Who decided that Employee should not come to work?

**Employer**
- Jobsite closed for lack of work or due to state “stay-in-place” order.
- Lays off EEs for lack of work or because of a state stay-in-place order.
- Sends EE home because of cough, fever, etc.

**Employee**
- EE is scared of contracting COVID-19 and refuses to come to work
- EE is sick with symptoms of COVID-19
- EE has been advised to stay home
- EE is caring for someone else.

Can the employee telework?
- No E-PSL or E-FMLA. EE should apply for U.
- Yes, the EE can use up to 80 hours of E-PSL for time spent making, waiting for, or attending an appointment for a test for COVID-19. *Paid at “regular rate,” up to $511 per day*

Is the employee seeking a medical diagnosis for COVID-19?
- No
- Yes, the EE can use up to 80 hours of E-PSL and/or up to 12 weeks (10 paid) of E-FMLA to care for their child. The employee must actually be caring for the child and/or another suitable individual is not available (e.g., co-parent, co-guardian, or usual child-care provider). *Paid at 2/3 of “regular rate, up to $200 per day.*

Is the advice from a “health care provider” or is the employee prevented from coming to work by a governmental order (e.g., shelter-in-place, stay at home, quarantine, etc.)?
- No
- Yes, the EE can use up to 80 hours of E-PSL as long as the employee could perform work “but for” the advice of the health care provider or governmental order. *Paid at “regular rate,” up to $511 per day*