

## Navigating Human Resources During COVID-19- Questions | Navegando Recursos Humanos Durante COVID-19 Preguntas

- Does FFCRA or HFWA apply to 1099s/independent contractors? | FFCRA o HFWA se aplican a 1099s/contratistas independientes?
  - The organization is not responsible for providing FFCRA to independent contractors, however the FFCRA created a tax credit for self-employed workers. Regarding HFWA, Independent Contractors are subject to the Whistleblower law ([PHEW](#)).
- Are the tax credits under FFCRA still not applicable to government employers? | Los créditos fiscales bajo FFCRA siguen sin ser aplicables a los empleadores gubernamentales?
  - It is recommended you contact your tax advisor to confirm and explore options.
- Are there rapid tests available in Garfield County? (Results available sooner than 48 hours) | Hay pruebas rápidas disponibles en el condado de Garfield? (Resultados disponibles antes de 48 horas)
- Does the FFCRA apply to families whose children's schools are remote? | Se aplica el FFCRA a familias escuelas de niños de quién son remotas?
  - Yes, according to the [DOL Q&A 70](#), if the physical location where your child received instruction or care is now closed, the school or place of care is "closed" for purposes of paid sick leave and expanded family and medical leave. This is true even if some or all instruction is being provided online or whether, through another format such as "distance learning," your child is still expected or required to complete assignments.
- Are part time employees eligible? Do employees get sick time for being quarantined? | son elegibles los empleados a tiempo parcial? Los empleados reciben tiempo de enfermedad por estar en cuarentena?
  - Yes, according to the [DOL Q&A 49](#), for purposes of the Emergency Paid Sick Leave Act, a part-time employee is an employee who is normally scheduled to work fewer than 40 hours per week. In contrast, the Emergency Family and Medical Leave Expansion Act does not distinguish between full- and part-time employees, but the number of hours an employee normally works each week affects the amount of pay the employee is eligible to receive.
- Are undocumented people are covered too? If they are employed by the company? | Personas indocumentadas están cubiertas también?, si son empleadas de la compañía?
  - The Act does not specifically include or exclude undocumented workers. It is recommended employers consult with an accountant to determine risk and process to request tax credits for undocumented workers.

- What if an employee needs to quarantine more than once? Is the paid time off a onetime deal? | Qué pasa si un empleado necesita poner en cuarentena más de una vez? ¿El tiempo pagado es un trato de una sola vez?
  - Paid Sick Time can apply to more than one incident or situation, but the maximum time available is in total, not per incident.
- How do you complete the quarterly reporting/filing? | Cómo completa el reportaje/clasificación trimestral?
  - More information is available on the [IRS website](#).
- Is the definition of "close contact" the same whether the employee was wearing a mask or not? | Es la definición de "contacto cercano" la misma si el empleado llevaba una máscara o no?
  - Yes, positive COVID tests are protected by HIPAA and must remain confidential.
- If an employee who tests positive said they had a confirmed "close contact" situation with another specific employee, do you still need to maintain confidentiality when communicating this to the other employee? | Si un empleado queda positivo dijo que tenía una situación de "contacto cercano" confirmada con otro empleado específico, ¿todavía necesita mantener la confidencialidad al comunicar esto con el otro empleado?
  - Yes, positive COVID tests are protected by HIPAA and must remain confidential.
- Do you know if under the FFCRA are the tax credits just employer Medicare or both employer Medicare and social security? | Sabe si bajo la FFCRA los créditos fiscales son sólo el empleador medicare o ambos el empleador medicare y el seguro social?
  - More information is available on the [IRS website](#).
- If you have an employee who has had contact with a positive case, how long should they quarantine before returning to work? | Si tiene un empleado que ha tenido contacto con un caso positivo, cuánto tiempo deben estar en cuarentena antes de regresar al trabajo?
  - Yes part-time employees are eligible, and they do receive sick time under FFCRA for being quarantined under some circumstances. Under the HFWA, employees may use sick time for areas including COVID or other illness, mental health, sick family, domestic violence.
- If the business is within the Garfield County Courthouse, do the individual offices/agencies need to post a separate notice on their door? | Si el negocio está dentro del tribunal del condado de Garfield, ¿las oficinas/agencias individuales necesitan publicar un aviso separado en su puerta?
  - See above.
- If school is online do you have to provide sick pay for that? | Si la escuela está en línea, tiene que proporcionar el pago por enfermedad por eso?
  - See above.

- Are employers supposed to also offer signage in Spanish for their employees? | Se supone que los empleadores también ofrecen carteles en español para sus empleados?
  - It is recommended that signage is posted in the language(s) spoken at the workplace.
- What is the status of employers requiring staff to work in the office? is it ok for everyone to be in as long as they can maintain social distancing? | Cuál es la situación actual de los empleadores que requieren que el personal trabaje en la oficina? ¿está bien que todos estén en el tiempo que puedan mantener el distanciamiento social?
- Is an employee is not required to provide doctors note in order to get the 2 weeks pay? | No se requiere que un empleado proporcione una nota al médico para obtener el pago de 2 semanas?
  - According to DOL [Q&A 92](#), in order for your employee to take leave under the FFCRA, you may require the employee to identify his or her symptoms and a date for a test or doctor's appointment. You may not, however, require the employee to provide further documentation or similar certification that he or she sought a diagnosis or treatment from a health care provider in order for the employee to use paid sick leave for COVID-19 related symptoms. The minimal documentation required to take this leave is intentional so that employees with COVID-19 symptoms may take leave and slow the spread of COVID-19.

Please note, however, that if an employee were to take unpaid leave under the FMLA, the FMLA's [documentation requirements](#) are different and apply. Further, if the employee is concurrently taking another type of paid leave, any documentation requirements relevant to that leave still apply.