

## **Quarantine and Illness Questions and Answers**

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### **What happens if I become ill with Covid-19 after exposure in the workplace?**

There are several programs that may provide benefits in addition to the collective bargaining agreement paid sick leave provisions. Individual circumstances will determine which option is best in choosing between the elements below of Worker's Compensation, Families First Act, or FMLA.

The illness may be covered under Worker's Compensation. First step is to file an incident report consistent with your employer's policy. You will also need to file a Worker's Compensation First Report of Injury and follow up later with a Form 30-C. <https://www.wcc.state.ct.us/download/acrobat/30c.pdf>

The Worker's Compensation program may require you to be seen by a specific doctor so follow the directions carefully. If your claim is accepted, you will be paid, but not full pay. AFTCT legal services may be able to assist you to file an appeal if your claim is contested.

The illness may be covered under the [Families First Coronavirus Response Act](#), which expires 12/2020, and which can be used instead of or in addition to sick time of the collective bargaining agreement. Under FFCRA, *Two weeks (up to 80 hours) of paid sick leave at the employee's regular rate of pay up to \$511/day*, where the employee is unable to work because the employee is quarantined (pursuant to Federal, State, or local government order or advice of a health care provider), and/or experiencing COVID-19 symptoms and seeking a medical diagnosis. Many details apply so visit the FFCRA link to learn more.

The Family and Medical Leave Act (FMLA) provides unpaid leave for employees who have "serious medical conditions" or who are caring for a family member with a serious health condition and who cannot telework. Whether COVID-19 is a serious health condition may depend on how an employee reacts to the virus. FMLA is unpaid leave, but local collective bargaining agreements may provide use of sick pay for this type of leave. ([top](#))

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### **What happens if I must quarantine due to exposure to Covid-19 in the workplace?**

There are two options that may provide benefits. Individual circumstances will determine which option is best in choosing between the following elements.

First, the collective bargaining agreement has paid sick leave provisions.

Also, the absence should be covered under the [Families First Coronavirus Response Act](#), which expires 12/2020, and which can be used instead of or in addition to sick time of the collective bargaining agreement. Under FFCRA, *Two weeks (up to 80 hours) of **paid sick leave** at the employee's regular rate of pay up to \$511/day, where the employee is unable to work because the employee is quarantined (pursuant to Federal, State, or local government order or advice of a health care provider), and/or experiencing COVID-19 symptoms and seeking a medical diagnosis.* Many details apply so visit the link to learn more. ([top](#))

### **What happens if I must care for a family member who is quarantined or ill with Covid-19?**

The absence should be covered under the [Families First Coronavirus Response Act](#), which expires 12/2020, and which can be used instead of or in addition to sick time of the collective bargaining agreement. Under FFCRA, *Two weeks (up to 80 hours) of paid sick leave at 2/3rds of the employee's regular rate of pay up to \$200/day, where the employee is unable to work because the employee is caring for an individual subject to a quarantine order (pursuant to Federal, State, or local government order or advice of a health care provider), and/or experiencing COVID-19 symptoms and seeking a medical diagnosis.* Many details apply so visit the link to learn more.

The expanded Family and Medical Leave Act (FMLA) provides leave for employees who have “serious medical conditions” or who are caring for a family member with a serious health condition. Whether COVID-19 is a serious health condition may depend on how an employee reacts to the virus. The first two weeks are unpaid, but you may be able to use paid sick leave to cover those first two weeks. For the remaining 10 weeks, you are entitled to be paid up to two-thirds of your salary, capped at \$200 per day, for a maximum of \$10,000. Note that FMLA is still a total of 12 weeks over a 12-month period. ([top](#))

### **What happens if I must care for a family member because the child care center closed down due to Covid-19?**

The absence should be covered under the [Families First Coronavirus Response Act](#), which expires 12/2020, and which can be used instead of or in addition to sick time of the collective bargaining agreement for *up to 12 weeks of **paid sick leave** at two-thirds the employee's regular rate of pay* because the employee is unable to work because of a bona fide need to care for a child (under 18 years of age) whose school or child care provider is closed or unavailable for reasons related to COVID-19. Many details apply so visit the link to learn more. You also have FMLA protections if the child care center closes due to Covid-19, but this is not necessarily paid time, depending on your local collective bargaining agreement. ([top](#))