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March 28 at 9:35 AM · 🌐

The president is committing genocide.
And the institutions of our democracy are made up only of people - people, it turns out, not strong and/or brave enough to stop him.
How do we go on?



JM Rieger 📌 @RiegerReport · 12h
REPORTER: What more specifically do you want the [governors] to do?

TRUMP: All I want them to do — very simple — I want them to be appreciative. I don't want them to say things that aren't true. ... You know what I say? 'If they don't treat you right, I don't call.'



“Our job is not to deny the story, but to defy the ending—to rise strong, recognize our story, and rumble with the truth until we get to a place where we think, Yes. This is what happened. And I will choose how the story ends.”

Brené Brown



Today, we'll be talking about what to do if...

- You Get Laid Off (Permanently OR Temporarily)
- You Get Sick
- You're a Caregiver
- You or a Loved One Is Immuno-compromised
- You're made to keep coming in
- You're Being Discriminated Against



WHAT TO DO IF...

YOU GET LAID OFF (permanently OR temporarily)

- Yes, they were allowed, UNLESS reasons are discriminatory
- **Apply for unemployment**
- Up to ~\$500/ week for 39 weeks plus \$600/ week for 4 months
- Freelancers, contractors, self-employed, now eligible
- No need to look for jobs like you usually do



WHAT TO DO IF...

YOU GET SICK

- Federal “Families First Coronavirus Response Act” (FFCRA)
- Employers of 500+ are exempt, because we live in a plutocracy. Also <50, sort of.
 - Old FMLA = 12 weeks unpaid (50+ employees) -> you can still get this
 - Emergency Paid Sick Leave Act (EPSLA)
 - 2 weeks (technically 80 hrs) sick pay OR caregiving
 - quarantine; advised to by doctor; experiencing symptoms + seeking diagnosis; caring for fam advised to quarantine; OR caring for kid b/c school closed or daycare unavail.
 - Own care, up to \$511 per day; caregiver, up to \$200/ day
 - Family and Medical Leave Expansion Act (EFMLEA) -> expands FMLA
 - Public Health Emergency Leave -> 10 days unpaid
- New York State paid sick leave law
 - Only if you have tested positive and/or you’re symptomatic & had contact w/ someone positive
- NYC Paid Sick Leave law = 5 days
- Check your own contract or handbook; all of the above is extra
- Your job is protected, basically



WHAT TO DO IF...

YOU'RE A CAREGIVER

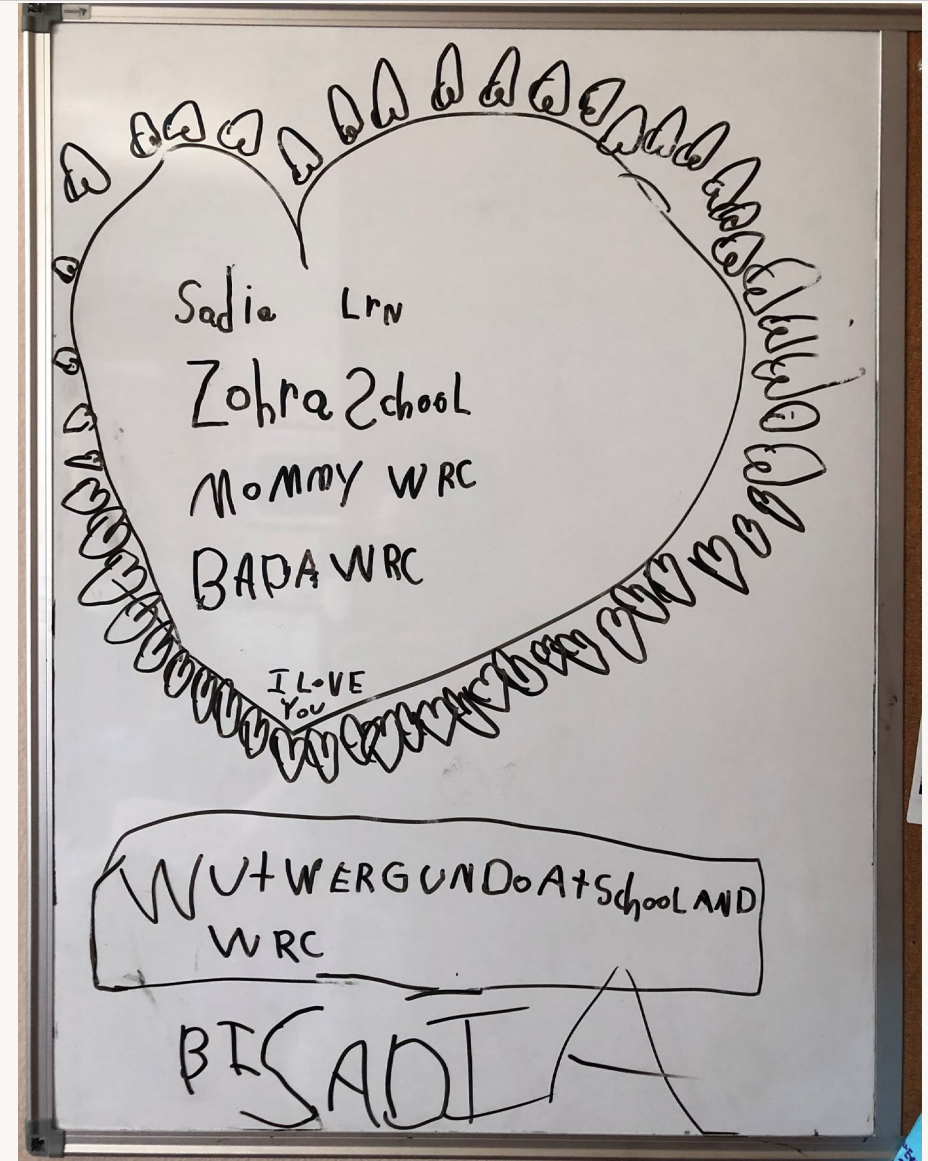
- Family member tested positive -> congrats, you get the new state law
 - Regular PFL plus new TDI up to full salary ~100k
- Family member has "major health condition" -> regular NYPFL
 - PFL in 2020 is up to 10 weeks, max \$840.70 (~salary in the \$60s)
 - Get form online; go through your insurance
- Taking care of kids b/c school closed **does** fall within the EPSLA & the NYC law
- Consider furlough



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What we're gonna do at school and work, by Sadia.

"Sadia learn; Zohra school; Mommy work; Bapa work. I love you."



WHAT TO DO IF...

YOUR OR A LOVED ONE IS IMMUNO-COMPROMISED

- Reasonable accommodation for yourself only
- We see a real gap in the laws here
- Brainstorm “constructive discharge” theory, but DON’T quit voluntarily OR engage in any “gross misconduct”
- Need to think creatively. Call us
- Use the “power of the letterhead”



WHAT TO DO IF...

YOUR WORKPLACE IS DANGEROUS

- OSHA: employer's responsibility to provide workplace that is safe & free of known hazards
- NY and federal whistleblower laws may apply here for once
 - No retaliation for threatening to report safety hazards
 - In general, has to be an actual violation of the law
 - Give them an opportunity to fix
- Just call us



WHAT TO DO IF...

YOU'RE BEING DISCRIMINATED AGAINST



“In the city of New York, with its great cosmopolitan population, there is no greater danger to the health, morals, safety and welfare of the city and its inhabitants than the existence of groups prejudiced against one another and antagonistic to each other because of their actual or perceived differences, including those based on race, color, creed, age, national origin, alienage or citizenship status, gender, sexual orientation, disability, marital status, partnership status, caregiver status, sexual and reproductive health decisions, uniformed service, any lawful source of income, status as a victim of domestic violence or status as a victim of sex offenses or stalking, whether children are, may be or would be residing with a person or conviction or arrest record....”

NYC Human Rights Law (NYC Admin Code) 8-101



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SUUUUPER QUICK -> FOR BIZ OWNERS

- NYC 1-4 employees:
 - payroll grant up to 27k to cover 40% of payroll for 2 months
- NYC: no-interest loans up to \$75k for companies w/ <100 Ees
- SBA loan up to \$2m. 3.75% biz, 2.75% nonprofits, up to 30 years.
- Paycheck Protection Program: 2.5 months payroll as forgivable loan
- **BY POPULAR DEMAND, WE'RE DOING A SM BZ ONE. FRI 2PM**



MISCELLANEOUS HELPFUL INFO

- 90-day moratorium on evictions
- No utilities cut-offs
- Remote notarization
- Can withdraw \$ from 401K without the usual penalties
- Free mental health resources
- State courts not accepting (non-emergency) filings
- You CAN have partner with you when giving birth



*Who else is
#CrushingOnCuomo?
Collective moment of levity
anyone?*



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Keep in touch. We are here to help.

- Check out our website & watch our amazing intro video (yes, that is my 5yo talking smack about Donald Trump)
- Peruse our Covid resource center
- Like & follow us on:
 - FB: [@crumillerpc](#)
 - IG: [@crumiller](#)
 - Twitter: [@susancrumiller](#)
- Sign up for our newsletter and tell your friends
- Email covid@crumiller.com with ANY of your questions.
- Tell your first responder friends we're offering pro bono services



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WE CAN DO THIS.