

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 federal COVID-19 law, and what does it do?](#)
- [Do we need to provide the required emergency paid sick leave under the FFCRA in addition to the sick leave we already offer?](#)
- [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 our company if we have more than 500 employees? How do we count them?](#)
- [How do EFMLA and EPSL relate to each other, especially in regard to caring for children?](#)
- [How does the FFCRA define emergency responders or healthcare providers?](#)
- [Do we still have to provide EPSL or EFMLA if we lay off or furlough employees?](#)
- [If our company is a nonprofit or a public employer, do FFCRA tax credits and reimbursement apply to us?](#)
- [Back-to-School FAQs About Leave Under the FFCRA](#)

Employee Safety

- [Can we send employees home if they are symptomatic?](#)
- [What if an employee discloses that their family member or roommate has COVID-19?](#)
- [As we begin to return to work, if an employee is out of the office due to sickness, can we ask them about their symptoms?](#)
- [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?](#)
- [How do we handle taking employees' 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?](#)
- [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?](#)
- [Are employees required to provide documentation in support of leave taken under the FFCRA?](#)

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?](#)

Return to Work

- [Are we required to restore employees returning to work after a furlough to their original positions?](#)
- [Can we screen employees returning to work for COVID-19?](#)
- [We are reopening after business closure due to COVID-19. Can we bring some employees back, but not others?](#)
- [Some of our employees have said they don't feel safe returning to work. Can we just permanently replace them?](#)