

Puerto Rico Enacts Five-Day Paid Emergency Leave for Pandemic Illness

By Juan Felipe Santos, Sara E. Colón-Acevedo and Maralyssa Álvarez-Sánchez

April 13, 2020

Puerto Rico's Law 37-2020 provides certain employees up to five days of paid leave once they exhaust other paid leave.

Law 37-2020 amends Puerto Rico Law 180-1998, which establishes paid sick and vacation leave benefits for some private sector employees, excluding employees classified as executives, administrators, and professionals, among others. The new law is effective immediately.

Under Law 37-2020, covered employees who are sick — or suspected of being sick — as a result of a pandemic illness during a state of emergency declared by the Governor of Puerto Rico, or the Secretary of the Department of Health, must first use any accrued sick leave.

Once accrued sick leave is exhausted, employees may use other leave to which they are entitled to receive pay during any absence.

Should the employee need additional leave, Law 37-2020 provides up to five days of paid leave.

Employers in Puerto Rico should review their policies and practices to ensure they comply with the new law.

For additional guidance on this issue, please contact a Jackson Lewis attorney.

©2020 Jackson Lewis P.C. This material is provided for informational purposes only. It is not intended to constitute legal advice nor does it create a client-lawyer relationship between Jackson Lewis and any recipient. Recipients should consult with counsel before taking any actions based on the information contained within this material. This material may be considered attorney advertising in some jurisdictions. Prior results do not guarantee a similar outcome.

Focused on labor and employment law since 1958, Jackson Lewis P.C.'s 950+ attorneys located in major cities nationwide consistently identify and respond to new ways workplace law intersects business. We help employers develop proactive strategies, strong policies and business-oriented solutions to cultivate high-functioning workforces that are engaged, stable and diverse, and share our clients' goals to emphasize inclusivity and respect for the contribution of every employee. For more information, visit <https://www.jacksonlewis.com>.

Meet the Authors



Juan Felipe Santos

Office Managing Principal and Office Litigation Manager
San Juan 787-522-7315
Email



Sara E. Colón-Acevedo

Principal
San Juan 787-522-7310
Email



Maralyssa Álvarez-Sánchez

Of Counsel
San Juan 787-522-7314
Email