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Relevant Federal, State, and Local Guidance on COVID-19

Jurisdiction	Government Department (with link included)	Overview (relevant details from resource)
Federal	Equal Employment Opportunity Commissions (EEOC) – Title VII, ADA, etc.	<p>Q: Before an influenza pandemic occurs, may an ADA-covered employer ask an employee to disclose if he or she has a compromised immune system or chronic health condition that the CDC says could make him or her more susceptible to complications of influenza? A: No. An inquiry asking an employee to disclose a compromised immune system or a chronic health condition is disability-related because the response is likely to disclose the existence of a disability. The ADA does not permit such an inquiry in the absence of objective evidence that pandemic symptoms will cause a direct threat. Such evidence is completely absent before a pandemic occurs.</p> <p>Q: Are there ADA-compliant ways for employers to identify which employees are more likely to be unavailable for work in the event of a pandemic? A: Yes. Employers may make inquiries that are not disability-related. An inquiry is not disability-related if it is designed to identify potential non-medical reasons for absence during a pandemic (e.g., curtailed public transportation) on an equal footing with medical reasons (e.g., chronic illnesses that increase the risk of complications). The inquiry should be structured so that the employee gives one answer of “yes” or “no” to the whole question without specifying the factor(s) that apply to him. The answer need not be given anonymously.</p> <p>Q: May an employer require new entering employees to have a post-offer medical examination to determine their general health status? A: Yes, if all entering employees in the same job category are required to undergo the medical examination and if the information obtained regarding the medical condition or history of the applicant is collected and maintained on separate forms and in separate medical files and is treated as a confidential medical record.</p> <p>Q: May an ADA-covered employer send employees home if they display influenza-like symptoms during a pandemic? A: Yes. The CDC states that employees who become ill with symptoms of influenza-like illness at work during a pandemic should leave the workplace. Advising such workers to go home is not a disability-related action if the illness is akin to seasonal influenza or the 2009 spring/summer H1N1 virus. Additionally, the action would be permitted under the ADA if the illness were serious enough to pose a direct threat.</p> <p>Q: During a pandemic, how much information may an ADA-covered employer request from employees who report feeling ill at work or who call in sick? A: ADA-covered employers may ask such employees if they are experiencing influenza-like symptoms, such as fever or chills <u>and</u> a cough or sore throat. Employers must maintain all information about employee illness as a confidential medical record in compliance with the ADA. If pandemic influenza is like seasonal influenza or spring/summer 2009 H1N1, these inquiries are not disability-related. If pandemic influenza becomes severe, the inquiries, even if disability-related, are justified by a reasonable belief based on objective evidence that the severe form of pandemic influenza poses a direct threat.</p> <p>Q: During a pandemic, may an ADA-covered employer take its employees’ temperatures to determine whether they have a fever? A: Generally, measuring an employee’s body temperature is a medical examination. If pandemic influenza symptoms become more severe than the seasonal flu or the H1N1 virus in the spring/summer of 2009, or if pandemic influenza becomes widespread in the community as assessed by state or local health authorities or the CDC, then employers may measure employees’ body temperature. However, employers should be aware that some people with influenza, including the 2009 H1N1 virus, do not have a fever.</p> <p>Q: When an employee returns from travel during a pandemic, must an employer wait until the employee develops influenza symptoms to ask questions about exposure to pandemic influenza during the trip? A: No. These would not be disability-related inquiries. If the CDC or state or local public health officials recommend that people who visit specified locations remain at home for several days until it is clear they do not have pandemic influenza symptoms, an employer may ask whether employees are returning from these locations, even if the travel was personal.</p> <p>Q: May an employer encourage employees to telework (i.e., work from an alternative location such as home) as an infection-control strategy during a pandemic? A: Yes. Telework is an effective infection-control strategy that is also familiar to ADA-covered employers as a reasonable accommodation. In addition, employees with disabilities that put them at high risk for complications of pandemic influenza may request telework as a reasonable accommodation to reduce their chances of infection during a pandemic.</p>

		<p>Q: During a pandemic, must an employer continue to provide reasonable accommodations for employees with known disabilities that are unrelated to the pandemic, barring undue hardship? A: Yes. An employer's ADA responsibilities to individuals with disabilities continue during an influenza pandemic. Only when an employer can demonstrate that a person with a disability poses a direct threat, even after reasonable accommodation, can it lawfully exclude him from employment or employment-related activities. If an employee with a disability needs the same reasonable accommodation at a telework site that he had at the workplace, the employer should provide that accommodation, absent undue hardship. In the event of undue hardship, the employer and employee should cooperate to identify an alternative reasonable accommodation.</p> <p>Q: May an ADA-covered employer require employees who have been away from the workplace during a pandemic to provide a doctor's note certifying fitness to return to work? A: Yes. Such inquiries are permitted under the ADA either because they would not be disability-related or, if the pandemic influenza were truly severe, they would be justified under the ADA standards for disability-related inquiries of employees. As a practical matter, however, doctors and other health care professionals may be too busy during and immediately after a pandemic outbreak to provide fitness-for-duty documentation. Therefore, new approaches may be necessary, such as reliance on local clinics to provide a form, a stamp, or an e-mail to certify that an individual does not have the pandemic virus.</p>
<p>Federal</p>	<p><u>Department of Labor (DOL) – Wage and Hour Division - FLSA</u></p>	<p>Q: If an employer directs salaried, exempt employees to take vacation (or leave bank deductions) or leave without pay during office closures due to influenza, pandemic, or other public health emergency, does this impact the employee's exempt status? A: Exempt, salaried employees generally must receive their full salary in any week in which they perform any work, subject to certain very limited exceptions. The FLSA does not require employer-provided vacation time. Where an employer offers a bona fide benefits plan or vacation time to its employees, there is no prohibition on an employer requiring that such accrued leave or vacation time be taken on a specific day(s). Further, this will not affect the employee's salary basis of payment so long as the employee still receives in payment an amount equal to the employee's guaranteed salary. However, an employee will not be considered paid "on a salary basis" if deductions from the predetermined compensation are made for absences occasioned by the office closure during a week in which the employee performs any work. Exempt salaried employees are not required to be paid their salary in weeks in which they perform no work. Therefore, a private employer may direct exempt staff to take vacation or debit their leave bank account in the case of an office closure, whether for a full or partial day, provided the employees receive in payment an amount equal to their guaranteed salary. In the same scenario, an exempt employee who has no accrued benefits in the leave bank account, or has limited accrued leave and the reduction would result in a negative balance in the leave bank account, still must receive the employee's guaranteed salary for any absence(s) occasioned by the office closure in order to remain exempt. For more information, see WHD Opinion Letter FLSA2005-41.</p> <p>Q: What are an employer's obligations to an employee who is under government-imposed quarantine? A: WHD encourages employers to be accommodating and flexible with workers impacted by government-imposed quarantines. Employers may offer alternative work arrangements, such as teleworking, and additional paid time off to such employees.</p> <p>Q: May an employer encourage or require employees to telework (i.e., work from an alternative location such as home) as an infection control strategy? A: Yes. An employer may encourage or require employees to telework as an infection-control or prevention strategy, including based on timely information from public health authorities about pandemics, public health emergencies, or other similar conditions. Telework also may be a reasonable accommodation. Of course, employers must not single out employees either to telework or to continue reporting to the workplace on a basis prohibited by any of the EEO laws. (See the U.S. Equal Employment Opportunity Commission's publication, Work at Home/Telework as a Reasonable Accommodation, for additional information.)</p> <p>Q: Do employers have to pay employees their same hourly rate or salary if they work at home? A: If telework is being provided as a reasonable accommodation for a qualified individual with a disability, or if required by a union or employment contract, then you must pay the same hourly rate or salary. If this is not the case and you do not have a union contract or other employment contracts, under the FLSA employers generally have to pay employees only for the hours they actually work, whether at home or at the employer's office. However, the FLSA requires employers to pay non-exempt workers at least the minimum wage for all hours worked, and at least time and one half the regular rate of pay for hours worked in excess of 40 in a workweek. Salaried exempt employees generally must receive their full salary in any week in which they perform any work, subject to certain very limited exceptions. If the Service Contract Act (SCA) or state or local laws regulating the payment of wages also apply, nothing in the FLSA or its regulations or interpretations overrides or nullifies any higher standards provided by such other laws or authority. (See the U.S. Department of Labor, Wage and Hour Division for additional information on the SCA or call 1-866-487-9243.)</p> <p>Q: In the event an organization bars employees from working from their current place of business and requires them to work at home, will employers have to pay those employees who are unable to work from home? A: Under the FLSA, employers generally only have to pay employees for the hours they actually work, whether at home or at the employer's office. However, employers must pay at least the minimum wage for all hours worked, and at least time and one half the regular rate of pay for hours worked in excess of 40 in a workweek. Salaried exempt employees must receive their full salary in any week in which they perform any work, subject to certain very limited exceptions. (See the U.S. Department of Labor Wage and Hour Division for additional information or call 1-866-487-9243 if you have questions.) When not all employees can work from home, we encourage you to consider additional options to promote social distancing, such as staggered work shifts.</p>
<p>Federal</p>	<p><u>Occupational Safety and Health Administration (OSHA) – Workplace Safety</u></p>	<ul style="list-style-type: none"> • There is no specific OSHA standard covering COVID-19. However, some OSHA requirements may apply to preventing occupational exposure to COVID-19. Some of the most relevant requirements are listed below.

		<ul style="list-style-type: none"> • OSHA's Personal Protective Equipment (PPE) standards (in general industry, 29 CFR 1910 Subpart I), which require using gloves, eye and face protection, and respiratory protection. When respirators are necessary to protect workers, employers must implement a comprehensive respiratory protection program in accordance with the Respiratory Protection standard (29 CFR 1910.134). • The General Duty Clause, Section 5(a)(1) of the Occupational Safety and Health (OSH) Act of 1970, 29 USC 654(a)(1), which requires employers to furnish to each worker "employment and a place of employment, which are free from recognized hazards that are causing or are likely to cause death or serious physical harm." • OSHA's Bloodborne Pathogens standard (29 CFR 1910.1030) applies to occupational exposure to human blood and other potentially infectious materials that typically do not include respiratory secretions that may transmit COVID-19. However, the provisions of the standard offer a framework that may help control some sources of the virus, including exposures to body fluids (e.g., respiratory secretions) not covered by the standard. • Employers must also protect their workers from exposure to hazardous chemicals used for cleaning and disinfection. Employers should be aware that common sanitizers and sterilizers could contain hazardous chemicals. Where workers are exposed to hazardous chemicals, employers must comply with OSHA's Hazard Communication standard (in general industry, 29 CFR 1910.1200), Personal Protective Equipment standards (in general industry 29 CFR 1910 Subpart I) and other applicable OSHA chemical standards. OSHA provides information about hazardous chemicals used in hospitals in the Housekeeping section of its Hospital eTool. • Section 11(c) of the Occupational Safety and Health Act of 1970, 29 USC 660(c), prohibits employers from retaliating against workers for raising concerns about safety and health conditions. Additionally, OSHA's Whistleblower Protection Program enforces the provisions of more than 20 industry specific federal laws protecting employees from retaliation for raising or reporting concerns about hazards or violations of various airline, commercial motor carrier, consumer product, environmental, financial reform, food safety, health insurance reform, motor vehicle safety, nuclear, pipeline, public transportation agency, railroad, maritime, securities, and tax laws.
Alabama	<u>Alabama Public Health Department</u>	The guidance provided on this website generally includes links to other websites. Employers in Alabama should review this information since it is regularly updated.
Alaska	<u>Alaska Department of Health and Social Services</u>	The guidance provided on this website generally includes links to other websites. Employers in Alaska should review this information since it is regularly updated.
Arizona	<u>Arizona Department of Health Services</u>	<ul style="list-style-type: none"> • Prepare for increased absence in employees due to illness in employees, their family members, or early dismissal of early childhood programs and K-12 schools. • Employers should plan to monitor and respond to absenteeism at the workplace. Implement plans to continue your essential business functions in case you experience higher than usual absenteeism (e.g., telework options, cross-training, etc.). • Assess essential functions of business operations and be prepared in the event to change suppliers, prioritization for operations, or temporary suspension of business operations. • Employers with multiple business locations are encouraged to provide local managers with the authority to take appropriate actions outlined in their business infectious disease outbreak response plan, based on the condition in each locality.
Arkansas	<u>Arkansas Department of Health – For Employers</u>	<ul style="list-style-type: none"> • If any of your employees are being monitored due to their possible exposure to coronavirus disease 2019, also referred to as COVID-19, they will be placed under home self-quarantine by the Arkansas Department of Health (ADH) for 14 days after leaving an area of concern. If this occurs, ADH will provide the person with a letter, and they have the option of requesting a letter be provided to you as well. This letter provides additional information regarding the quarantine, including the date the employee can return to work. If the employee does not develop symptoms of COVID-19 prior to the end of the self-quarantine period, they will be free to resume normal activities, including school or work. They will also receive a letter stating they have completed the home quarantine period.
California	<u>California Department of Industrial Relations</u> (Paid Sick Leave)	<p>Q: Can an employee use California Paid Sick Leave due to COVID-19 illness?</p> <p>A: Yes. If the employee has paid sick leave available, the employer must provide such leave and compensate the employee under California paid sick leave laws. Paid sick leave can be used for absences due to illness, the diagnosis, care or treatment of an existing health condition or preventative care for the employee or the employee's family member. Preventative care may include self-quarantine as a result of potential exposure to COVID-19 if quarantine is recommended by civil authorities. In addition, there may be other situations where an employee may exercise their right to take paid sick leave, or an employer may allow paid sick leave for preventative care. For example, where there has been exposure to COVID-19 or where the worker has traveled to a high risk area.</p> <p>Q: If an employee exhausts sick leave, can other paid leave be used?</p> <p>A: Yes, if an employee does not qualify to use paid sick leave, or has exhausted sick leave, other leave may be available. If there is a vacation or paid time off policy, an employee may choose to take such leave and be compensated provided that the terms of the vacation or paid time off policy allows for leave in this circumstance.</p> <p>Q: Can an employer require a worker who is quarantined to exhaust paid sick leave?</p> <p>A: The employer cannot require that the worker use paid sick leave; that is the worker's choice. If the worker decides to use paid sick leave, the employer can require they take a minimum of two hours of paid sick leave per day. The determination of how much paid sick leave will be used per workday is up to the employee.</p> <p>Q: Is an employee entitled to compensation for reporting to work and being sent home?</p>

		<p>A: Yes. Generally, if an employee reports to their regularly scheduled shift but is required to work fewer hours or is sent home, the employee must be compensated for at least two hours or no more than four hours of reporting time pay. For example, a worker who reports to work for an eight-hour shift and only works for one hour must receive four hours of pay, one for the hour worked and three as reporting time pay so that the worker receives pay for at least half of the expected eight-hour shift. An exception to reporting time pay is where operations cannot commence or continued when recommended by civil authorities. <u>Additional information on reporting time pay</u> is posted online.</p> <p>Q: If an employee is exempt, are they entitled to a full week’s salary for work interruptions due to a shutdown of operations?</p> <p>A: Federal regulations require that an exempt employee (paid at least the minimum required salary) who performs any work during a week must be paid their full weekly salary, if they do not work the full week because the employer failed to make work available. An exempt employee who performs no work at all during a week may have their weekly salary reduced. Deductions from salary for absences of less than a full day for personal reasons or for sickness are not permitted. If an exempt employee works any portion of a day, there can be no deduction from salary for a partial day absence for personal or medical reasons. Federal regulations allow partial day deductions from an employee's sick leave bank so that the employee is paid for their sick time by using their accrued sick leave. If an exempt employee has not yet accrued any sick leave or has exhausted all of their sick leave balance, there can be no salary deduction for a partial day absence. Deductions from salary may also be made if the exempt employee is absent from work for a full day or more for personal reasons other than sickness and accident, so long as work was available for the employee, had they chosen to work.</p>
<p>California</p>	<p><u>California Employment Development Department</u> (Disability Insurance, Paid Family Leave, Unemployment)</p>	<ul style="list-style-type: none"> • If you’re unable to work due to having or being exposed to COVID-19 (certified by a medical professional), you can file a Disability Insurance (DI) claim. DI provides 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. Benefit amounts are approximately 60-70 percent of wages (depending on income) and range from \$50-\$1,300 a week. • 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), you can file a Paid Family Leave (PFL) claim. PFL provides up to six weeks 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 or to bond with a new child. Benefit amounts are approximately 60-70 percent of wages (depending on income) and range from \$50-\$1,300 a week. • If your employer has reduced your hours or shut down operations due to COVID-19, you can file an Unemployment Insurance (UI) claim. UI provides partial wage replacement benefit payments to workers who lose their job or have their hours reduced, through no fault of their own. Workers who are temporarily unemployed due to COVID-19 and expected to return to work with their employer within a few weeks are not required to actively seek work each week. However, they must remain able and available and ready to work during their unemployment for each week of benefits claimed and meet all other eligibility criteria. Eligible individuals can receive benefits that range from \$40-\$450 per week.
<p>California</p>	<p><u>Department of Industrial Relations</u> (Cal/OSHA)</p>	<ul style="list-style-type: none"> • Cal/OSHA requires employers covered by the Aerosol Transmissible Diseases (ATD) Standard (California Code of Regulations, title 8, <u>section 5199</u>) to protect employees from airborne infectious diseases such as COVID-19 and pathogens transmitted by aerosols. The ATD Standard applies to: 1) Hospitals, skilled nursing facilities, clinics, medical offices, outpatient medical facilities, home health care, long-term health care facilities, hospices, medical outreach services, medical transport and emergency medical services; 2) Certain laboratories, public health services and police services that are reasonably anticipated to expose employees to an aerosol transmissible disease; 3) Correctional facilities, homeless shelters, and drug treatment programs; and 4) Any other locations when Cal/OSHA informs employers in writing that they must comply with the ATD Standard. • Cal/OSHA recommends employers not covered by the ATD Standard follow recommendations from the Centers for Disease Control and Prevention (CDC), <u>Interim Guidance for Businesses and Employers to Plan and Respond to Coronavirus Disease 2019 (COVID-19), February 2020</u>. • All employers must have an IIPP (title 8 <u>section 3203</u>) to protect employees from workplace hazards. Employers are required to determine if COVID-19 infection is a hazard in their workplace. If it is a workplace hazard, then employers must: 1) Implement measures to prevent or reduce infection hazards, such as implementing the CDC recommended actions listed above; and 2) Provide training to employees on their COVID-19 infection prevention methods. • Regardless of COVID-19 risk, all employers must provide washing facilities that have an adequate supply of suitable cleansing agents, water and single-use towels or blowers (title 8 sections <u>1527</u>, <u>3366</u>, <u>3457</u> and <u>8397.4</u>). • Title 8 <u>section 3380</u> Personal Protective Devices requires employers to conduct a hazard assessment to determine if hazards are present in the workplace that necessitate the use of PPE. If an employer identifies COVID-19 as a workplace hazard, they must select and provide exposed employees with properly fitting PPE that will effectively protect employees. • Title 8 <u>section 5141</u> Control of Harmful Exposures requires employers to protect employees from inhalation exposures that can result in injury, illness, disease, impairment or loss of function. COVID-19 is a harmful exposure if there is an increased risk of infection at the workplace. Employers must implement engineering controls where feasible and administrative controls where practicable, or provide respiratory protection where engineering and administrative controls cannot protect employees and during emergencies. The CDC recommendations above describe some useful administrative controls. For more information on respirator use see <u>section 5144</u> and the federal OSHA <u>respiratory protection etool</u>. Surgical and other non-respirator face masks do not protect persons from airborne infectious disease and cannot be relied upon for novel pathogens. They do not prevent inhalation of virus particles because they do not seal to the person’s face and are not tested to the filtration efficiencies of respirators.
<p>California – San Francisco</p>	<p><u>San Francisco Department of Public Health</u></p>	<ul style="list-style-type: none"> • Workplaces and Businesses, recognizing that some people need to be at work to provide essential services of great benefit to the community, should take steps in their workplace to minimize risk, including: 1) suspend nonessential employee travel; 2) minimize the number of employees working within arm’s length of one another, (including minimizing or canceling large in-person meetings and conferences); 3) urge employees to stay home when they are sick; 4) maximize flexibility in sick leave benefits; 5) do not require a doctor’s note for employees who are sick; and 6) consider use of telecommuting options.

Colorado	<u>Colorado Department of Public Health and Environment</u>	The guidance provided on this website generally includes links to other websites. Employers in Colorado should review this information since it is regularly updated.
Colorado	<u>Colorado Department of Labor and Employment</u> (Emergency Rules on Paid Leave)	<ul style="list-style-type: none"> • On March 11, 2020, the Colorado Department of Labor and Employment (CDLE) published emergency rules which temporarily require employers in certain industries to provide a small amount of paid sick leave to employees with flu-like symptoms while awaiting COVID-19 testing. • The emergency rules take effect today for 30 days, or longer if the state of emergency declared by the Governor continues. • “Colorado is acting swiftly to contain the spread of this virus. These steps are important for individuals who work with vulnerable populations like older Coloradans and people with underlying health issues. When workers who might have Coronavirus lack paid sick leave, it poses a great risk to our ability to protect the public,” said Gov. Polis. “People want to do right by their fellow Coloradans and stay home when they are ill. But they shouldn’t be forced between doing what’s best for our community or missing rent. I am asking the entire private sector of Colorado to voluntarily offer paid sick leave pending Coronavirus testing results so that we can collectively do our part to contain the spread of the virus.” • The Colorado Health Emergency Leave with Pay Rules (“Colorado HELP” 7 CCR 1103-10) requires up to four days of paid sick for employees being tested for coronavirus COVID-19 in select industries which include: leisure and hospitality; food services; child care; education, including transportation, food service, and related work at educational establishments; home health, if working with elderly, disabled, ill, or otherwise high-risk individuals and; nursing homes and community living facilities. • The requirement is <u>not</u> on top of sick leave an employer already provides and <u>does not cover</u> wage replacement should an employee test positive and require quarantine resulting in lost work time and wages. • Workers are covered regardless of pay rate or method (hourly, weekly, piece rate, etc.); the daily pay during leave is either their established daily rate or, if their pay fluctuates, their average daily pay for the past month. • Today’s emergency rules only speak to paid leave for the four-day period required for testing.
Connecticut	<u>Connecticut State COVID-19 Resource Page</u>	This website has links to various resources, including those mentioned below. They continue to update this page, so it is a great resource for Connecticut employers.
Connecticut	<u>State of Connecticut Insurance Department</u>	<ul style="list-style-type: none"> • In order to ensure that cost-sharing is not a barrier to testing for COVID-19, health insurers and health care centers are encouraged to waive any cost-sharing related to COVID-19 laboratory tests. Also, health insurers and health care centers are encouraged to waive any cost-sharing related to an in-network provider office visit, urgent care visit, or emergency room visit when the purpose of such visit is to be tested for COVID-19. • In addition, health insurers and health care centers are encouraged to offer and waive cost-sharing for medical advice and treatment of COVID-19 via telehealth services. • Consistent with existing approved forms, if in-network availability is unreasonable with regards to time and distance, health insurers and health care centers are encouraged to permit enrollees, certificate holders and insureds to obtain testing and treatment for COVID-19 out-of-network and provide coverage for such testing and treatment the same as on an in-network basis. Please note that pursuant to item 1, cost-sharing for such testing is encouraged to be waived. • In order to protect the public health, health insurers and health care centers are asked to identify and remove barriers to testing and treatment for COVID-19. Health insurers and health care centers should be prepared to address COVID-19 cases in Connecticut and the Department extends its appreciation to them for working with the State to address this public health challenge. Since the COVID-19 situation continues to evolve, health insurers and health care centers should continually assess their readiness and be prepared to make any necessary adjustments.
Connecticut	<u>Connecticut Banking Commissioner</u> (Department of Banking memo to financial services sector on employees working from home)	The Department recognizes that due to concerns regarding the current COVID-19 outbreak, individuals who work for Consumer Credit Licensees currently licensed in Connecticut (“Connecticut CC Licensee”) may wish to temporarily work from home to avoid the further spread of the outbreak even though such home location is not currently licensed by this Department as a branch office. Accordingly, pursuant to Section 36a-1-8 of the Regulations of Connecticut State Agencies, this Department takes a no-action position concerning the requirement that any Connecticut licensable activity by a Consumer Credit Licensee be conducted from a licensed branch office location, effective immediately through April 30, 2020, so long as the following criteria are met: 1) The Connecticut licensable activity is conducted from the home location of an individual working on behalf of a Connecticut CC Licensee; 2) The individual is working from home due to a reason relating to the COVID-19 outbreak and has informed the Connecticut CC Licensee of such reason in writing; 3) The individual maintains all necessary licenses under Title 36a to conduct such Connecticut licensable activity, including, but not limited to, mortgage loan originator or loan processor or underwriter licensure, as applicable; 4) None of the Connecticut licensable activity will be conducted in person with members of the public from the home location; and 5) The Connecticut CC Licensee shall at all times exercise reasonable supervision of the Connecticut licensable activity being performed at the home office and ensure that appropriate safeguards and controls are established concerning consumer information and data security.
Delaware	<u>Delaware Division of Public Health</u>	<ul style="list-style-type: none"> • We know that if Delaware does have confirmed cases of coronavirus disease - also known as COVID-19 - it will have an impact on businesses and their employees. If employers haven’t already, now is the time to: 1) Review plans to operate with adaptations such as telework and flexible sick leave policies that permit employees to stay home and care for a sick family member; 2) Review other contingency or emergency operations plans; 3) Communicate policies and plans with employees; 4) Cross-train personnel to perform essential functions so that the workplace is able to operate even if key staff are absent; 5) Have a plan in place if an employee does get sick at the workplace; 6) Consider not requiring a health care provider’s note for employees with an acute respiratory illness; and 7) Cleaning and disinfection recommendations from CDC for community facilities with suspected/confirmed coronavirus disease 2019. • Most importantly, in the event of an outbreak locally, we will need employers to stress to employees that they not come to work when they are sick. We recognize that is a difficult ask - especially for small businesses - and for employees whose paychecks depend on every hour that they do work. But limiting public interactions of people who are sick will be an important mitigation strategy if community spread does occur in Delaware.
Florida	<u>Florida Department of Health</u>	The guidance provided on this website generally includes links to other websites. Employers in Florida should review this information since it is regularly updated.

Georgia	<u>Georgia Department of Public Health</u>	The guidance provided on this website generally includes links to other websites. Employers in Georgia should review this information since it is regularly updated.
Hawaii	<u>Hawaii State Department of Health</u> (General COVID-19 page)	This is the website with links to various resources, including the resource mentioned below. This page continues to be updated so it is a good resource for Hawaii employers.
Hawaii	<u>Hawaii State Department of Health</u> (Workplace Guidance)	<p>Q: How should employers prepare for the potential of 2019-nCoV in their business community?</p> <p>A: People who are sick should stay home from work, school, and other activities to avoid spreading illness. Ensure that your sick leave policies are flexible and consistent with public health guidance and that employees are aware of these policies. Develop other flexible leave policies to allow employees to stay home to care for sick family members or for children if schools dismiss students or early childhood programs close. Ensure that your leave policies are flexible and non-punitive. Remain abreast of current recommendations from CDC, HDOH and your local health department.</p>
Idaho	<u>Idaho Department of Public Health</u>	This is the website with links to various resources, including the resources mentioned below. This page continues to be updated so it is a good resource for Idaho employers.
Idaho	<u>Idaho Public Health North Central District</u> (A guide for businesses and organizations)	<ul style="list-style-type: none"> • Verify that your human resources policies align with state and federal workplace laws. • Implement flexible workplace and leave policies. Providing protected sick leave can limit the spread of disease in your workplace. • During an outbreak or pandemic, adjust workplace policies to reflect public health recommendations. • Ask employees to stay home when sick. Ensure that sick leave policies are in place. • Allow telecommuting where possible. • Permit flexible work hours (e.g. staggered shifts). • Ensure that you have the technology and infrastructure needed to support multiple employees working from home. • Trial telecommuting and flexible hours during normal (non-pandemic) periods. Identify and remedy problems that arise. • Cross-train employees to carry out essential functions so the workplace can operate when essential staff are out.
Idaho	<u>Idaho Public Health North Central District</u> (Business information for administrators and employees)	<ul style="list-style-type: none"> • Employees who have symptoms of acute respiratory illness are recommended to stay home and not come to work until they are free of fever (100.4° F [37.8° C] or greater using an oral thermometer), signs of a fever, and any other symptoms for at least 24 hours, without the use of fever-reducing or other symptom-altering medicines (e.g. cough suppressants). Employees should notify their supervisor and stay home if they are sick. • Ensure that your sick leave policies are flexible and consistent with public health guidance and that employees are aware of these policies. • Talk with companies that provide your business with contract or temporary employees about the importance of sick employees staying home and encourage them to develop non-punitive leave policies. • Do not require a healthcare provider’s note for employees who are sick with acute respiratory illness to validate their illness or to return to work, as healthcare providers may be extremely busy and not able to provide such documentation in a timely way. • Maintain flexible policies that permit employees to stay home to care for a sick family member. Employers should be aware that more employees may need to stay at home to care for sick children or other sick family members than is usual. • CDC recommends that employees who appear to have acute respiratory illness symptoms (i.e. cough, shortness of breath) upon arrival to work or become sick during the day should be separated from other employees and be sent home immediately. Sick employees should cover their noses and mouths with a tissue when coughing or sneezing (or an elbow or shoulder if no tissue is available).
Illinois	<u>Illinois Department of Public Health</u> (General COVID-19 page)	This is the website with links to various resources, including the resources mentioned below. This page continues to be updated so it is a good resource for Illinois employers.
Illinois	<u>Illinois Department of Public Health</u> (Business and Organization Guidance)	<ul style="list-style-type: none"> • To prevent stigma and discrimination in the workplace, use only the guidance described below to determine risk of COVID-19. Do not make determinations of risk based on race or country of origin, and be sure to maintain confidentiality of people with confirmed COVID-19. There is much more to learn about the transmissibility, severity, and other features of COVID-19 and investigations are ongoing. Updates are available on CDC’s web page at <u>www.cdc.gov/coronavirus/covid19</u>. • Actively encourage sick employees to stay home. • Separate sick employees. • Emphasize staying home when sick, respiratory etiquette and hand hygiene by all employees. • Perform routine environmental cleaning. • Advise employees before traveling to take certain steps.
Illinois	<u>Illinois Department of Public Health</u> (Long term care facilities guidance)	<ul style="list-style-type: none"> • Ensure sick leave policies allow employees to stay home if they have symptoms of respiratory infection. • The guidance provides additional health and safety tips.

<p>Illinois - Chicago</p>	<p><u>Chicago Department of Public Health</u> (guidance for businesses and employers)</p>	<ul style="list-style-type: none"> • Employees who have symptoms of acute respiratory illness are recommended to stay home and not come to work until they are free of fever (100.4°F) for at least 24 hours. • Ensure that your sick policies are flexible and consistent with public health guidance and that employees are aware of these policies. • Talk with companies that provide your business with contract or temporary employees about the importance of sick employees staying home and encourage them to develop non-punitive leave policies. • Employers should maintain flexible policies that permit employees to stay home and care for a sick family member. Employers should be aware that more employees may need to stay at home to care for sick children or other sick family members than is usual. • Employees who appear to have acute respiratory illness symptoms (i.e. cough, shortness of breath) upon arrival to work or become sick during the day should be separated from other employees and be sent home immediately. • Employers should plan to monitor and respond to absenteeism at the workplace. Implement plans to continue your essential business functions in case you experience higher than usual absenteeism. • Ensure the plan is flexible. • Share your plan with employees and explain what human resources policies, workplace and leave flexibilities, and pay and benefits will be available to them • Review human resources policies to make sure that policies and practices are consistent with public health recommendations and are consistent with existing state and federal workplace laws. • Explore whether you can establish policies and practices, such as flexible worksites (e.g., telecommuting) and flexible work hours (e.g., staggered shifts), to increase the physical distance among employees and between employees and others if state and local health authorities recommend the use of social distancing strategies. • Establish a process to communicate information to employees and business partners on your infectious disease outbreak response plans and latest COVID-19 information. • Anticipate employee fear, anxiety, rumors, and misinformation, and plan communications accordingly.
<p>Indiana</p>	<p><u>Indiana State Department of Health</u></p>	<p>The guidance provided on this website generally includes links to other websites. Employers in Indiana should review this information as it is being regularly updated.</p>
<p>Iowa</p>	<p><u>Iowa Department of Public Health</u> (COVID-19 General Webpage)</p>	<p>This is the website with links to various resources, including the resources mentioned below. This page continues to be updated so it is a good resource for Iowa employers.</p>
<p>Iowa</p>	<p><u>Iowa Department of Public Health</u> (Guidance for Businesses)</p>	<ul style="list-style-type: none"> • Employees who have symptoms of acute respiratory illness are recommended to stay home and not come to work until they are free of fever (100.4° F [37.8° C] or greater using an oral thermometer), signs of a fever, and any other symptoms for at least 24 hours, without the use of fever-reducing or other symptom-altering medicines (e.g. cough suppressants). Employees should notify their supervisor and stay home if they are sick. • Ensure that your sick leave policies are flexible and consistent with public health guidance and that employees are aware of these policies. • Do not require a healthcare provider’s note for employees who are sick with acute respiratory illness to validate their illness or to return to work, as healthcare provider offices and medical facilities may be extremely busy and not able to provide such documentation in a timely way. • Employers should maintain flexible policies that permit employees to stay home to care for a sick family member. Employers should be aware that more employees may need to stay at home to care for sick children or other sick family members than is usual. • Review human resources policies to make sure that policies and practices are consistent with public health recommendations and are consistent with existing state and federal workplace laws. • Prepare for increased numbers of employee absences due to illness in employees and their family members, dismissals of early childhood programs and K-12 schools due to high levels of absenteeism or illness. • Employers should plan to monitor and respond to absenteeism at the workplace. Implement plans to continue your essential business functions in case you experience higher than usual absenteeism. • Cross-train personnel to perform essential functions so that the workplace is able to operate even if key staff members are absent. • Explore whether you can establish policies and practices, such as flexible worksites (e.g., telecommuting) and flexible work hours (e.g., staggered shifts), to increase the physical distance among employees and between employees and others if state and local health authorities recommend the use of social distancing strategies. • In some communities, early childhood programs and K-12 schools may be dismissed, particularly if COVID-19 worsens. • Determine how you will operate if absenteeism spikes from increases in sick employees, those who stay home to care for sick family members, and those who must stay home to watch their children if dismissed from school. • Businesses and other employers should prepare to institute flexible workplace and leave policies for these employees.
<p>Iowa</p>	<p><u>Iowa Department of Public Health</u> (FAQs for Businesses)</p>	<p>Similar points to those listed above.</p>
<p>Kansas</p>	<p><u>Kansas Department of Health and Environment</u> (General COVID-19 Page)</p>	<p>This is the website with links to various resources, including the resources mentioned below. This page continues to be updated so it is a good resource for Kansas employers</p>

<p>Kansas</p>	<p><u>Kansas Department of Health and Environment</u> (Interim Guidance for Businesses and Employers)</p>	<ul style="list-style-type: none"> • Employees who have symptoms of acute respiratory illness are recommended to stay home and not come to work until they are free of fever (100.4° F [37.8° C] or greater using an oral thermometer), signs of a fever, and any other symptoms for at least 24 hours, without the use of fever-reducing or other symptom-altering medicines (e.g. cough suppressants). Employees should notify their supervisor and stay home if they are sick. • Ensure that your sick leave policies are flexible and consistent with public health guidance and that employees are aware of these policies. • Talk with companies that provide your business with contract or temporary employees about the importance of sick employees staying home and encourage them to develop non-punitive leave policies. • Do not require a healthcare provider’s note for employees who are sick with acute respiratory illness to validate their illness or to return to work, as healthcare provider offices and medical facilities may be extremely busy and not able to provide such documentation in a timely way. • Employers should maintain flexible policies that permit employees to stay home to care for a sick family member. Employers should be aware that more employees may need to stay at home to care for sick children or other sick family members than is usual. • Identify possible work-related exposure and health risks to your employees. OSHA has more information on how to protect workers from potential exposures to COVID-19. • Review human resources policies to make sure that policies and practices are consistent with public health recommendations and are consistent with existing state and federal workplace laws (for more information on employer responsibilities, visit the U.S. Department of Labor’s and the Equal Employment Opportunity Commission’s websites). • Explore whether you can establish policies and practices, such as flexible worksites (e.g., telecommuting) and flexible work hours (e.g., staggered shifts), to increase the physical distance among employees and between employees and others if state and local health authorities recommend the use of social distancing strategies. For employees who are able to telework, supervisors should encourage employees to telework instead of coming into the workplace until symptoms are completely resolved. Ensure that you have the information technology and infrastructure needed to support multiple employees who may be able to work from home.
<p>Kentucky</p>	<p><u>Kentucky Cabinet for Health and Family Services</u> (general COVID-19 website)</p>	<ul style="list-style-type: none"> • Working people, students, employers, and schools are advised to plan actively for telework/distance learning options appropriate for their situations and support all workers/students to stay at home if they are ill.
<p>Louisiana</p>	<p><u>Louisiana Department of Health</u> (general COVID-19 website)</p>	<p>This is the website with links to various resources, including the resources mentioned below. This page continues to be updated so it is a good resource for Louisiana employers.</p>
<p>Louisiana</p>	<p><u>Louisiana Department of Health</u> (Guidance for Businesses and Employers)</p>	<ul style="list-style-type: none"> • Employees who have symptoms of acute respiratory illness are recommended to stay home and not come to work until they are free of fever (100.4° F [37.8° C] or greater using an oral thermometer), signs of a fever and any other symptoms for at least 24 hours, without the use of fever-reducing or other symptom-altering medicines (e.g. cough suppressants). Employees should notify their supervisor and stay home if they are sick. • Ensure that your sick leave policies are flexible and consistent with public health guidance and that employees are aware of these policies. • Talk with companies that provide your business with contract or temporary employees about the importance of sick employees staying home and encourage them to develop non-punitive leave policies. • Do not require a healthcare provider’s note for employees who are sick with acute respiratory illness to validate their illness or to return to work, as healthcare provider offices and medical facilities may be extremely busy and not able to provide such documentation in a timely way. • Employers should maintain flexible policies that permit employees to stay home to care for a sick family member. Employers should be aware that more employees may need to stay at home to care for sick children or other sick family members than is usual. • Employees who are well but who have a sick family member at home with COVID-19 should notify their supervisor and refer to CDC guidance for how to conduct a risk assessment of their potential exposure. • If an employee is confirmed to have COVID-19, employers should inform fellow employees of their possible exposure to COVID-19 in the workplace but maintain confidentiality as required by the Americans with Disabilities Act (ADA). Employees exposed to a co-worker with confirmed COVID-19 should refer to CDC guidance for how to conduct a risk assessment of their potential exposure. • Prepare for possible increased numbers of employee absences due to illness in employees and their family members, dismissals of early childhood programs and K-12 schools due to high levels of absenteeism or illness.
<p>Maine</p>	<p><u>Maine Division of Disease Surveillance</u> (general COVID-19 page)</p>	<p>The guidance provided on this website generally includes links to other websites. Employers in Maine should review this information since it is regularly updated. Also, the State’s <u>FAQs</u> are a great resource and continue to be updated.</p>
<p>Maryland</p>	<p><u>Maryland Department of Health</u> (general COVID-19 page)</p>	<p>The guidance provided on this website generally includes links to other websites. Employers in Maryland should review this information since it is regularly updated.</p>
<p>Massachusetts</p>	<p><u>Massachusetts Department of Public Health</u> (general COVID-19 page)</p>	<p>This is the website with links to various resources, including the resources mentioned below. This page continues to be updated so it is a good resource for Massachusetts employers.</p>
<p>Massachusetts</p>	<p><u>Massachusetts Department of Public Health</u> (COVID-19)</p>	<ul style="list-style-type: none"> • Consider ways to reduce close contact at workplaces, such as: 1) Make telecommuting options available for as many employees as possible; 2) Discourage touching including shaking hands, hugging, etc.; 3) Encourage good hygiene such as washing hands frequently, covering your cough with your elbow or a tissue, and regularly cleaning frequently touched surfaces

	Guidance and Recommendations for Businesses/Employers)	and objects; 4) Urge employees to stay home when they are sick; 5) Be flexible with sick leave benefits for those who are ill or who are recommended to stay home because they are high risk; 6) For businesses in which telecommuting is not an option or for particular duties that cannot be performed remotely, follow the other steps above to limit close contact, and prevent the spread of disease; 7) Increase routine environmental cleaning. <ul style="list-style-type: none"> This site also contains guidance for clinicians; local boards of health; lab professionals; hospitals; long term care facilities; emergency responders and law enforcement; colleges and universities; elementary and secondary schools; executive branch employees; pregnant women and children; insurers; utilities; consumers; financial institutions; and housing authorities.
Michigan	<u>Michigan Department of Health and Human Services</u> (General COVID-19 page)	This is the website with links to various resources, including the resources mentioned below. This page continues to be updated so it is a good resource for Michigan employers.
Michigan	<u>Michigan Department of Health and Human Services</u> (Advice for Employers and Workers)	This site simply links to the CDC site, the EEOC's document, and OSHA documents.
Minnesota	<u>Minnesota Department of Health</u> (general COVID-19 page)	This is the website with links to various resources, including the resources mentioned below. This page continues to be updated so it is a good resource for Minnesota employers.
Minnesota	<u>Minnesota Department of Health</u> (information for businesses and employers)	<ul style="list-style-type: none"> Ensure that your sick leave policies are flexible and consistent with public health guidance and that employees are aware of these policies. Talk with companies that provide your business with contract or temporary employees about the importance of sick employees staying home and encourage them to develop non-punitive leave policies. Do not require a health care provider's note for employees who are sick with acute respiratory illness to validate their illness or to return to work, as health care provider offices and medical facilities may be extremely busy and not able to provide such documentation in a timely way. Employers should maintain flexible policies that permit employees to stay home to care for a sick family member. Employers should be aware that more employees may need to stay at home to care for sick children or other sick family members than is usual. Aside from ensuring that sick employees are staying home, it's important for organizations to identify critical functions and develop plans for how to staff those functions even with elevated absences. Some organizations may find it helpful to emphasize cross-training and develop backup plans for those "must-do" functions. Working from home is an option for some people, and we encourage employers to find ways to expand its use as much as possible during an outbreak. Staying home when sick is a fundamental "stop the spread" tip that can be particularly difficult to follow, either because people have no sick leave or they feel otherwise compelled to show up and tough it out. During an outbreak, we strongly encourage employers to reconsider having people come to work when sick and develop non-punitive leave policies. Staying home when sick protects not only other individual employees but also the larger workforce of an organization. One sick employee staying home may be an inconvenience, but an entire team of sick employees can become a far greater problem for the entire organization or business.
Minnesota	<u>Minnesota Be Ready MN - Infectious Diseases</u>	<p>It is unclear, but this site may be directed to state employees. Please review the information further before taking any actions.</p> <p>Q: What are my leave options if I get sick with COVID-19 or I have to care for my family member who is sick with COVID-19? A: Unless directed otherwise by a health care provider or the Minnesota Department of Health, employees who are well should report to work. If an employee is not well enough to report to work, but is well enough to work from home, we will make every effort to allow the employee to work from home, if feasible given business needs. If an employee is ill or is caring for a family member who is ill, they use accrued sick leave to stay home, as provided by the applicable collective bargaining agreement or compensation plan. If an employee is ill with COVID-19 or caring for a family member who is ill with COVID-19 and they have exhausted all of their accrued sick leave, their absence will be covered by paid administrative leave as provided by the applicable collective bargaining agreement or compensation plan.</p>
Minnesota – Duluth	<u>Earned Sick and Safe Time and COVID-19</u>	<p>Q: Under what circumstances may an employee use “sick time”? A: An employee may use “sick time” for an absence from work resulting from the employee’s own mental or physical illness, injury, or health condition. This includes the employee’s need for medical diagnosis, care, treatment, or preventative medical care. An employee may also use “sick time” to provide care for a family member with a mental or physical illness, or health condition. This includes a family member who needs medical diagnosis, care or treatment of mental or physical illness, injury, health condition, or preventative care.</p> <p>Q: Can an employer prevent an employee from working because they traveled to a country that has an outbreak? A: Travel to a particular country or region is not a reliable indicator of whether someone has been exposed to COVID-19. No one group is responsible nor should be targeted as the cause of a COVID-19 outbreak. Taking an adverse employment action based on an employee’s ethnicity or national origin could give rise to a claim of discrimination. For more information, please see the following: https://duluthmn.gov/human-rights-office/.</p> <p>Q: Can an employer require an employee to go home sick? A: The ESST law does not prohibit an employer from sending an employee home because of illness. However, please note that other state and local laws may determine whether it is lawful or a requirement to send someone home. For more information, see: https://www.health.state.mn.us/people/foodsafety/dwi/.</p>

Mississippi	<u>Mississippi State Department of Health</u> (General COVID-19 page)	The guidance provided on this website generally includes links to other websites. Employers in Mississippi should review this information since it is regularly updated.
Missouri	<u>Missouri Department of Health and Senior Services</u> (General COVID-19 page)	The guidance provided on this website generally includes links to other websites. Employers in Missouri should review this information since it is regularly updated.
Missouri	<u>Missouri Department of Health and Senior Services</u> (Press Release)	Missouri businesses and employers are urged to review the latest interim guidance provided by the CDC, which also underscores the importance of collaboration with public health authorities. The guidance may help prevent workplace exposures to acute respiratory illnesses, including nCoV, in non-health care settings. The guidance also provides planning considerations if there are more widespread, community outbreaks of 2019-nCoV.
Montana	<u>Montana Department of Health and Human Services</u> (general COVID-19 page)	The guidance provided on this website generally includes links to other websites. Employers in Montana should review this information since it is regularly updated.
Nebraska	<u>Nebraska Department of Health and Human Services</u> (general COVID-19 page)	The guidance provided on this website generally includes links to other websites. Employers in Nebraska should review this information since it is regularly updated.
Nevada	<u>Nevada Department of Health and Human Services</u> (general COVID-19 page)	This is the website with links to various resources, including the resource mentioned below. This page continues to be updated so it is a good resource for Nevada employers.
Nevada	<u>Nevada Department of Health and Human Services</u> (Letter to Businesses and Employers)	<ul style="list-style-type: none"> To prevent stigma and discrimination in the workplace, please use CDC guidance to determine risk of COVID-19 infection. Regardless of the size or type of your business, planning and taking actions now can help protect your business and employees from the COVID-19. However, please do not make determinations of risk based on race or country of origin and be sure to maintain confidentiality of people with confirmed coronavirus infection. There is much more to learn about the transmissibility, severity, and other features of COVID-19 and investigations are ongoing. Regardless of the infections cause, it is strongly advisable for symptomatic patients to self-isolate at home and seek medical care as needed. Patients should consider appropriate measures to prevent transmitting the infection to their household members. Those who just traveled from China or have had close contact with someone who was infected with COVID-19, should contact health care providers and/or local/state health departments without delay and describe the symptoms (if any) and any possible exposure to a COVID-19 patient.
New Hampshire	<u>New Hampshire Department of Health and Human Services</u> (general COVID-19 page)	This is the website with links to various resources, including the resource mentioned below. This page continues to be updated so it is a good resource for New Hampshire employers.
New Hampshire	<u>New Hampshire Department of Health and Human Services</u> (Information for Businesses)	<ul style="list-style-type: none"> Actively encourage sick employees to stay home. Prepare for possible increased numbers of employee absences. Identify essential business functions, essential jobs or roles, and critical elements to maintain business operations Plan to minimize exposure between employees and also between employees and the public, if public health officials call for social distancing.
New Hampshire	<u>New Hampshire</u> (poster from CDC)	Consider offering flexible leave and telework policies. Make it easier for your staff to stay home when they're sick or caring for a sick family member.
New Jersey	<u>New Jersey Department of Health</u> (general COVID-19 page)	This is the website with links to various resources, including the resources mentioned below. This page continues to be updated so it is a good resource for New Jersey employers.
New Jersey	<u>New Jersey Department of Health</u> (Information for Schools and Businesses)	<ul style="list-style-type: none"> Reminder to employers: Earned Sick Leave is the law in New Jersey. As of October 2018, employers of all sizes must provide full-time, part-time, and temporary employees with up to 40 hours of earned sick leave per year so they can care for themselves or a loved one. The severity of illness or how many people will fall ill from COVID-19 is unknown at this time. If there is evidence of a COVID-19 outbreak in the U.S., employers should plan to be able to respond in a flexible way to varying levels of severity and be prepared to refine their business response plans as needed. For the general American public, such as workers in non-healthcare settings and where it is unlikely that work tasks create an increased risk of exposures to COVID-19, the immediate health risk from COVID-19 is considered low. Encourage students and employees to stay home when they are sick.

<p>New Jersey</p>	<p><u>New Jersey Governor's Office</u> (Declaration of State of Emergency)</p>	<ul style="list-style-type: none"> • “The State of New Jersey is committed to deploying every available resource, across all levels of government, to help respond to the spread of COVID-19 and keep our residents informed,” said Governor Murphy. “My Administration will continue to work closely with our federal partners to ensure that local health agencies on the front lines of the state’s response are equipped with the resources needed to further prepare our health care system for a broader spread of COVID-19.” • The declaration tasks the State Director of Emergency Management and Superintendent of the New Jersey State Police, Colonel Patrick Callahan, in conjunction with New Jersey Department of Health Commissioner, Judith Persichilli, to oversee the implementation of the State Emergency Operations plan and generally direct the State’s emergency response. • Additionally, the declaration triggers other executive powers and safeguards, such as prohibiting excessive price increases pursuant to New Jersey’s Consumer Fraud Act and the ability to waive certain procurement procedures to expedite the delivery of goods and services necessary for coronavirus preparedness and response efforts. Governor Murphy’s emergency declaration also empowers all State agencies, specifically the Departments of Banking and Insurance, Health, Human Services, and the Civil Service Commission to take all appropriate steps to address the public health hazard of COVID-19.
<p>New Mexico</p>	<p><u>New Mexico Department of Health</u> (general COVID-19 website)</p>	<p>The guidance provided on this website generally includes links to other websites. Employers in New Mexico should review this information since it is regularly updated.</p>
<p>New York</p>	<p><u>New York Department of Health</u> (general COVID-19 website)</p>	<p>The guidance provided on this website generally includes links to other websites. Employers in New York should review this information since it is regularly updated.</p>
<p>New York</p>	<p><u>New York Governor's Office</u> (Declaration of State of Emergency)</p>	<p>This is the declaration of state of emergency.</p>
<p>New York</p>	<p><u>Attorney General Guidance on Coronavirus Resources</u></p>	<ul style="list-style-type: none"> • You may need to take time off from work if you are sick or if a family member is sick. Your employer may have a sick leave policy that provides you with paid sick days or you may have paid sick days if you are union member. If your employer does not have a policy or contract guaranteeing you paid sick leave, you may still have protections under certain laws. • If you work in New York City and your employer has five or more employees, you earn five days of paid leave that you can use if you have a health condition or to care for a family member with a health condition. If your employer has less than five employees, you earn five days of unpaid leave. For more information, please visit the <u>NYC Department of Consumer Affairs</u>. • If you work in Westchester and your employer has five or more employees, you earn 40 hours of paid leave that you can use if you have a health condition or to care for a family member who has a health condition. If your employer has less than five employees, you earn five days of unpaid leave. For more information, please visit the <u>Westchester County Human Rights Commission</u>. • Workers in New York State have up to 10 weeks of paid leave to care for a family member with a serious health condition. This leave may not be used for your own health condition. For more information, please visit the <u>NYS Paid Family Leave</u> resource site • The Family and Medical Leave Act provides for up to 12 weeks of unpaid leave if you have a serious health condition or are caring for a family member with a serious health condition. You must have worked for your employer for a year and your employer must have 50 or more employees. For more information, please visit the <u>U.S. Department of Labor</u>. • If you are sick, you may also be able to request unpaid leave as a reasonable accommodation under laws that prohibit disability discrimination. For more information, please visit the <u>NYS Division of Human Rights</u> or the <u>NYC Commission on Human Rights</u>. • Unemployment Insurance is potentially available to workers who are fired for taking time off from work due to illness and they may apply for unemployment insurance once they are able to work. For more information, please visit the <u>NYS Department of Labor</u>. • Short term disability insurance is potentially available to workers who take time off due to illness. For more information, please visit the <u>NYS Workers' Compensation Board</u>.
<p>New York – New York City</p>	<p><u>New York City Health Department</u> (general COVID-19 website)</p>	<p>This is the website with links to various resources, including the resources mentioned below. This page continues to be updated so it is a good resource for New York City employers.</p>
<p>New York – New York City</p>	<p><u>New York City Health Department</u> (FAQ for businesses and employers)</p>	<ul style="list-style-type: none"> • Make sure your work policies are flexible and consistent with public health guidelines. Do not require a doctor’s note for staff who are sick, as provider offices may be very busy. Allow your staff to stay home and care for family members who are sick. • Review human resources policies and practices. Make sure they are consistent with public health recommendations and state and federal workplace laws. • Explore whether you can establish flexible work hours (staggered shifts) or work sites (work from home or telecommuting). This will allow physical distance among employees. • Identify critical job roles and functions. Plan out business operations with less staff or interruptions in functions. Consider cross-training personnel to perform essential functions.
<p>New York – New York City</p>	<p><u>New York City Office of the Mayor</u> (3/7/2020 Update on COVID-19 Response)</p>	<ul style="list-style-type: none"> • Guidance to employees: Use your Paid Sick Leave & stay home if you or a family member is ill! • Guidance to employers: Ensure your employees know about & use their paid sick leave to keep everyone safe! • Under New York City law, all private sector workplaces with 5 or more employees must provide up to 40 hours of paid sick leave per calendar year. Caring for oneself or a family member who is ill is exactly what paid sick leave is for. • Full time and part-time workers are covered. • Retaliation for taking sick leave is against the law. • Immigration status is irrelevant. • Employers cannot require employees to disclose health information.

North Carolina	<u>North Carolina Department of Health and Human Services</u> (General COVID-19 page)	This is the website with links to various resources, including the resource mentioned below. This page continues to be updated so it is a good resource for North Carolina employers.
North Carolina	<u>North Carolina Department of Health and Human Services</u> (Businesses and Employers)	<ul style="list-style-type: none"> • Businesses statewide should also: 1) Review policies and procedures for remote or teleworking where possible; 2) Cross-train employees for key functions so that daily schedules can continue relatively uninterrupted by potential employee absences; 3) Review absenteeism policies to make sure employees are not being encouraged to come to work if they are sick; 4) Establish a relationship with your local health department and communicate with them if you have any questions or concerns about coronavirus disease 2019 (COVID-19); 5) Review recommendations for cleaning practices; 6) Work to make sure fear and anxiety don't lead to social stigma toward any employees; and 7) Make sure you are getting reliable information from sources like the Centers for Disease Control and Prevention (CDC) and NCDHHS. • In the Triangle (Durham, Orange and Wake counties), NCDHHS recommends that: 1) Employers and employees use teleworking technologies to the greatest extent possible; 2) Employers should urge employees to stay home when they are sick and maximize flexibility in sick leave benefits; and 3) Employers should consider staggering start and end times to reduce large numbers of people coming together at the same time.
North Dakota	<u>North Dakota Health</u> (General COVID-19 page)	The guidance provided on this website generally includes links to other websites. Employers in North Dakota should review this information since it is regularly updated.
Ohio	<u>Ohio Department of Health</u> (General COVID-19 page)	This is the website with links to various resources, including the resource mentioned below. This page continues to be updated so it is a good resource for Ohio employers.
Ohio	<u>Ohio Department of Health</u> (Employers/Businesses)	<ul style="list-style-type: none"> • Encourage employees with symptoms of acute respiratory illness to stay home. • Develop non-punitive, flexible sick leave policies consistent with public health guidance. Allow employees to remain home for their own or a family member's illness or to care for a child if schools should temporarily close. • If an employee is confirmed to have COVID-19, inform other employees of their possible exposure in the workplace but maintain confidentiality as required by the Americans with Disabilities Act (ADA). Refer to CDC guidance for how to conduct a risk assessment. • Try to establish policies and practices -- such as telecommuting, web-based conferences, and flexible workhours/staggered shifts – to distance employees from others if necessary. • Do not make determinations of risk based on race or country of origin, and be sure to maintain confidentiality of people with confirmed COVID-19. • To prevent stigma and discrimination in the workplace, use only the CDC guidance.
Oklahoma	<u>Oklahoma State Department of Health</u> (General COVID-19 page)	The guidance provided on this website generally includes links to other websites. Employers in Oklahoma should review this information since it is regularly updated.
Oregon	<u>Oregon Health Authority</u> (COVID-19 Frequently Asked Questions)	<ul style="list-style-type: none"> • Encourage sick employees to stay home. • Health experts recommend that employees with symptoms of acute respiratory illness stay home. Employees should not come to work if they have: Fever (100.4° F [38° C] or greater using an oral thermometer); or other symptoms like cough, vomiting, or diarrhea. • People should be without fever for 24 hours off of fever reducing medicines like aspirin or acetaminophen before returning to work or school. • Employees should inform their supervisor and stay home if they are sick. • Separate sick employees from other employees. • This is what CDC recommends. Also, those with fever or acute respiratory illness symptoms should go home immediately: Upon arrival to work, or during the day, if symptoms develop while at work. • Maintain confidentiality as required by the Americans with Disabilities Act (ADA). • Review your outbreak response plans and make sure they are up to date. If you do not have a plan, now is the time to develop one. All outbreaks are reportable. That includes those in the workplace. Contact your local public health department if you believe you have an outbreak. They will be able to guide you through how to respond
Oregon	<u>Oregon Bureau of Labor Industries</u> (Oregon Sick Time)	<ul style="list-style-type: none"> • As news of COVID-19/coronavirus continues to grow, you should know that all Oregonians can access protected time off from work. The law requires it. Employers should consider steps to address employee fears, prevent onsite outbreaks, or respond if one occurs. <p>Q: Can I require an employee traveling back from an affected area to stay home? A: Yes, employers have the ability to ask an employee returning from an affected area (or exposure to a person with the disease) to stay home – but step softly here. The incubation period for a coronavirus is typically 14 days. If someone develops the disease, they may be contagious for longer. Potentially, this much time off could be a real hardship for employees. In addition, be sure a factual basis exists for a decision to exclude someone from the workplace – do not single out people of a specific national origin or race. Employers may also send an employee home who appears to have symptoms of a contagious illness. Requiring medical certification would also be an option after a third consecutive absence. Keep in mind that an employer would need to cover any out-of-pocket expenses for obtaining the certification. Of course, any absence due to actual illness or an order by a public official declaring a public health emergency would trigger protected sick time. For employers covered by OFLA or FMLA, a progression of the disease could result in a serious health condition that qualifies for protected leave (and a right to access to any other paid leave bank). With that in view, consider allowing telework options where appropriate and access to other paid leave banks.</p> <p>Q: Am I allowed to take time off if I am sick or someone in my family is sick?</p>

		<p>A: Yes. Oregon law protects sick time. You get at least 1 hour of protected sick time for every 30 hours you work. You can start taking sick time after you've worked for your employer for at least 90 days. You can use sick time for many reasons, including if you or a family member is sick, injured, experiencing mental illness, or need to visit the doctor. If your employer has 10 or more employees (or six or more if they have a location in Portland), they must give you <u>paid</u> sick time at your regular wage (up to 40 hours per year). Otherwise, sick time is unpaid but still protected. If you work for an employer with at least 25 employees, chances are you are also eligible to take up to 12 weeks of protected time for any "serious health condition" you or a family member develops. Under the Oregon Family Leave Act, you have a right to access any available paid leave while on protected time.</p> <p>Q: If my daughter's elementary school closes because of COVID-19, can I use sick time? I am also hearing the incubation period is two weeks. I don't have that much sick time saved. What then?</p> <p>A: Yes - employees have a right to use sick time for a closure of their child's school (or place of care) by order of a public official due to a public health emergency. While sick time is not without limit, it may be that you and your employer can work out for a more flexible arrangement to allow for teleworking or working alternate hours. Additionally, if you work for an employer with at least 25 employees, chances are you are also eligible to take up to 12 weeks of protected time for any "serious health condition" you or a family member develops. Under the Oregon Family Leave Act, you have a right to access any available paid leave while on protected time.</p> <p>Q: Will I get paid if my employer closes the shop?</p> <p>A: That depends. If a public official requires a shutdown for a health emergency, you would be entitled to use any accrued sick time. Employers with 10 or more employees (six if they have a location in Portland) have to provide sick time with pay. Employers can't dock the pay of salaried exempt employees for business closure absences beyond the employee's control unless the employee performs no work at all in a workweek. Employers must pay hourly employees only for the hours they work.</p>
<p>Pennsylvania</p>	<p><u>Pennsylvania Department of Health</u> (General COVID-19 page)</p>	<p>This is the website with links to various resources, including the resource mentioned below. This page continues to be updated so it is a good resource for Pennsylvania employers.</p>
<p>Pennsylvania</p>	<p><u>Pennsylvania Department of Health</u> (COVID-19 Information for Businesses)</p>	<ul style="list-style-type: none"> • Actively encourage sick employees to stay home. • Separate sick employees who appear to have acute respiratory illness symptoms (cough, shortness of breath). • Emphasize staying home when sick, respiratory etiquette and hand hygiene by all employees. • Perform routine environmental cleaning. • Advise employees before traveling to take important steps. • Employees who are well but who have a sick family member at home with COVID-19 should notify their supervisor and refer to CDC guidance for how to conduct a risk assessment of their potential exposure.
<p>Rhode Island</p>	<p><u>Rhode Island Department of Health</u> (General COVID-19 page)</p>	<p>This is the website with links to various resources. This page continues to be updated so it is a good resource for Rhode Island employers.</p>
<p>Rhode Island</p>	<p><u>Rhode Island Workplace Fact Sheet</u></p>	<ul style="list-style-type: none"> • If you have been impacted by Coronavirus disease 2019 (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 State programs. The Department of Labor and Training (DLT) will do all that we can to ensure impacted Rhode Islanders receive the benefits for which they are eligible. • If you are unable to work, but your place of business remains open, you may be eligible for Temporary Disability Insurance (TDI). • Benefits may be available for you to care for yourself or a family member that has been impacted through Temporary Caregiver Insurance (TCI). • For COVID-19 related claims, DLT will waive the seven-day minimum amount of time that claimants must be out of work to qualify for TDI/TCI benefits. • For individuals under quarantine, DLT will waive the required medical certification, and instead will allow them to temporary qualify via self-attestation that they were under quarantine due to COVID-19. • If your place of business closes, or you are directed by your employer to remain home, you may be eligible for unemployment insurance (UI). • DLT will waive the seven-day waiting period for UI claims related to COVID-19. • Most Rhode Island private sector workers are eligible for earned sick and safe leave. The benefits provided by this leave enable employees to take time off from work to care for themselves or family members that have been affected by COVID-19. • Some Rhode Island workers are covered by the Rhode Island Parental and Family Medical Leave Act and/or the Federal Family and Medical Leave Act (FMLA). Eligible employees may be able to take job-protected leave under this act to care for themselves or a family member that has been impacted by COVID-19. • If you are temporarily ceasing or limiting operations as a result of COVID-19, please contact the DLT to discuss how we can provide assistance. • DLT stands ready to assist with questions about Unemployment Insurance, Paid Sick and Safe Leave or other programs and resources available.
<p>South Carolina</p>	<p><u>South Carolina Department Health and Environmental Control</u> (General COVID-19 page)</p>	<p>This is the website with links to various resources, including the resource mentioned below. This page continues to be updated so it is a good resource for South Carolina employers.</p>

<p>South Carolina</p>	<p><u>South Carolina Department of Health and Environmental Control</u> (Interim Guidance for Businesses and Employers)</p>	<ul style="list-style-type: none"> • Employees who have symptoms of acute respiratory illness are recommended to stay home and not come to work until they are free of fever (100.4° F [37.8° C] or greater using an oral thermometer), signs of a fever, and any other symptoms for at least 24 hours, without the use of fever-reducing or other symptom-altering medicines (e.g. cough suppressants). Employees should notify their supervisor and stay home if they are sick. • Ensure that your sick leave policies are flexible and consistent with public health guidance and that employees are aware of these policies. • Talk with companies that provide your business with contract or temporary employees about the importance of sick employees staying home and encourage them to develop non-punitive leave policies. • Do not require a healthcare provider’s note for employees who are sick with acute respiratory illness to validate their illness or to return to work, as healthcare provider offices and medical facilities may be extremely busy and not able to provide such documentation in a timely way. • Employers should maintain flexible policies that permit employees to stay home to care for a sick family member. Employers should be aware that more employees may need to stay at home to care for sick children or other sick family members than is usual. • Prepare for possible increased numbers of employee absences due to illness in employees and their family members, dismissals of early childhood programs and K-12 schools due to high levels of absenteeism or illness: • Employers should plan to monitor and respond to absenteeism at the workplace. Implement plans to continue your essential business functions in case you experience higher than usual absenteeism. • Cross-train personnel to perform essential functions so that the workplace is able to operate even if key staff members are absent. • Assess your essential functions and the reliance that others and the community have on your services or products. Be prepared to change your business practices if needed to maintain critical operations (e.g., identify alternative suppliers, prioritize customers, or temporarily suspend some of your operations if needed). • Employers with more than one business location are encouraged to provide local managers with the authority to take appropriate actions outlined in their business infectious disease outbreak response plan based on the condition in each locality. • Coordination with state and local health officials is strongly encouraged for all businesses so that timely and accurate information can guide appropriate responses in each location where their operations reside. Since the intensity of an outbreak may differ according to geographic location, local health officials will be issuing guidance. • Identify possible work-related exposure and health risks to your employees. OSHA has more information on how to protect workers from potential exposures to COVID-19. • Review human resources policies to make sure that policies and practices are consistent with public health recommendations and are consistent with existing state and federal workplace laws (for more information on employer responsibilities, visit the Department of Labor’s and the Equal Employment Opportunity Commission’s websites). • Explore whether you can establish policies and practices, such as flexible worksites (e.g., telecommuting) and flexible work hours (e.g., staggered shifts), to increase the physical distance among employees and between employees and others if state and local health authorities recommend the use of social distancing strategies. For employees who are able to telework, supervisors should encourage employees to telework instead of coming into the workplace until symptoms are completely resolved. Ensure that you have the information technology and infrastructure needed to support multiple employees who may be able to work from home. • Identify essential business functions, essential jobs or roles, and critical elements within your supply chains (e.g., raw materials, suppliers, subcontractor services/products, and logistics) required to maintain business operations. Plan for how your business will operate if there is increasing absenteeism or these supply chains are interrupted. • In some communities, early childhood programs and K-12 schools may be dismissed, particularly if COVID-19 worsens. Determine how you will operate if absenteeism spikes from increases in sick employees, those who stay home to care for sick family members, and those who must stay home to watch their children if dismissed from school. Businesses and other employers should prepare to institute flexible workplace and leave policies for these employees.
<p>South Dakota</p>	<p><u>South Dakota Department of Health</u> (General COVID-19 page)</p>	<p>This is the website with links to various resources, including the resource mentioned below. This page continues to be updated so it is a good resource for South Dakota employers.</p>
<p>South Dakota</p>	<p><u>South Dakota Department of Health</u> (Workplace and Employer Resources and Recommendations)</p>	<ul style="list-style-type: none"> • Employees who have symptoms of acute respiratory illness are recommended to stay home and not come to work for 72 hours after fever is gone and symptoms get better, whichever is longer. Employees should notify their supervisor and stay home if they are sick. • Ensure that your sick leave policies are flexible and consistent with public health guidance and that employees are aware of these policies. • Talk with companies that provide your business with contract or temporary employees about the importance of sick employees staying home and encourage them to develop non-punitive leave policies. • Do not require a healthcare provider’s note for employees who are sick with acute respiratory illness to validate their illness or to return to work, as healthcare providers may be extremely busy and not able to provide such documentation in a timely way. • Maintain flexible policies that permit employees to stay home to care for a sick family member. Employers should be aware that more employees may need to stay at home to care for sick children or other sick family members than is usual. • Employees who are well but who have a sick family member at home with COVID-19 should notify their supervisor and refer to CDC guidance for how to conduct a risk assessment of their potential exposure. Family medical leave or other legal contracts may apply. • If an employee is confirmed to have COVID-19 infection, employers should inform fellow employees of their possible exposure to COVID-19 in the workplace but maintain confidentiality as required by the Americans with Disabilities Act (ADA). Employees exposed to a co-worker with confirmed COVID-19 should refer to CDC guidance for how to conduct a risk assessment of their potential exposure.
<p>Tennessee</p>	<p><u>Tennessee Department of Health</u> (General COVID-19 page)</p>	<p>This is the website with links to various resources. This page continues to be updated so it is a good resource for Tennessee employers.</p>

Texas	<u>Texas Department of State Health Services</u> (General COVID-19 page)	This is the website with links to various resources. This page continues to be updated so it is a good resource for Texas employers.
Texas	<u>Texas Department of Insurance</u>	<p>Q: Does workers' compensation cover coronavirus-related exposure or illness?</p> <p>A: Workers' compensation is an insurance program that pays for medical bills and some lost-time income for employees who have a work-related injury or illness. To qualify, an employer must have workers' compensation insurance, and an employee must have been injured or contracted an occupational disease as a result of their employment. Whether a workers' compensation claim is compensable or not is a case by case determination by the insurance carrier. If there is a dispute over a claim and you are not able to resolve the dispute with the insurance carrier, then you may ask for dispute resolution by contacting DWC.</p>
Utah	<u>Utah Department of Health</u>	This is the website with links to various resources. This page continues to be updated so it is a good resource for Utah employers.
Vermont	<u>Vermont Department of Health</u> (Guidance for Businesses)	<ul style="list-style-type: none"> • Actively encourage sick employees to stay home. • Separate sick employees. • Emphasize staying home when sick, respiratory etiquette and hand hygiene by all employees. • Perform routine environmental cleaning. • Advise employees before traveling to take certain steps.
Virginia	<u>Virginia Department of Health</u> (General COVID-19 page)	This is the website with links to various resources, including the resource mentioned below. This page continues to be updated so it is a good resource for Virginia employers.
Virginia	<u>Virginia Department of Health</u> (Considerations for Businesses and Employers)	<ul style="list-style-type: none"> • Ensure you have a company culture and sick leave policies in place that will facilitate employees staying home when sick. • Create plans to continue your essential business functions in case you experience higher than usual absenteeism. Consider cross-training personnel to perform essential functions so that the workplace is able to operate even if key staff members are absent. • Consider applying 'Medium Severity' risk procedures for employees of higher risk. • Explore whether you can establish policies and practices, such as flexible worksites (e.g., telecommuting) and flexible work hours (e.g., staggered shifts), to increase the physical distance among employees and between employees and others. • Do not require a healthcare provider's note for employees who are sick with acute respiratory illness to validate their illness or to return to work; doctor's offices may be extremely busy and not able to provide such documentation in a timely way. • Share absenteeism data with local health departments and community partners. • Employers with more than one business location are encouraged to provide local managers with the authority to take appropriate actions based on the condition in each locality. • If employees have cough or shortness of breath upon arrival to work, separate them from other employee and send them home immediately. • Use teleconferencing instead of face-to-face meetings when possible, and allow teleworking for employees who are able to do so. • Consider cancelling non-essential business travel, and if widespread community transmission is occurring, consider cancelling large work-related meetings or events.
Washington	<u>Washington State Department of Health</u> (General COVID-19 page)	This is the website with links to various resources, including the resource mentioned below. This page continues to be updated so it is a good resource for Washington employers.
Washington	<u>Washington State Department of Health</u> (Workplace and Employer Resources and Recommendations)	<ul style="list-style-type: none"> • If a staff member, or administrative personnel meets the above criteria, it is important to place them in a private room away from others and ask them to wear a face mask. Immediately notify your local health department. They will provide you with guidance. • Ensure that your sick leave policies are flexible and consistent with public health guidance and that employees are aware of these policies. • Maintain flexible policies that permit employees to stay home to care for a sick family member. Employers should be aware that more employees may need to stay at home to care for sick children or other sick family members than is usual.
Washington	<u>Washington Employment Security Department</u>	<ul style="list-style-type: none"> • If you are affected by COVID-19, Employment Security has programs that may be able to help. We have adopted a series of emergency rules to relieve the burden of temporary layoffs, isolation and quarantine for workers and businesses. • Workers may receive unemployment benefits and employers may get relief of benefit charges if an employer needs to shut down operations temporarily because a worker becomes sick and other workers need to be isolated or quarantined as a result of COVID-19. • Standby will be available for part-time workers as well as full-time workers, as long as they meet the minimum 680 hours. • Workers that are asked to isolate or quarantine by a medical professional or public health official as a result of exposure to COVID-19 may receive unemployment benefits and work search requirements could be waived, so long as they have a return date with their employer. The return to work date can be the date the isolation or quarantine is lifted. • If a worker falls seriously ill and is forced to quit, they cannot collect unemployment benefits while they are seriously ill but may be eligible once they recover and are able and available for work. • The new rules allow current unemployment claimants who are in isolation or quarantine as a result of COVID-19 more leniency when it comes to UI deadlines and mandatory appointments, such as deadlines for applying for training programs, job search reviews or mandatory reemployment service appointments.

		<ul style="list-style-type: none"> The rules also provide more leniency when it comes to financial penalties for employers who file their tax reports late, pay their taxes late, or miss deadlines as a result of COVID-19. <p>Q: What if I need to take time off work because I contract COVID-19? A: The first and best option for employees who need to miss work due to illness is to use their employer-paid time off. Labor and Industries has information about Paid Sick Leave. When this leave is not available, Paid Family & Medical Leave may be available to help. Check out this Paid Family & Medical Leave Q & A about COVID-19. Remember, medical certification can be done electronically. The Certification of a Serious Health Condition form, found on the “Get ready to apply” page of the paid leave website, can be emailed to your healthcare provider and emailed back to you, then you can upload it to your Paid Leave account. Electronic signatures from healthcare providers are accepted.</p> <p>Q: If I become seriously ill and I am forced to quit my job as a result of COVID-19, will I qualify for unemployment benefits? A: You may qualify for Paid Family & Medical while you are sick. You can learn more by checking out the Q & A on the Paid Family & Medical Leave website. Once you recover and available for work again, you can apply for unemployment benefits.</p> <p>Q: What if I am asked by a medical professional or public health official to quarantine as a result of COVID-19, but I am not sick? A: If you are following guidance issued by a medical professional or public health official to isolate or quarantine yourself as a result of exposure to COVID-19 and you are not receiving paid sick leave from your employer, you may be eligible to receive unemployment benefits. If you know you can return to your job as soon as your isolation or quarantine is lifted, you may not need to search for work.</p> <p>Q: What if my employer goes out of business as a result of COVID-19? A: You are eligible for unemployment benefits. Here are instructions on how to apply for unemployment benefits. (These benefits are intended to assist workers who lost their jobs through no fault of their own).</p> <p>Q: My employer has shutdown operations temporarily because an employee is sick and other employees have been asked to isolate or quarantine as a result of COVID-19. Am I eligible for unemployment benefits? A: If you are not receiving payment from your employer, such as paid sick leave or paid time off, you may be eligible for unemployment benefits during this time.</p> <p>Q: What if I am temporarily laid off work because business has slowed down as a result of COVID-19? A: If you are laid off work temporarily or if your hours are reduced due to a business slowdown or a lack of demand as a result of COVID-19, you may be able to receive unemployment benefits. Standby means you do not have to look for another job while you collect unemployment benefits, so long as you stay in touch with your regular employer. Standby is for both part-time and full-time employees. Partial Employment or SharedWork: Under certain circumstances, you may work part-time while collecting unemployment benefits.</p> <p>Q: I am a part-time employee. Am I eligible for standby? A: Under the emergency rules we put into place as a result of COVID-19, standby may be available to you if you meet the minimum requirement of 680 hours.</p> <p>Q: Do I qualify for unemployment benefits if I become seriously ill and I am forced to quit my job as a result of COVID-19? A: You may qualify for Paid Family & Medical while you are sick under the existing program. You can learn more by checking out the Q & A. Once you recover and are available for work again, you can apply for unemployment benefits.</p> <p>Q: How am I supposed to meet deadlines related to my existing unemployment claim or attend mandatory appointments, such as training programs or mandatory reemployment service appointments, if I am in isolation or quarantine as a result of COVID-19? A: Under the emergency rules we put into place as a result of COVID-19, we are providing more leniency for many UI deadlines and mandatory appointments, such as deadlines for training programs or mandatory reemployment service appointments.</p>
<p>Washington</p>	<p>Washington Employment Security Department (Scenarios and Benefits Available Chart)</p>	<p>This chart provides specific scenarios and states the relevant Washington benefit that may be available for an employee.</p>
<p>Washington</p>	<p>Washington Employment Security Department (COVID-19 Emergency Rules)</p>	<p>These are the emergency rules prepared by the ESD. These emergency rules contain specific information related to COVID-19.</p>
<p>West Virginia</p>	<p>West Virginia Department of Health and Human Resources (General COVID-19 page)</p>	<p>This is the website with links to various resources. This page continues to be updated so it is a good resource for West Virginia employers.</p>

Wisconsin	<u>Wisconsin Department of Health Services</u> (General COVID-19 page)	<p>This is the website with links to various resources. This page continues to be updated so it is a good resource for Wisconsin employers.</p> <ul style="list-style-type: none"> • In order to reduce the impact of missed work on employees who are being monitored, public health may ask employers to make reasonable accommodations to allow the employee to work from home or a protected area (e.g., closed office), depending on their level of risk and in coordination with the employer.
Wyoming	<u>Wyoming Department of Health</u> (General COVID-19)	<p>This is the website with links to various resources. This page continues to be updated so it is a good resource for Wyoming employers.</p>

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