

CALIFORNIA

Program	Why	What	Benefits That May Be Available	Additional Information	How to File for Government Benefits
Disability Insurance	If you're unable to work due to medical quarantine or illness related to COVID-19 (certified by a medical professional)	Short-term benefit payments to eligible workers who have a full or partial loss of wages due to a non-work-related illness, injury, or pregnancy.	Approximately 60-70 percent of wages (depending on income); ranges from \$50-\$1,300 a week for up to 52 weeks.	Learn more about your eligibility for Disability Insurance COVID-19 FAQs	File a Disability Insurance claim
Paid Family Leave	If you're unable to work because you are caring for an ill or quarantined family member with COVID-19 (certified by a medical professional)	Up to six weeks (eight weeks beginning July 1, 2020) of benefit payments to eligible workers who have a full or partial loss of wages because they need time off work to care for a seriously ill family member.	Approximately 60-70 percent of wages (depending on income); ranges from \$50-\$1,300 a week for up to 6 weeks.	Learn more about your eligibility for Paid Family Leave COVID-19 FAQs	File a Paid Family Leave claim
Unemployment Insurance	If you have lost your job or have had your hours reduced for reasons related to COVID-19	Partial wage replacement benefit payments to workers who lose their job or have their hours reduced, through no fault of their own.	Range from \$40-\$450 per week for up to 26 weeks.	Learn more about your eligibility for Unemployment Insurance	File an Unemployment Insurance claim
Paid Sick Leave	<p>If you or a family member are sick or for preventative care when civil authorities recommend quarantine.</p> <p>GAP also complies with all local paid sick leave laws. Check with Human Resources to learn more.</p>	The leave you have accumulated, or your employer has provided to you under the Paid Sick Leave law.	Paid to you at your regular rate of pay or an average based on the past 90 days.	Learn more about your eligibility for Paid Sick Leave Paid Sick Leave & COVID-19 FAQs	CSSC Employee Services at 1-866-411-2772

FLORIDA

Program	Why	What	Benefits That May Be Available	Additional Information	How to File for Government Benefits
Disability Insurance	No Florida state program available.	N/A	N/A	N/A	N/A
Paid Family Leave	No Florida state program available.	N/A	N/A	N/A	N/A
Unemployment Insurance	If you have lost your job or have had your hours reduced for reasons related to COVID-19	Partial wage replacement benefit payments to workers who lose their job or have their hours reduced, through no fault of their own.	Eligible recipients can receive eligible recipients can receive between \$32 to \$275 per week, based on prior income, currently for up to 12 weeks, or up to a total maximum benefit of \$3,300.	Learn more about your eligibility for Unemployment Insurance	File an Unemployment Insurance Claim
Paid Sick Leave	No Florida state program available.	N/A	N/A	N/A	N/A

ILLINOIS

Program	Why	What	Benefits That May Be Available	Additional Information	How to File for Government Benefits
Disability Insurance	No Illinois state program available.	N/A	N/A	N/A	N/A
Paid Family Leave	No Illinois state program available.	N/A	N/A	N/A	N/A
Unemployment Insurance	If you have lost your job or have had your hours reduced for reasons related to COVID-19	Partial wage replacement benefit payments to workers who lose their job or have their hours reduced, through no fault of their own.	Eligible recipients can receive eligible recipients can receive between \$51 to \$484 (or \$667 with dependents) per week, based on prior income, currently for up to 26 weeks, or up to a total maximum benefit of \$12,246 - \$16,848.	Learn more about your eligibility for Unemployment Insurance	File an Unemployment Insurance Claim
Paid Sick Leave	Chicago and Cook County only: If you are sick or for preventative care related to COVID-19, if you are caring for an ill family member with COVID-19, if your child's school or daycare is closed due to COVID-19, or if you are out of work because Gap was ordered closed and your employment continues.	The sick leave that GAP has provided to you consistent with the requirements of applicable local Paid Sick Leave laws.	Paid at the same rate and with the same benefits – including healthcare benefits – you regularly earn during hours worked.	Learn more about your eligibility for Chicago Paid Sick Leave Learn more about your eligibility for Cook County Paid Sick Leave	CSSC Employee Services at 1-866-411-2772

MASSACHUSETTS

Program	Why	What	Benefits That May Be Available	Additional Information	How to File for Government Benefits
Disability Insurance	No Massachusetts state program available.	N/A	N/A	N/A	N/A
Paid Family Leave	Paid leave under the Massachusetts state program is not available until January 1, 2021. Unpaid Small Necessities Leave may be available.	Up to 24 hours of unpaid leave to: accompany a child or elderly relative to routine medical appointments.	You may request or GAP may require you to use other paid leave you may have available.	Learn More About Your Eligibility For Small Necessities Leave Here	N/A No wage replacement
Unemployment Insurance	If you have lost your job or have had your hours reduced for reasons related to COVID-19	Partial wage replacement benefit payments to workers who lose their job or have their hours reduced, through no fault of their own.	Eligible recipients can receive between \$50 to \$823 per week, based on prior income, currently for up to 26 weeks, or up to a total maximum benefit of \$21,398.	Learn more about your eligibility for Unemployment Insurance	File an Unemployment Insurance Claim
Paid Sick Leave	If you are sick or for preventative care related to COVID-19, if you are caring for an ill or quarantined family member with COVID-19, and if your workplace or child's school or daycare is closed due to COVID-19, or if a public health authority determines the need for a quarantine.	The leave you have accumulated or your employer has provided to you under the Paid Sick Leave law.	Paid to you at your regular rate of pay at the time you use the Paid Sick Leave.	Learn about your eligibility for Paid Sick Leave	CSSC Employee Services at 1-866-411-2772

NEW JERSEY

Program	Why	What	Benefits That May Be Available	Additional Information	How to File For Government Benefits
<p>Disability Insurance</p>	<p>If you're unable to work due to illness related to COVID-19 or have symptoms of COVID-19; If you have been exposed and quarantined; If you are immune-compromised and advised by healthcare provider to self-quarantine (certified by a medical professional).</p>	<p>Temporary Disability Insurance provides cash benefits to New Jersey workers who suffer an illness, injury, or other disability that prevents them from working, and wasn't caused by their job.</p>	<p>For January 1-June 30, 2020, claimants are paid two-thirds (2/3) of their average weekly wage, up to a maximum, \$667 per week. As of July 1, 2020, claimants are paid 85% of their average weekly wage, and the maximum weekly benefit increases to \$881 per week.</p>	<p>Learn more about your eligibility for Temporary Disability Insurance</p>	<p>File a Disability Insurance claim</p>
<p>Paid Family Leave</p>	<p>If you're unable to work because you are caring for an ill family member with COVID-19 (certified by a medical professional).</p>	<p>Family Leave Insurance provides New Jersey workers cash benefits for up to six weeks to provide care for a seriously ill or injured family member.</p>	<p>For January 1-June 30, 2020, claimants are paid two-thirds (2/3) of their average weekly wage, up to a maximum, \$667 per week. As of July 1, 2020, claimants are paid 85% of their average weekly wage, and the maximum weekly benefit increases to \$881 per week.</p>	<p>Learn more about your eligibility for Family Leave Insurance</p>	<p>File a Family Leave Insurance Claim</p>

<p>Unemployment Insurance</p>	<p>If you have lost your job or have had your hours reduced for reasons related to COVID-19; if you are out of work because Gap voluntarily closed your location or was ordered closed.</p>	<p>Partial wage replacement benefit payments to workers who lose their job or have their hours reduced, through no fault of their own.</p>	<p>The amount of benefits, your weekly benefit rate, will depend on how much you earned in the base year before you apply. For 2020, the maximum weekly benefit rate is \$713. Benefits are calculated at a rate of 60% of your average weekly wage, up to the maximum benefit rate. Calculate your benefits here.</p>	<p>Learn more about your eligibility for Unemployment Insurance</p>	<p>File an Unemployment Insurance Claim</p>
<p>Paid Sick Leave</p>	<p>If you are sick or for preventative care related to COVID-19, if you are caring for an ill or quarantined family member with COVID-19, and if your workplace or child's school or daycare is closed due to COVID-19, if you are ordered or advised to quarantine or choose to self-quarantine, or if you are out of work because Gap was ordered closed and your employment continues.</p>	<p>The sick leave that GAP has provided to you consistent with the requirements of the Paid Sick Leave law.</p>	<p>Paid at the same rate you normally earn or the average rate over the seven most recent workdays.</p>	<p>Learn more about your eligibility for Paid Sick Leave</p>	<p>CSSC Employee Services at 1-866-411-2772</p>

NEW YORK

Program	Why	What	Benefits That May Be Available	Additional Information	How to File for Government Benefits
Disability Insurance	Disability benefits are available to employees for an off-the-job injury or illness.	Benefits available to employees who have an off-the-job illness or injury.	Disability benefits are temporary cash benefits paid to an eligible wage earner, when he/she is disabled by an off the job injury or illness.	Learn More About Your Eligibility for Disability Insurance	File for Disability
New York State Paid Family Leave for COVID-19	Gap's New York employees who are subject to a mandatory or precautionary quarantine order due to COVID-19 are eligible for 14 days of paid sick leave. This benefit is not available to employees if they are able to work through remote access or other means.	Pay available for employees who are subject to a mandatory quarantine order from the government.	14 days of paid sick leave is available for eligible employees.	Learn More About Your Eligibility for Paid Family Leave	File a Paid Family Leave Claim for Yourself due to COVID-19 Quarantine/Isolation
New York State Paid Family Leave	New York State Paid Family Leave provides eligible employees job-protected, paid time off to care for a family member with a serious health condition.	Benefits available to eligible employees who have to care for a sick family member.	The Paid Family Leave wage benefit is 60% of your average weekly wage (AWW), up to a maximum weekly benefit of \$840.70. Your AWW is the average of	Learn More About Your Eligibility For New York State Paid Family Leave	How to File a New York State Paid Family Leave Claim

			your pay for the last eight weeks in which you worked and received wages prior to starting Paid Family Leave.		
New York City/Westchester County Earned Safe and Sick Time Leave	Paid time off	Employees who work in New York City or Westchester County are eligible for paid time off due to their illness or to care for an ill loved one or to seek preventative care, or where a place of business is closed by order of a public official due to a public health emergency.	40 hours of paid sick or safe leave for eligible employees.	Learn More About Your Eligibility For New York City Earned Safe and Sick Time Leave Learn More About Your Eligibility For Westchester County Earned Safe and Sick Time Leave	CSSC Employee Services at 1-866-411-2772
Unemployment Insurance	Temporary income that is available: for eligible workers, who lose their jobs, through no fault of their own.	Partial wage replacement benefit for eligible workers who lose their jobs through no fault of their own.	The NY State DOL determines the weekly unemployment benefit amount by dividing the worker's earnings for the highest paid quarter of the base period by 26, up to a maximum of \$504 per week.	Learn More About Your Eligibility for Unemployment Insurance	File an Unemployment Insurance Claim

OHIO

Program	Why	What	Benefits That May Be Available	Additional Information	How to File for Government Benefits
Disability Insurance	No Ohio state program available.	N/A	N/A	N/A	N/A
Paid Family Leave	No Ohio state program available.	N/A	N/A	N/A	N/A
Unemployment Insurance	If you have lost your job or have had your hours reduced for reasons related to COVID-19	Partial wage replacement benefit payments to workers who lose their job or have their hours reduced, through no fault of their own.	Eligible recipients can receive eligible recipients can receive between \$134 to \$480 (or \$647 with dependents) per week, based on prior income, currently for up to 26 weeks, or up to a total maximum benefit of \$12,246 - \$16,848.	Learn more about your eligibility for Unemployment Insurance	File an Unemployment Insurance Claim
Paid Sick Leave	No Ohio state program.	n/a	n/a	n/a	n/a

PENNSYLVANIA

Program	Why	What	Benefits That May Be Available	Additional Information	How to File For Government Benefits
Disability Insurance	No Pennsylvania state program available.	N/A	N/A	N/A	N/A
Paid Family Leave	No Pennsylvania state program available.	N/A	N/A	N/A	N/A
Unemployment Insurance	If you have lost your job or have had your hours reduced for reasons related to COVID-19	Partial wage replacement benefit payments to workers who lose their job or have their hours reduced, through no fault of their own.	Eligible recipients can receive eligible recipients can receive between \$68 to \$572 (plus up to \$8.00 per week for dependents) per week, based on prior income, currently for up to 26 weeks, or up to a total maximum benefit of \$14,586 - \$14,794.	Learn more about your eligibility for Unemployment Insurance	File an Unemployment Insurance Claim
Paid Sick Leave	Philadelphia and Pittsburgh only: If you are sick or for preventative care related to COVID-19, if you are caring for an ill family member with COVID-19, if your child's school or daycare is closed due to COVID-19, quarantine, or if you are out of work because Gap was ordered closed and your employment continues.	The sick leave that GAP has provided to you consistent with the requirements of applicable local Paid Sick Leave laws.	Paid at the same rate and with the same benefits – including healthcare benefits – you regularly earn during hours worked.	Learn more about your eligibility for Philadelphia Paid Sick Leave Learn more about your eligibility for Pittsburgh Paid Sick Leave	CSSC Employee Services at 1-866-411-2772

TENNESSEE

Program	Why	What	Benefits That May Be Available	Additional Information	How to File For Government Benefits
Disability Insurance	No Tennessee state program available.	N/A	N/A	N/A	N/A
Paid Family Leave	No Tennessee state program available.	N/A	N/A	N/A	N/A
Unemployment Insurance	If you have lost your job or have had your hours reduced for reasons related to COVID-19	Partial wage replacement benefit payments to workers who lose their job or have their hours reduced, through no fault of their own.	Eligible recipients can receive between \$30 to \$275 per week, based on prior income, currently for up to 26 weeks, or up to a total maximum benefit of \$7,150.	Learn more about your eligibility for Unemployment Insurance	File an Unemployment Insurance Claim
Paid Sick Leave	No Tennessee state program available.	N/A	N/A	N/A	N/A

Texas

Program	Why	What	Benefits That May Be Available	Additional Information	How to File for Government Benefits
Disability Insurance	If you are disabled or have a medical condition that is expected to last at least one year or result in death.	Social-security provided disability benefits may be available.	The amount available depends on factors such as how long each employee has worked, and the amount of Social Security taxes paid to date.	Learn More About Your Eligibility for Disability Insurance	File a Disability Insurance Claim
Paid Family Leave	No Texas state program available.	Unavailable	Unavailable	Unavailable	Unavailable
Unemployment Insurance	If you have lost your job or had your working hours reduced through no fault of your own.	Partial wage replacement benefit to employees who have lost their job or had their hours reduced through no fault of their own.	Texas has an unemployment benefits estimator to assist you with estimating potential benefit amounts	Learn More About Your Eligibility for Unemployment Insurance	File an Unemployment Insurance Claim
Paid Sick Leave	No Texas state program available. Gap complies with the Dallas paid sick leave law for Dallas employees.	For Dallas employees, the leave GAP has provided to you consistent with the requirements of the Dallas Paid Sick Leave law.	Unavailable	Learn more about your eligibility for Paid Sick Leave in Dallas	CSSC Employee Services at 1-866-411-2772

WASHINGTON

Program	Why	What	Benefits That May Be Available	Additional Information	How to File for Government Benefits
Disability Insurance	If you're unable to work due to illness related to COVID-19 (certified by a medical professional).	Most Washington workers are eligible for up to 12 weeks of Paid Family and Medical Leave a year.	After an initial waiting week, you will receive up to 90 percent of your weekly pay—up to a maximum of \$1,000 a week.	Learn about your eligibility for Paid Medical Leave	File a Paid Medical Leave Claim
Paid Family Leave	If you're unable to work because you are caring for an ill family member with COVID-19 (certified by a medical professional).	Most Washington workers are eligible for up to 12 weeks of Paid Family and Medical Leave a year.	After an initial waiting week, you will receive up to 90 percent of your weekly pay—up to a maximum of \$1,000 a week.	Learn about your eligibility for Paid Family Leave	File a Paid Family Leave Claim
Unemployment Insurance	If you have lost your job or have had your hours reduced for reasons related to COVID-19	Partial wage replacement benefit payments to workers who lose their job or have their hours reduced, through no fault of their own.	Cash wage replacement benefits are based on your average earnings in and range from \$188 to \$790. You can receive these benefits for up to 26 weeks.	Learn about your eligibility for Unemployment Insurance	File an Unemployment Insurance Claim
Paid Sick Leave	If you are sick or for preventative care related to COVID-19, if you are caring for an ill or quarantined family member with COVID-19, and if your workplace or child's school or daycare is closed due to COVID-19, or if a public health authority determines the need for a quarantine.	The leave GAP has provided to you consistent with the requirements of the applicable sick leave laws.	Paid at your regular and normal hourly wage or the state minimum wage, whichever is greater.	Learn more about your eligibility for Paid Sick Leave under state law, in Seattle or in Tacoma	CSSC Employee Services at 1-866-411-2772