to inquiries in the order they were received.
- Please also visit labor.hawaii.gov for more information.

For answers to frequently asked questions about COVID-19, please consult the State of Hawaii Department of Health at health.hawaii.gov.



STATE OF HAWAII
**Department of Labor
and Industrial Relations**