

## COVID-19 Frequently Asked Questions

As of November 4, 2020

### **Q: If I am out sick, do I need to get a test?**

A: If you are exhibiting a fever and/or one or more of the symptoms of COVID-19, you will need to provide a negative COVID-19 test result to be able to return to work.

### **Q: If I go to get tested and need to quarantine until the results come back, will I need to use sick time if I cannot telework?**

A: No, please speak to your supervisor to obtain approval to telework. You will then be given a form to fill out to allow for use of your FFCRA time for those times when you can not telework.

### **Q: What is FFCRA time?**

A: The Families First Coronavirus Response Act (FFCRA or Act) requires certain employers to provide their employees with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19.[1] The Department of Labor's (Department) Wage and Hour Division (WHD) administers and enforces the new law's paid leave requirements. These provisions will apply from the effective date through December 31, 2020.

Generally, the Act provides that covered employers must provide to all employees:[2]

- Two weeks 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; or
- Two 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 an individual subject to quarantine (pursuant to Federal, State, or local government order or advice of a health care provider), or 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, and/or the employee is experiencing a substantially similar condition as specified by the Secretary of Health and Human Services, in consultation with the Secretaries of the Treasury and Labor.

### **Q: How do I know if I can telework while I am quarantined?**

A: You will need to speak with your supervisor to determine if your position is one that can be worked remotely.

### **Q: I will be traveling out of New York State during the holidays. What will I need to do to be able to return to work in one of the ONC BOCES buildings?**

A: Per the guidelines effective November 4, 2020 –

For travelers who were in another state for more than 24 hours:

- Travelers must obtain a test within three days of departure from that state.
- The traveler must, upon arrival in New York, quarantine for three days.
- On day 4 of their quarantine, the traveler must obtain another COVID test. If both tests comes back negative, the traveler may exit quarantine early upon receipt of the second negative diagnostic test.

For travelers who were in another state for less than 24 hours:

- The traveler does not need a test prior to their departure from the other state, and does not need to quarantine upon arrival in New York State.
- However, the traveler must fill out our traveler form upon entry into New York State, and take a COVID diagnostic test 4 days after their arrival in New York.

**Q: If I travel out of state voluntarily during the holidays, may I telework?**

A: You will need to contact your supervisor PRIOR to leaving New York State to discuss your ability to telework during the required quarantine. You will need to get approval from your supervisor to telework PRIOR to leaving the state.

**Q: What is required of me during telework?**

A: Working with your supervisor prior to telework to develop a plan of what work will be done and when. Create a list of priorities.

~ Daily contact with your supervisor

~ Reporting of daily work logs

~ Ready, willing, and able to work through email, phone calls or online meetings

**Q: If someone in my house is being tested, what am I required to do?**

A: It is ONC BOCES practice that if you or someone in your household is being tested, you will also need to quarantine until such time that a negative result is received. During this time, you should be in communication with your supervisor to determine if you may telework during this time.

**Q: If I am exhibiting symptoms, will a rapid test that shows a negative result be sufficient to return to work?**

A: No. At this time, it is Department of Health guidance that you will need a confirmatory negative molecular test.

	MOLECULAR TEST	ANTIGEN TEST
Also known as:	Diagnostic test, viral test, molecular test, nucleic acid amplification test (NAAT)	Rapid diagnostic test
How the sample is taken...	Nasal or throat swab	Nasal or throat swab/ saliva test
How long it takes to get results..	Up to a week	Usually completed in one hour or less
Is another test needed	This test is typically highly accurate and usually does not need to be repeated	Positive results are usually highly accurate but negative results may need to be confirmed with a molecular test
What is shows...	Diagnoses active coronavirus infection	Diagnoses active coronavirus infection

**If you should have any additional questions, feel free to reach out to Sarah Blood – Director of Human Resources at ext 2142.**

