



Frequently asked questions about coronavirus (COVID-19) for workers and employers Updated July 30, 2020

(See Updates in **RED**)

- [Table of Contents](#)

PAID SICK LEAVE (PSL) AND OTHER ABSENCES

Does the Paid Sick Leave (PSL) law cover my absence due to COVID-19?

- For covered service workers and employers with 50 or more employees, PSL will cover certain absences caused by COVID-19.
- PSL provides up to 40 hours of leave for certain workers per year for the following reasons:
 - A service worker's illness, injury or health condition
 - The medical diagnosis, care or treatment of a service worker's mental illness or physical illness, injury or health condition
 - Preventative medical care for a service worker
 - A service worker's child's or spouse's illness, injury or health condition
 - The medical diagnosis, care or treatment of a service worker's child's or spouse's mental or physical illness, injury or health condition
 - Preventative medical care for a child or spouse of a service worker

My employer, who has 20 employees in CT, sent me home because I had a fever and then terminated my employment. Can he do that?

- Employees in CT are generally considered at-will employees, which means that either the employer or the employee is free to end the relationship at any time unless there is an applicable contract or collective bargaining agreement.
- Therefore, in most cases, an employer who is not covered by the CT FMLA (over 75 employees in CT), federal FMLA (50 or more employees in a 75-mile radius) or CT's Paid Sick Leave law (50 employees in CT) may terminate an employee for any reason as long as such termination is not based on an employee's protected status such as the employee's race, color, religious creed, age, sex, gender identity or expression, marital status, national origin, ancestry, present or past history of mental disability, intellectual disability, learning disability, physical disability, including, but not limited to, blindness or status as a veteran or any other applicable contract or law.
- The employer may institute a more lenient absenteeism policy.

If an employee travels to a state for vacation that is on the Travel Advisory list, do they have to quarantine when they get back?

According to Executive Order 7III, there is a mandatory self-quarantine for travelers from States with high COVID-19 levels. Please read the Executive Order for the full information; <https://portal.ct.gov/-/media/Office-of-the-Governor/Executive-Orders/Lamont-Executive-Orders/Executive-Order-No-7III.pdf>

If they do have to quarantine is the employer required to pay them the COVID 19 Sick Pay?

It is possible that they may be covered by the Emergency Paid Sick Leave provisions of the federal Families First Coronavirus Response Act (FFCRA). According to the US Department of Labor website, “Generally, the Act provides that covered employers must provide to **all employees: Two weeks (up to 80 hours) of *paid sick leave* at the employee’s regular rate of pay** 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.” There are exceptions however. For details about these provisions, please go to the US Department of Labor website at <https://www.dol.gov/agencies/whd/pandemic/ffcra-employer-paid-leave>