

COVID-19 Teammate FAQs

NOTE: These FAQs will be updated as we learn more and acquire new information. While this document provides general information and guidance, please contact your supervisor and/or agency human resources staff for more information.

What if I get sick?

Stay home and get better! Follow the direction of health care professionals. You should use sick leave. If sick leave is exhausted, you may use other leave options including vacation and/or compensatory time. If those leave options are exhausted, other paid leave benefits, such as advance sick and vacation leave and/or catastrophic leave donation, may be available with the support of your agency leadership. Unpaid leave options include Family Medical Leave (FMLA) and leave without pay. Requests for FMLA will be handled by your agency human resources and eligibility determinations made on a case-by-case basis.

What if I need to care for an immediate family member who is ill and/or quarantined with COVID-19?

Stay home and help them get better. Follow the direction of health care professionals. You should use sick leave for time devoted to caregiving. If sick leave is exhausted, you may use other leave options including vacation and/or compensatory time. If those leave options are exhausted, other paid leave benefits, such as advance sick and vacation leave and/or catastrophic leave donation, may be available with the support of your agency leadership. If available, you may request remote work and telework for time not devoted to caregiving. Unpaid leave options include FMLA and leave without pay. Requests for FMLA will be handled by your agency human resources and eligibility determinations made on a case-by-case basis. At the agency head's discretion, the definition of immediate family may be broadened.

What if I'm not sick but directed to self-quarantine?

Follow the direction of health care professionals. If available, you will be assigned remote work and/or telework. If available, you may request remote work and/or telework. If remote work and/or telework is not available, you may be placed in paid ready to work status as appropriate and approved by the State Personnel Director.

What if I'm caring for a child who is not sick but at home due to a COVID-19 related closure?

You may use vacation and/or compensatory time for time devoted to caregiving. If those leave options are exhausted advance vacation leave may be available with the support of your agency leadership. If available, you may request remote work and telework for time not devoted to caregiving as well as a flexible work schedule. At the agency head's discretion, the definition of immediate family may be broadened. If remote work and/or telework is not available, the teammate may be placed in paid ready to work status as appropriate and approved by the State Personnel Director.

What if I'm a person who is not sick but at risk for serious illness from COVID-19?

Follow the direction of health care professionals. As appropriate, you are encouraged to self-identify and request remote work and telework options. If remote work and/or telework is not available, you may be placed in paid ready to work status as appropriate and approved by the State Personnel Director. The CDC is a resource for [People at Risk for Serious Illness from COVID-19](#).

What if I have traveled or live with someone who has traveled?

You should review the CDC's guidance on travel: <https://www.cdc.gov/coronavirus/2019-ncov/travelers/index.html> and consult health care professionals to receive direction prior to returning to work. Follow the direction of health care professionals. Then apply the guidelines outlined above that fit your situation.

Additional Information:

- **NOTE:** Since the CDC has encouraged individuals to contact health care professionals remotely rather than physically going to a medical facility, requirements for a medical certificate documenting the illness may be waived. Beginning 03/01/2020, COVID-19 related [Virtual Visits](#) are available at no charge if you participate in a state medical plan.
- **My Health:** You can help prevent the spread of the COVID-19 using social distancing and good hygiene. Teammates who are ill should stay home. Teammates who come to work showing symptoms of being ill will be sent home. Helpful resources are provided at the [DHHS COVID-19 site](#).
- **My Workplace:** For COVID-19 workplace issues, critical communication and guidance will be coordinated through the Public Health Office appropriately with agency leadership and those who are affected.
- **My Medical Insurance:** Normally if you are in an unpaid status for fourteen consecutive days your health insurance would cease at the end of that month. There are special COVID-19 provisions now in place so that if your circumstances would result in an unpaid status for 14 consecutive days directly due to COVID-19, your health insurance would continue uninterrupted as long as you continue to pay your premiums.
- **My Coverage for COVID-19 Tests/Medical Visits:** Testing costs and co-pays for doctors' visits have been waived. All other doctor visits, diagnostics, and hospitalization will be covered by your state insurance with the appropriate co-pays and deductibles.
- **My Prescriptions:** Beginning April 1st, United HealthCare, our pharmacy vendor will be allowing teammates to refill your prescription early.

NOTE: For Benefits-related questions, contact your agency human resources staff or State Personnel Benefits at 402-471-4443 or Toll-Free at 877-721-2228. Email: as.employeebenefits@nebraska.gov