

COVID-19 FAQ

Below are the most frequently asked questions we've received related to COVID-19. We will be updating this FAQ in the coming days, weeks, and months, so check back frequently.

Families First Coronavirus Response Act (FFCRA)

- [What is the new federal COVID-19 law, and what does it do?](#)
- [Do we need to provide the required sick leave under the FFCRA in addition to the sick leave we already offer, or can we lump it all together?](#)
- [What are our EPSL and EFMLA obligations to different employee situations, such as remote employees?](#)
- [Is the FFCRA retroactive or applicable before its effective date?](#)
- [Does the FFCRA apply to me if I have more than 500 employees? How do I count them?](#)
- [How do EFMLA and EPSL relate to each other, especially in regard to caring for children?](#)
- [How does the FFCRA define emergency workers or healthcare providers?](#)
- [How does the FFCRA apply to state law obligations, like unemployment or state-mandated paid sick leave?](#)
- [Do we still have to provide EPSL or EFMLA if we shut down, or if we furlough or lay off employees?](#)
- [If I am a nonprofit or a public employer, do FFCRA tax credits and reimbursement apply to me?](#)

Employee Safety

- [Can we send employees home if they are symptomatic?](#)
- [What if my employee discloses that their family member or roommate has COVID-19?](#)
- [Given COVID-19, if an employee is out of the office due to sickness, can we ask them about their symptoms?](#)
- [We are an essential business where there's a shelter-in place-rule and an employee is refusing to work as they say it's not safe. Can we discipline them?](#)
- [What should we do if an employee says their symptoms are not related to COVID-19?](#)
- [Is it safe for our employees to keep working? How do we decide whether to keep employees working or not?](#)
- [Can we tell employees who travel to stay home and quarantine, even if they don't have symptoms?](#)
- [Can I send an employee home if they are sick or pregnant, regardless of whether it's COVID-1-related, just to be safe?](#)
- [What should we do if a potentially exposed employee came into the office? Do we inform affected employees and/or send everyone home?](#)
- [How do we handle taking employee's temperatures?](#)

Work from Home

- [Can we require or allow certain groups of employees, but not others, to work from home?](#)
- [How do I make a telecommuting policy?](#)

Pay

- [If we choose to close temporarily, do we need to pay employees?](#)
- [Can we reduce pay because of economic slowdown due to COVID-19?](#)
- [Do we have to pay an employee we sent home due to COVID-19?](#)
- [How do we make sure we pay employees appropriately when they work from home?](#)

Leaves of Absence

- [How are we supposed to pay for the sick leave and FMLA leave mandated by the Families First Coronavirus Response Act?](#)
- [Can we require employees to get medical notes for sick or medical leaves related to COVID-19?](#)

Termination

- [What's the difference between a furlough and a layoff?](#)
- [Our business is suffering due to COVID-19. We can't afford to pay people and might have to close. What do we do?](#)

Unemployment

- [If we close temporarily, will employees be able to file for unemployment insurance?](#)
- [I'm concerned about the cost of unemployment as well as how to advise employees about it. Any help?](#)