



Governor Ned Lamont

Frequently Asked Questions
on the State of Connecticut's actions
related to COVID-19

Updated 10:00 p.m. on March 21, 2020

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COVID-19 BASICS

Question:

What is the Coronavirus/COVID-19?

Answer:

Coronavirus Disease 2019 (COVID-19) is a respiratory illness that can spread from person to person. There are many types of human coronaviruses, including some that commonly cause mild upper-respiratory tract illnesses. COVID-19 is a new disease, caused by a novel (or new) coronavirus that has not previously been seen in humans. Current symptoms reported for patients with COVID-19 have included mild to severe respiratory illness with fever, cough, and difficulty breathing.

The best way to prevent illness is to avoid being exposed to the virus. CDC recommends everyday preventive actions to help prevent the spread of respiratory diseases, including:

- Wash your hands thoroughly and frequently.
- Avoid close contact with people who are sick.
- Avoid touching your eyes, nose, and mouth.
- Stay home when you are sick.
- Cover your cough or sneeze with a tissue, then throw the tissue in the trash.
- Clean and disinfect frequently touched objects and surfaces using a regular household cleaning spray or wipe.

You can read more information about COVID-19 at the U.S. Food and Drug Administration's website, where they offer answers to frequently asked questions about the virus:

<https://www.fda.gov/emergency-preparedness-and-response/mcm-issues/coronavirus-disease-2019-covid-19-frequently-asked-questions>

RESTRICTIONS ON WORKPLACES FOR NON-ESSENTIAL BUSINESSES

Effective at 8PM on Monday, March 23, all workers at non-essential businesses in the state shall work from home. The governor is encouraging all businesses to employ, to the maximum extent possible, any telecommuting or work-from-home procedures that they can safely implement. The governor's order excludes any essential business or entity providing essential services or functions, such as healthcare, food service, law enforcement, and similar critical services.

PLEASE NOTE: ADDITIONAL INFORMATION WILL BE AVAILABLE MARCH 22.

GOVERNOR'S STAY SAFE-STAY HOME INITIATIVE

- Non-essential gatherings of any size for any reason should be canceled (e.g. parties, celebrations or other social events) or postponed;

- If you must leave your home, do not travel in groups – groups are limited to workers providing essential services;
- Everyone should keep at least six feet away from each other whenever possible;
- Businesses and entities that provide other essential services should implement rules that help facilitate distancing of at least six feet;
- People should limit outdoor recreational activities or sports to non-contact and avoid activities where they come in close contact with other people;
- People should limit use of public transportation to when necessary and should limit potential exposure by spacing out at least six feet from other riders;
- People who are sick should not leave their homes except where they must do so to fill a critical need or receive medical care, and only after a telehealth visit to determine if leaving home is in the best interest of their health;
- Young people should practice social distancing and avoid contact with vulnerable people, including the elderly or those who might have preexisting medical conditions or reduced immunity; and
- Use precautionary sanitizer practices such as using soap and water, hand sanitizer, or isopropyl alcohol wipes. Washing hands with soap and water for at least 20 seconds works best.

Essential businesses include, but are not limited to, the 16 critical infrastructure sectors as defined by the U.S. Department of Homeland Security, which are available at www.cisa.gov/critical-infrastructure-sectors.

In addition, DECD will publish a list before the order goes into effect listing types of essential businesses, and will provide a process for requesting additional designations as essential.

For more information, refer to the text of the executive order:

<https://portal.ct.gov/-/media/Office-of-the-Governor/Executive-Orders/Lamont-Executive-Orders/Executive-Order-No-7H.pdf?la=en>

TESTING FOR COVID-19

Question:

How do I know if I should be tested for COVID-19, and where do I go to be tested?

Answer:

If an individual has a fever (greater than or equal to 100.0°) and a cough, or shortness of breath, please call your primary care provider for information regarding local testing locations. You will need an order from your primary care physician to be tested for COVID-19. If you do not have a primary care provider, and you have the symptoms of COVID-19 (a fever greater than or equal to 100.0°, and a cough or shortness of breath) please go to an urgent care center or to a federally qualified health center to get a doctor's order to be tested.

Please do not go to any medical facility unannounced for the safety of all patients and medical professionals.

Please note that only individuals who present with symptoms consistent with COVID-19, a fever greater than or equal to 100.0°, and a cough, or shortness of breath, will be tested at this time.

If you are displaying symptoms consistent with those of COVID-19, and are unable to get into contact with your primary care physician, please reach out to one of the following hotlines:

- Hartford Healthcare Hotline: (860) 972-8100
- Yale New Haven Health: (833) 484-1200
- Bristol Hospital Coronavirus Info Line: (860) 261-6855
- Stamford Health: (203) 276-4111

Drive-thru testing sites are present on hospital grounds at the following locations (a doctors order is required).

- Bridgeport Hospital
- Bristol Hospital
- Charlotte Hungerford Hospital (Torrington)
- Danbury Hospital
- Greenwich Hospital
- Hartford Hospital
- Johnson Memorial Hospital (Stafford Springs)
- Lawrence Memorial Hospital (New London)
- Manchester Memorial Hospital
- Mid-State Medical Center (Meriden)
- Stamford Hospital
- Saint Francis Hospital (Hartford)
- Saint Mary's Hospital (Waterbury)
- Saint Vincent Hospital (Bridgeport)
- Waterbury Hospital
- Yale-New Haven Hospital

Question:

I want to be tested for COVID-19, but I am I do not have any symptoms OR I am having other symptoms consistent with a flu and possibly COVID-19. Are healthcare providers tracking that I requested testing, and will I be able to get testing in the future?

Answer:

At this time, healthcare providers are not/not able to track patients who do not present for testing with current symptoms consistent with a case of COVID-19 (a fever greater than or equal to 100.0°, and a cough, or shortness of breath).

Question:

Is there a cost to being tested for COVID-19 if I need the test?

Answer:

No, there is no cost to be tested for COVID-19. The Families First Coronavirus Response Act guarantees all Americans can receive free coronavirus testing. This includes those with private insurance, government insurance (Medicare, Medicare Advantage, Medicaid, CHIP, VA, FEHBP, and TRICARE), and even those with no insurance. Connecticut residents on Medicaid can also receive free treatment for COVID-19.

No, there is no cost to be tested for COVID-19. The Families First Coronavirus Response Act guarantees all Americans can receive free coronavirus testing. This includes those with private insurance, government insurance (Medicare, Medicare Advantage, Medicaid, CHIP, VA, FEHBP, and TRICARE), and even those with no insurance. Connecticut residents on Medicaid can also receive free treatment for COVID-19.

For further information and to see the full text of the bill, please see this website:

<https://www.congress.gov/bill/116th-congress/house-bill/6201/text>

PREScription MEDICATIONS

Question:

I am worried about running out of my prescription medication. What should I do?

Answer:

The state of CT regulates certain types of health insurance plans and not others. Those with health plans regulated by the state of CT, health insurers and health care centers are encouraged to authorize payment to pharmacies for a ninety (90) day supply of maintenance prescription medications for individuals. While the state cannot legally require self-funded plans to offer the same 90-day access, we have encouraged employers to follow the lead of the state regulated carriers. Please contact your regular pharmacy and request their assistance to get a ninety (90) day supply.

For further information from the Department of Insurance, please see: https://portal.ct.gov/-/media/CID/1_Bulletins/Bulletin-IC-39.pdf?la=en

TESTING CAPACITY AND SUPPLY OF PROTECTIVE EQUIPMENT

Question:

What is the state doing to ensure that there is an adequate capacity for COVID-19 testing and a sufficient supply of protective equipment?

Answer:

Connecticut ordered personal protective equipment (PPE) from the Strategic National Stockpile. Due to high demand these items were on back order and so the supplies are expected to arrive March 19-20, 2020. Connecticut received significantly less than requested (only 14 percent of the initial request). State government agencies are implementing a plan to most efficiently distribute the equipment throughout the state.

At the direction of Governor Lamont and the Connecticut Department of Public Health, the State of Connecticut has activated a framework for donations of Personal Protective Equipment (PPE) – protective clothing, helmets, goggles, or other garments or equipment designed to protect the wearer's body from injury or infection that are utilized by people providing healthcare services.

Members of the public, businesses, and philanthropic organizations that are able to donate these vital materials are urged to contact the state by filling out the online form located at www.211ct.org/DonationsCOVID19.

The specific items being requested at this time by the state at this time includes:

- N95 Respirators
- Face Masks/Surgical Masks
- Face Shields
- Surgical Gowns
- Gloves (nitrile, or non-latex)
- Thermometers
- Thermometer Covers (if applicable to type of thermometer)
- Hand Sanitizer
- Other Medical Items

In addition to the Connecticut State Public Health Laboratory, Quest Diagnostics, LabCorp, and Jackson Labs have recently been approved to conduct COVID-19 testing. The majority of acute care hospitals in the state have also been approved for on-site COVID-19 testing.

CLEANING GUIDANCE

Question:

How should I clean my home or workspace to limit the risk of infection?

Answer:

CDC recommends **daily** cleaning and disinfecting high-touch surfaces household common areas (e.g. tables, hard-backed chairs, doorknobs, light switches, remotes, drawer handles, desks, toilets, sinks, keyboards, cell-phones).

- If surfaces are dirty, they should be cleaned using a detergent or soap and water prior to disinfection.
- For disinfection, diluted household bleach solutions, alcohol solutions with at least 70% alcohol, and most common EPA-registered household disinfectants should be effective. Diluted household bleach solutions can be used if appropriate for the surface. Follow manufacturer's instructions for application and proper ventilation. Check to ensure the product is not past its expiration date. Never mix household bleach with ammonia or any other cleanser. Unexpired household bleach will be effective against coronaviruses when properly diluted. Prepare a bleach solution by mixing: 5 tablespoons (1/3rd cup) bleach per gallon of water or 4 teaspoons bleach per quart of water
- If soap and water are not available, the Centers of Disease Control recommends using an alcohol-based hand sanitizer that contains at least 60% alcohol. Due to the growing demand for hand sanitizer, Governor Lamont has allowed local pharmacies to produce and sell hand sanitizer. Please check with your local pharmacy to see if they have stock available.

You can read more about the CDC guidance for effective cleaning here:

<https://www.cdc.gov/coronavirus/2019-ncov/community/home/cleaning-disinfection.html>

MANAGING AT HOME WHEN SOMEONE HAS A CONFIRMED CASE OF COVID-19

Question:

What should I do at home if a member of my household has a confirmed case of COVID-19?

Answer:

Household members should follow the CDC's home care guidance when interacting with persons with suspected/confirmed COVID-19 and their isolation rooms/bathrooms. That information can be found here:

<https://www.cdc.gov/coronavirus/2019-ncov/hcp/guidance-prevent-spread.html>

In the bedroom/bathroom dedicated for an ill person: consider reducing cleaning frequency to **as-needed** (e.g., soiled items and surfaces) to avoid unnecessary contact with the ill person.

- As much as possible, an ill person should stay in a specific room and away from other people in their home.
- Those living in the home should follow the CDC's home care guidance available at: <https://www.cdc.gov/coronavirus/2019-ncov/hcp/guidance-prevent-spread.html>. The caregiver can provide personal cleaning supplies for an ill person's room and bathroom, unless the room is occupied by child or another person for whom such supplies would not be appropriate. These supplies include tissues, paper towels, cleaners and EPA-registered disinfectants (examples of such disinfectants can be found at <https://www.americanchemistry.com/Novel-Coronavirus-Fighting-Products-List.pdf>).
- If a separate bathroom is not available, the bathroom should be cleaned and disinfected after each use by an ill person. If this is not possible, the caregiver should wait as long as practical after use by an ill person to clean and disinfect the high-touch surfaces.

For additional guidance on what to do in caring for someone who is ill, potentially with the COVID-19 virus, please visit the Center for Disease Control website:

<https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/steps-when-sick.html>

SCHOOL CLOSURES

Question:

Is my child's school closed, and if so, until when?

Answer:

Governor Lamont has determined that to promote and secure the safety and protection of children in schools related to the risks of COVID-19, all public school classes will be cancelled for all Connecticut students effective Tuesday, March 17 until at least March 31, 2020, and is encouraging private schools to follow the same schedule. As a result of evolving circumstances, the Governor has modified Executive Order 7 to account for the potential impact on schools that may be subject to longer-term cancellation of in-school classes and permits districts, upon reopening in the spring of 2020, to close schools on their normally scheduled end-dates, so long as local and regional boards of education provide

opportunities for continuity of education to all students to the greatest extent possible and consistent with federal and state guidance.

Please consult with your local school district for information specific to your school system.

While classes are cancelled, school districts can open buildings for any purpose they deem necessary.

Connecticut Unified School District 1, which operates schools inside Department of Correction facilities, Unified School District 2, which operates schools inside Department of Children and Families facilities and institutions, and Connecticut Department of Mental Health and Addiction Services inpatient facilities are exempted from the previously issued statewide school cancellation order and may continue to operate.

Question:

Will my child still be able to graduate on time?

Answer:

The Commissioner of Education has received the authority to temporarily waive any requirements he deems necessary to address the impact of COVID-19 and school class cancellations. Please check with your local school system for specific information.

WAIVER ON STANDARDIZED TESTING IN CT SCHOOLS FOR 2020

Question:

Will my child still have to take required standardized tests during the remainder of this school year?

Answer:

The State Department of Education (SDE) is seeking a waiver from the U.S. Department of Education for the standardized testing requirements each school is required to complete annually. As the COVID-19 pandemic has significantly disrupted classroom learning already this school year, SDE Commissioner Miguel Cardona believes that it is best to waive those requirements for this school year.

ADVANCED PLACEMENT TESTING

Question:

Will Advanced Placement (AP) tests still be administered this spring?

Answer:

The College Board, administrator of Advanced Placement exams, is offering students access to free, live AP review lessons, delivered by AP teachers from across the country beginning on Wednesday, March 25th. These optional, mobile-friendly classes are designed to be used alongside work that may be given by schools. These classes will also be available on-demand, so teachers and students can access them at any time. These online classes are not dependent on current AP teachers continuing instruction as we know many AP teachers now face challenges that would make that impossible.

Additionally, for the 2019-20 AP Exam administration only, we're developing secure 45-minute online exams for each course. These streamlined digital exams will not require any test booklet shipments, external proctors, or any additional workload for schools. The exam content will focus on what most schools were able to complete by early-March. For each AP subject, there will be two different testing dates. By April 3rd, we'll publish the full exam schedule including the specific free-response question types that will comprise each AP exam. Please find more details at:

<https://apstudents.collegeboard.org/>

MEALS FOR STUDENTS WHO NEED THEM

Question:

How will students who depend on school meals continue to receive this support?

Answer:

The State Department of Education continues to aid in the effort to ensure that school districts are able to continue delivering meals to students under the school lunch and breakfast programs. To date, 123 schools have been approved to participate in this revamped, emergency program, which allows students and their parents to pick up their meals at one location, take them away, and then consume them at home. Districts are using a combination of locations for the meals to be picked up, such as schools, parks, YMCAs, Boys and Girls Club, town offices, and other locations.

Families should check with their local schools for instructions on meal distributions.

LARGE GATHERINGS/EVENTS

Question:

I am planning to hold/attend a large event in the next few weeks. Will that event still go on?

Answer:

To protect yourself and others from transmission of COVID-19, you should make every attempt to cancel or avoid any gathering, and stay at least 6 feet away from anyone, whether in a large group or not

3/21/20

Governor Ned Lamont together with Governor Andrew M. Cuomo of New York, Governor Phil Murphy of New Jersey, and Governor Tom Wolf of Pennsylvania have announced a regional approach to combatting COVID-19 throughout the tri-state area. These uniform standards limited crowd capacity of professional, social, religious, and recreational gatherings to fewer than 50 people effective at 8:00 p.m. on March 16, 2020. The CDC has since issued guidance recommending no gatherings of 10 or more, and you should avoid any group of people and keep at least 6 feet away from even 1 other person where possible.

This prohibition on large gatherings does not apply to farmers' markets, food banks, mobile food trucks or food delivery.

NOTE: For those holding events further than 8 weeks out, please check for updated information and guidelines to ensure that your event is permitted to be held by reaching out to the COVID-19 email: COVID19.jic@ct.gov, or the COVID-19 website: ct.gov/coronavirus

CLOSURE OF BUSINESSES AND RESTAURANTS

Question:

Are local businesses closed?

Answer:

Governor Ned Lamont together with Governor Andrew M. Cuomo of New York, and Governor Phil Murphy of New Jersey have announced a regional approach to combatting COVID-19 throughout the tri-state area. The three governors announced on March 20 that non-essential businesses and nonprofits must have everyone work from home wherever possible, and provided guidance on designation of essential businesses, non-profits, and services. See [Gov. Lamont's Executive Order No. 7H](#).

<https://portal.ct.gov/-/media/Office-of-the-Governor/Executive-Orders/Lamont-Executive-Orders/Executive-Order-No-7H.pdf?la=en>

Restaurants, Bars and sports or fitness facilities

Restaurants and bars that serve food will temporarily be required to move to take-out and delivery services only. Bars that do not serve food will be required to temporarily close. The Governors have decided to temporarily close off-track betting facilities, movie theaters, gyms and fitness centers, and similar public workout facilities and studios. These measures will take effect at 8:00 p.m. on March 16, 2020.

Large Shopping Malls

Indoor portions of large retail shopping malls, amusement parks, and bowling alleys will close by 8:00 p.m. on Thursday, March 19, 2020 and remain closed through April 30, 2020. Large shopping malls in Connecticut covered by this closure are the following:

- Brass Mill Center in Waterbury

- The Connecticut Post Mall in Milford
- The Crystal Mall in Waterford
- The Danbury Fair Mall in Danbury
- The Stamford Town Center in Stamford
- The Shoppes at Buckland Hills in Manchester
- The SoNo Collection in Norwalk
- The Westfarms Mall in Farmington
- The Westfield Mall in Meriden
- The Westfield Mall in Trumbull

For additional information on this closure of large shopping malls, please refer to the text of the executive order, which can be found here: <https://portal.ct.gov/-/media/Office-of-the-Governor/Executive-Orders/Lamont-Executive-Orders/Executive-Order-No-7F.pdf?la=en>

Places of Public Amusement

Also as of 8:00 p.m. on Thursday, March 19, 2020 and through April 30, 2020, all places of public amusement, whether indoors or outdoors, such as locations with amusement rides, carnivals, amusement parks, water parks, aquariums, zoos, arcades, fairs, children's play centers, funplexes, theme parks, bowling alleys, and other family and children's attractions shall be closed to the public. This directive does not apply to public parks and open recreation areas.

Dental Practices

The American Dental Association (ADA) recommends that dentists nationwide postpone elective procedures and only treat patients in the case of a dental emergency. Such postponements of elective procedures can contribute to reducing the transmission of COVID 19 in our communities, and contribute to the well-being of the public and the dental team.

Barbers, Salons, Tattoo Parlors, and Related Establishments

Effective at 8:00 p.m. on Friday, March 20, 2020, the Governor has ordered the temporary closure to the public of all establishments rendering services by barbers, hairdressers and cosmeticians, nail technicians, electrologists, estheticians, eyelash technicians, and tattoo and piercing providers, including, but not limited to, barbershops, beauty shops, hairdressing salons, nail salons, spas, kiosks, and tattoo or piercing establishments.

Farmers' Markets and Farm Stands Can Stay Open

Farmers' markets and farm stands in Connecticut can remain open during the civic preparedness and public health emergency. These entities are not covered by the executive order on restaurants the governor issued earlier this week. A number of farm stands and farmers' markets have already integrated online or order-ahead options with home delivery or curbside pickup. The agency is working with producers to compile an updated listing of farmers' markets and farm stands on www.ctgrown.gov.

For the time being, businesses not specifically cited above as having been ordered to close may remain open at the owner's discretion.

This uniform approach to social distancing is meant to slow the spread of COVID-19.

Question:

Are bars and restaurants closed?

Answer:

Governor Ned Lamont together with Governor Andrew M. Cuomo of New York, and Governor Phil Murphy of New Jersey have announced a regional approach to combatting COVID-19 throughout the tri-state area. The three governors announced that restaurants and bars that serve food are permitted to continue operating during the pandemic, however they cannot sell alcohol, and any food that is served at these establishments must be for take-out and delivery only, meaning that the food cannot be consumed on-premises. Please note:

- They can still allow customers inside of their buildings to place orders and pick up the food to be taken out and consumed at a different location.
- They can still permit customers to use the restrooms as they normally would.
- The governor encourages these establishments to implement the proper social distancing and cleanliness measures so that staff and customers can protect themselves during the pandemic.
- They can still permit customers to use the restrooms as they normally would.

These measures will take effect at 8:00 p.m. on March 16, 2020.

As of noon on March 19, 2020, any business with an active restaurant, café, or tavern liquor permit issued by the Department of Consumer Protection may sell sealed containers of alcoholic liquor for pick up under the following conditions:

- the sale shall accompany a pick-up order of food prepared on the premises;
- the type of alcoholic liquor sold for off-premise consumption shall be the same as what the permit type would have permitted for on-premise consumption prior to this emergency situation;
- the hours of such sales that include alcoholic liquor as part of the take-out order shall be the same as those for a package store.
- Delivery of alcoholic liquor by licensees with these permit types is not permitted.

Businesses with manufacturing permits, such as craft breweries and similar establishments, may sell alcohol for off-premises consumption according to the existing terms of their permits.

Bars that do not serve food will be required to temporarily close to the public.

Cafeterias at hospitals may remain open.

Onsite workplace cafeterias are not required to close or stop serving food. Employees in general are encouraged to bring their own meals to work if possible rather than using such facilities. To the extent feasible, employers are encouraged to permit or require employees who order food at workplace cafeterias to eat those meals in private work spaces. If employers permit employees to eat food within

workplace cafeterias, they should implement appropriate social distancing measures and make every effort to minimize the number of people congregating within a confined space or area.

In addition, workplace cafeterias should stop or limit self-serve food and drinks such as:

- Buffets
- Salad bars
- Soups
- Fountain sodas
- Coffee
- Reusable food and drink containers

Breads, muffins and pastries and other similar items should be pre-wrapped.

Food trucks can still operate, but should take steps to practice social distancing/line management.

Farmers' markets and farm stands in Connecticut can remain open during the civic preparedness and public health emergency. These entities are not covered by the executive order on restaurants the governor issued earlier this week. A number of farm stands and farmers' markets have already integrated online or order-ahead options with home delivery or curbside pickup. The agency is working with producers to compile an updated listing of farmers' markets and farm stands on www.ctgrown.gov.

Question:

Does the closure of bars and restaurants include private clubs and fraternal organization?

Answer:

Restaurants and bars that serve food, including private clubs and fraternal organizations, will temporarily be required to move to take-out and delivery services only. Delivery of alcohol by these establishments is still prohibited. Private clubs and fraternal organizations that do not serve food will be required to temporarily close. These measures took effect at 8:00 p.m. on March 16, 2020, with the new rules about sale of alcohol for takeout in effect at noon on March 20, 2020.

Question:

I have a dental appointment/I am a dentist, is the office required to close?

Answer:

The American Dental Association (ADA) recommends that dentists nationwide postpone elective procedures and only treat patients in the case of a dental emergency. Such postponements of elective procedures can contribute to reducing the transmission of COVID 19 in our communities, and contribute to the well-being of the public and the dental team.

Question:

3/21/20

I have an appointment/work at a hair/nail salon, is the salon required to close?

Answer:

Effective at 8:00 p.m. on Friday, March 20, 2020, the Governor has ordered the temporary closure to the public of all establishments rendering services by barbers, hairdressers and cosmeticians, nail technicians, electrologists, estheticians, eyelash technicians, and tattoo and piercing providers, including, but not limited to, barbershops, beauty shops, hairdressing salons, nail salons, spas, kiosks, and tattoo or piercing establishments.

OUTSIDE VISITORS TO NURSING CARE AND OTHER FACILITIES

Question:

My relative is in a nursing care facility. Can I visit him or her?

Answer:

- Commissioner of Public Health has prohibited any visitation except for First responders, including Emergency Medical Services, law enforcement, firefighting and Emergency Management personnel;
- Family members, domestic partners or other persons designated by a patient only when the Facility's Medical Director, a licensed physician or advanced practice registered nurse has determined such patient to be at the end stage of life with death being imminent;
- Any person authorized by law to oversee or investigate the provision of care and services; and
- Service providers who are required to do maintenance or repair necessary without delay for the Facility's continued operation.

Any requirement for personal service is waived as it relates to any person currently located in a facility that has restricted visitor access at this time. Service may be made by serving an administrator or the administrator's designee. Any requirement for an in-person meeting, hearing, or screening is also waived: meetings, hearings, or screenings may take place by any other method that allows for the participation of the interested parties. Please see the commissioner's order for more details:

<https://portal.ct.gov/-/media/Office-of-the-Governor/News/20200313-DPH-nursing-home-order.pdf?la=en>

Question:

My relative is in a psychiatric hospital. Can I visit him or her?

Answer:

All facilities that are operated by the Department of Mental Health and Addiction Services have imposed a complete ban on all visitors to such facilities for a period of 30 days. The following categories of individuals will retain access to DMHAS facilities:

- First responders, including Emergency Medical Services, law enforcement, firefighting and Emergency Management personnel;
- Family members, domestic partners or other persons designated by a patient only when the Facility's Medical Director, a licensed physician or advanced practice registered nurse has determined such patient to be at the end stage of life with death being imminent;
- Any person authorized by law to oversee or investigate the provision of care and services; and
- Service providers who are required to do maintenance or repair necessary without delay for the Facility's continued operation.

Additionally, many DMHAS facilities serve as public meeting spaces within their communities. Due to the COVID-19 outbreak, DMHAS facilities will not be available for public use until further notice.

Private not for profit providers are also prohibited from entering DMHAS facilities but are encouraged to use telephone or web-based communication to carry out necessary functions. Individuals who come to a DMHAS-operated facility will be subject to a COVID-19 risk screening and may be refused access if they are deemed to be at risk for COVID-19. Admitted visitors will be required to use appropriate Personal Protection Equipment in accordance with CDC guidelines while in the facility.

Any requirement for personal service is waived as it relates to any person currently located in a facility that has restricted visitor access at this time. Service may be made by serving an administrator or the administrator's designee. Any requirement for an in-person meeting, hearing, or screening is also waived: meetings, hearings, or screenings may take place by any other method that allows for the participation of the interested parties. Please see Executive Order 7f for more details:

<https://portal.ct.gov/-/media/Office-of-the-Governor/Executive-Orders/Lamont-Executive-Orders/Executive-Order-No-7F.pdf?la=en>

Question:

My relative is in a residential care home. Can I visit him or her?

Answer:

The Commissioner of Public Health may issue restrictions on the number, category and frequency of outside visitors and the screening and protective measures at residential care homes. Individuals permitted to enter these residences include:

- First responders, including Emergency Medical Services, law enforcement, firefighting and Emergency Management personnel;
- Family members, domestic partners or other persons designated by an individual only when the facility's Medical Director, a licensed physician or advance practice registered nurse has determined such patient to be at the end stage of life with death being imminent;
- Any person authorized by law to investigate the provision of care and services; and

- Service providers who are required to do maintenance or repair necessary without delay for the facility's continued operation.

When in attendance of any gathering, please exercise smart public health practices and avoid close physical contact, including shaking hands, hugging, etc.

Insurance providers are also prohibited from entering DMHAS facilities but are encouraged to use telephone or web-based communication to carry out necessary functions. Individuals who come to a DMHAS-operated facility will be subject to a COVID-19 risk screening and may be refused access if they are deemed to be at risk for COVID-19. Admitted visitors will be required to use appropriate Personal Protection Equipment in accordance with CDC guidelines while in the facility.

Any requirement for personal service is waived as it relates to any person currently located in a facility that has restricted visitor access at this time. Service may be made by serving an administrator or the administrator's designee. Any requirement for an in-person meeting, hearing, or screening is also waived: meetings, hearings, or screenings may take place by any other method that allows for the participation of the interested parties. Please see Executive Order 7f for more details:

<https://portal.ct.gov/-/media/Office-of-the-Governor/Executive-Orders/Lamont-Executive-Orders/Executive-Order-No-7F.pdf?la=en>

For information specific to visiting people living in Department of Developmental Services (DDS) facilities or programs, please visit the DDS website: <https://portal.ct.gov/DDS/General/COVID19/COVID-19-Updates-for-DDS-Individuals-and-Families>

LIMITS ON VISITS WITH CHILDREN IN DCF CUSTODY AND VISITORS TO SOLNIT CHILDREN'S CENTERS

The executive order gives the Commissioner of the Department and Children and Families the authorization to issue orders restricting visitation to Albert J. Solnit Children Centers and to limit visitation with children placed in the care and custody of DCF to the extent necessary to protect the health and welfare of the children and staff.

Albert J. Solnit Children's Center – South Campus is a state-administered Psychiatric facility for Connecticut's children who are under the age of eighteen. The Solnit Center provides comprehensive care to children and adolescents with severe mental illness and related behavioral and emotional problems who cannot be safely assessed or treated in a less restrictive setting. The South Campus consists of four coed hospital units and three female adolescent psychiatric residential treatment facility cottages

The Albert J. Solnit Children's Center – North Campus serves as a Psychiatric Residential Treatment Facility, providing treatment to adolescent males between the ages of 13 and 17 with complex psychiatric needs. The program is designed to be the bridge from hospital to home and community or as a diversionary placement to avoid the need for a hospital stay.

These are large facilities and there is a need to screen and limit visitors to ensure that there is not a spread of COVID-19. The order also ensures that there are avenues to conduct service of process for legal proceedings and a way for hearings and screenings to take place without in person contact. The order itself does not limit visitors. The DCF Commissioner will issue further guidance.

CHILDCARE

Question:

Will my child's daycare center stay open?

Answer:

The state of Connecticut Office of Early Childhood is not instructing or requiring any program to close. Unless ordered by government officials, programs may remain open by their own determination which may be made considering guidance from Centers for Disease Control and Prevention, Department of Public Health and/or your local health department or district. Please be in direct touch with your childcare provider regarding plans to stay open or to close.

As information regarding COVID-19 is continuing to evolve, the guidance provided by State Agencies is subject to change.

Question:

Where can I find childcare if my child's school is closed?

Answer:

Licensed family childcare homes may, within their licensed capacity, provide full-time care to enrolled school age children whose schools have closed due to the COVID-19 virus as done during school vacations.

United Way of Connecticut's 211 Infoline is available to help you locate childcare. You can reach the 211 Infoline by dialing 211 from any telephone, or online at <https://www.211childcare.org>.

PUBLIC MEETINGS

Question:

There is a public meeting in my town/city scheduled on (ANY TOPIC). Will this meeting still be held?

Answer:

Governor Lamont has suspended in-person open meeting requirements for the time being and in order to slow the spread of COVID-19.

Any public agency may meet and take necessary actions without permitting in-person, public access or to hold such meetings remotely by conference call or video teleconferencing provided that

- (1) the public has the ability to view or listen to each meeting or proceeding in real time, by telephone, video, or other technology;
- (2) any such meeting or proceeding is recorded or transcribed, and such recording or transcript shall be posted on the agency's website within seven days of the meeting or proceeding, and made available within a reasonable time in the agency's office;
- (3) the required notice and agenda for each meeting or proceeding is posted on the agency's website and shall include information about how the meeting will be conducted and how the public can access it;
- (4) any materials relevant to matters on the agenda, including but not limited to materials related to specific applications, if applicable, shall be submitted to the agency a minimum of twenty four (24) hours prior and posted to the agency's website for public inspection prior to, during, and after the meeting, and any exhibits to be submitted by members of the public shall, to the extent feasible, also be submitted to the agency a minimum of twenty-four (24) hours prior to the meeting and posted to the agency's website for public inspection prior to, during, and after the meeting; and
- (5) all speakers taking part in any such meeting or proceeding shall clearly state their name and title, if applicable, before speaking on each occasion that they speak.

Further information on this executive order is available at:

<https://portal.ct.gov/-/media/Office-of-the-Governor/Executive-Orders/Lamont-Executive-Orders/Executive-Order-No-7B.pdf>

MUNICIPAL PROCEDURES AND DEADLINES – NEW ORDER MARCH 21

On Saturday, March 21, Gov. Lamont issued [Executive Order No. 7I](#), which enacted several changes to rules for municipal meetings, decisions, notice requirements, and deadlines. Here is a summary of the changes:

- Extends additional budget adoption deadlines
- Suspends in-person budget adoption requirement for some municipalities
- Suspends in-person budget adoption requirement for regional boards of education

- Extends municipal deadlines and waiver of penalties related to municipal planning, assessment, and taxation
- Suspends the in-person filing requirements related to municipal planning, assessment, and taxation
- Suspends deadlines and makes modification to public hearing and appeals requirements for assessment and taxation
- Extends new reporting requirements on properties
- Allows electronic notice for most municipal decision making proceedings and other actions
- Suspends, modifies, and clarifies certain municipal procedural requirements and time limitations regarding notice, commencement, and holding of public hearings, decisions, and appeals, including land use and other municipal boards.

To learn more about some of these changes from attorneys who assisted the Office of the Governor with drafting them:

- The Connecticut Bar Association will hold a conference call on Tuesday, March 24 from 12:30 PM to 2:00 PM to discuss the municipal and land use changes in effect for the duration of the emergency.
- Center for Land Use Education and Research at UCONN will hold a webinar on Thursday, March 26 from 11 a.m. to 12 p.m. to discuss the municipal and land use changes in effect for the duration of the emergency.

MUNICIPAL BUDGET DEADLINES

Question:

The budget for my town/city/board of education is due to be adopted soon. How will the current public health emergency impact the process of discussing and adopting this required budget?

Answer:

Governor Lamont has issued an executive order allowing additional time for town, cities, and school districts to complete their required budget processes. All deadlines for the preparation of municipal and regional school district budgets for the fiscal year ending June 30, 2021 that fall on any date prior to and including May 15, 2020 are extended by thirty (30) days.

Any public agency may meet and take necessary actions without permitting in-person, public access or to hold such meetings remotely by conference call or video teleconferencing provided that

- (1) the public has the ability to view or listen to each meeting or proceeding in real time, by telephone, video, or other technology;

(2) any such meeting or proceeding is recorded or transcribed, and such recording or transcript shall be posted on the agency's website within seven days of the meeting or proceeding, and made available within a reasonable time in the agency's office;

(3) the required notice and agenda for each meeting or proceeding is posted on the agency's website and shall include information about how the meeting will be conducted and how the public can access it;

(4) any materials relevant to matters on the agenda, including but not limited to materials related to specific applications, if applicable, shall be submitted to the agency a minimum of twenty four (24) hours prior and posted to the agency's website for public inspection prior to, during, and after the meeting, and any exhibits to be submitted by members of the public shall, to the extent feasible, also be submitted to the agency a minimum of twenty-four (24) hours prior to the meeting and posted to the agency's website for public inspection prior to, during, and after the meeting; and

(5) all speakers taking part in any such meeting or proceeding shall clearly state their name and title, if applicable, before speaking on each occasion that they speak.

On other municipal deadlines, the Office of the Governor is working with towns and the legal community to address assessment appeals, land use statutory deadlines, public voting and comments at hearings, and other issues.

You can find additional information on this executive order here:

<https://portal.ct.gov/-/media/Office-of-the-Governor/Executive-Orders/Lamont-Executive-Orders/Executive-Order-No-7C.pdf>

DEPARTMENT OF MOTOR VEHICLES (DMV):

Question:

I need to go to the DMV for (ANY REASON)? Do I still need to go in person?

Answer: ALL DMV BRANCH OFFICES WILL BE CLOSED TO THE PUBLIC FOR THE TRANSACTION OF BUSINESS UNTIL FURTHER NOTICE --- DMV WILL PROVIDE SERVICES ONLINE, THROUGH THE MAIL AND BY PHONE.

The DMV issued new guidance March 19 and 20 extending registrations, emissions renewals and other items.

See list of services and daily status updates on DMV and partner locations at:

<https://www.ctdmv.info/>The Department of Motor Vehicles – acting on the recent Declaration signed by Governor Ned Lamont – now offers an extension period to Connecticut residents with expiring credentials.

3/21/20

Eligible DMV credentials that expire between March 10, 2020 and June 8, 2020 are automatically covered by this extension. No late fees will be assessed for eligible credentials.

The extension includes all Connecticut driver's licenses, learner's permits, and identity cards.

The extension is effective immediately.

For more information, please visit: <https://portal.ct.gov/DMV>

Additionally, in order to streamline all state agency procedures, the Governor has signed an executive order to ensure maximum efficiency and convenience for residents of Connecticut. In the case of the Department of Motor Vehicles, renewal deadlines have been extended by 90 days.

Q: Are vehicle emissions test due dates extended?

A: Yes. The Department of Motor Vehicles has extended by 90 days all emissions test or retest due dates for vehicles with testing due between March 10 and June 8, 2020.

Q: Is my motor vehicle registration renewal due date extended?

A: Yes. Vehicle, vessel and temporary registrations expiring between March 10, 2020 and June 8, 2020 have been extended 90 days. Customers are encouraged to renew by mail, online at www.ct.gov/dmv or phone at 800-842-8222 or 860-263-5700 (in the Hartford area) if possible.

Q: Is my disabled parking placard expiration date extended?

A: Yes. The Department of Motor Vehicles has extended permanent disability placards that expire with any credential (driver's license or state-issued ID card) subject to a 90-day extension.

Q: I own a business licensed by the Department of Motor Vehicles and my license is expiring. Can I get an extension?

A: Yes. The Department of Motor Vehicles has extended by 90 days the validity of all business licenses that expire from March 10, to June 8, 2020.

PROFESSIONAL LICENSES THAT REQUIRE RECERTIFICATION

Question:

I have a license to practice my profession, and it is expiring soon. Will I have an automatic extension for recertification?

Answer:

The Department of Consumer Protection is handling it on a case-by-case basis. If the licensing renewal requirements for a particular profession or occupation can be met through continuing education online by the expiration date, there will be no extension. Since most licenses can be renewed online or by mail, this should not present an issue for most licensed professionals. Please contact the Department of Consumer Protection (<https://portal.ct.gov/DCP/License-Services-Division/License-Division/To-Renew-Online>) or the regulatory authority for your license if you have any questions.

TRAVEL

Question:

Can I travel outside of Connecticut?

Answer:

While there is no official prohibition on interstate travel, Governor Lamont strongly encourages all Connecticut residents to avoid travel out of state, if possible, in order to slow the spread of COVID-19.

If you are scheduled to travel out of the country, or to return to the United States from travel abroad, please consult the U.S. Department of State website specific to travel during this public health emergency at this site:

<https://www.cdc.gov/coronavirus/2019-ncov/travelers/index.html>

UNEMPLOYMENT INSURANCE (UI)

Connecticut Department of Labor encourages anyone in need of unemployment insurance to apply, including independent contractors and self-employed workers

The Connecticut Department of Labor (CTDOL) is encouraging anyone who is in need of unemployment insurance to submit an application, even if they are an independent contractor or a self-employed worker. While unemployment benefits are usually not available to these groups, the agency is doing everything it can to ensure those who need benefits can access them.

In addition, effective Friday, March 20, 2020, the state agency began waiving its standard job search requirements for eligibility to receive unemployment insurance. Typically, an applicant must submit an application for a minimum of three jobs per week in order to receive these benefits.

FOR EMPLOYEES

Question:

How do I apply for Unemployment Insurance benefits or get more information about the process and requirements?

Answer:

It is important to file as soon as you become unemployed to avoid being denied benefits. Do not delay filing your claim for unemployment benefits even if your employer has not issued you any paperwork.

To file your claim, please go to www.filectui.com.

For faster processing of your claim, please have your employer's registration number and a return to work date readily available when you file your claim online.

If you have any questions, please visit the CT Department of Labor Online Assistance Center at www.filectui.com. You may also submit your general question dol.webhelp@ct.gov. A response can be expected in 3 to 5 business days, depending on volume.

Question:

If I need to take time off from work because I come down with COVID-19 and have no paid time off through my employer, can I collect unemployment benefits?

Answer:

You may file for unemployment benefits and a determination will be made concerning your eligibility. Determinations will be made on a case-by-case basis. However, please note that an individual must be physically able and available for full time work in order to qualify for unemployment benefits (unless the individual has a note from a physician stating that the individual is only available for part time work).

To file your claim, please go to www.filectui.com.

- For faster processing of your claim, please have your employer's registration number and a return to work date readily available when you file your claim online.
- Your employer should provide you with an Unemployment Separation Package, found here <http://www.ctdol.state.ct.us/HP/UC-62TwithBabel3-2020.pdf>, but do not delay filing if you do not have it.

If you have any questions, please visit the CT Department of Labor Online Assistance Center at www.filectui.com. You may also submit your general question to dol.webhelp@ct.gov. A response can be expected in 3 to 5 business days, depending on volume.

Question:

If I get terminated from my job because I test positive for COVID-19 can I collect unemployment benefits?

Answer:

You may file for unemployment benefits and a determination will be made concerning your eligibility. Determinations will be made on a case-by-case basis. However, please note that an individual must be physically able and available for full time work in order to qualify for unemployment benefits (unless the individual has a note from a physician stating that the individual is only available for part time work).

To file your claim, please go to www.filectui.com.

- For faster processing of your claim, please have your employer's registration number and a return to work date readily available when you file your claim online.
- Your employer should provide you with an Unemployment Separation Package, found here <http://www.ctdol.state.ct.us/HP/UC-62TwithBabel3-2020.pdf>, but do not delay filing if you do not have it.

If you have any questions, please visit the CT Department of Labor Online Assistance Center at www.filectui.com. You may also submit your general question to dol.webhelp@ct.gov. A response can be expected in 3 to 5 business days, depending on volume.

Question:

My employer is requiring that I self-quarantine for 14 days even though I am not sick, and I am not getting paid. Can I collect unemployment benefits?

Answer:

You may file for unemployment benefits and a determination will be made concerning your eligibility. Determinations will be made on a case-by-case basis.

To file your claim, please go to www.filectui.com.

For faster processing of your claim, please have your employer's registration number and a return to work date readily available when you file your claim online.

If you have any questions, please visit the CT Department of Labor Online Assistance Center at www.filectui.com. You may also submit your general question dol.webhelp@ct.gov. A response can be expected in 3 to 5 business days, depending on volume.

Question:

My employer closed its doors and is requiring all employees to stay home for 14 days. My employer does not offer teleworking, and we are not getting paid. Can I collect unemployment benefits?

Answer:

You may file for unemployment benefits and a determination will be made concerning your eligibility. Determinations will be made on a case-by-case basis.

To file your claim, please go to www.filectui.com.

- For faster processing of your claim, please have your employer's registration number and a return to work date readily available when you file your claim online.
- Your employer should provide you with an Unemployment Separation Package, found here <http://www.ctdol.state.ct.us/HP/UC-62TwithBabel3-2020.pdf>, but do not delay filing if you do not have it.

If you have any questions, please visit the CT Department of Labor Online Assistance Center at www.filectui.com. You may also submit your general question to dol.webhelp@ct.gov. A response can be expected in 3 to 5 business days, depending on volume.

Question:

I am unable to work because of a family member's illness. Can I collect unemployment benefits?

Answer:

If you are not currently employed, and are unable to work, you are most likely ineligible for Unemployment Insurance until you are able to work. However, you may file for unemployment benefits and a determination will be made concerning your eligibility. Determinations will be made on a case-by-case basis.

To file your claim, please go to www.filectui.com.

If you have any questions, please visit the CT Department of Labor Online Assistance Center at www.filectui.com. You may also submit your general question to dol.webhelp@ct.gov. A response can be expected in 3 to 5 business days, depending on volume.

Question:

If my employer only permits me to work part-time rather than my full-time hours, will I be able to collect unemployment benefits?

Answer:

You should file for benefits as you may be eligible for partial unemployment.

Please note: when working and filing, all hours and gross earnings must be reported. A portion of your gross earnings will be deducted from your weekly benefit rate. Determinations will be made on a case-by-case basis.

To file your claim, please go to www.filectui.com.

- For faster processing of your claim, please have your employer's registration number and a return to work date readily available when you file your claim online.

- Your employer should provide you with an Unemployment Separation Package, found here <http://www.ctdol.state.ct.us/HP/UC-62TwithBabel3-2020.pdf>, but do not delay filing if you do not have it.

If you have any questions, please visit the CT Department of Labor Online Assistance Center at www.filectui.com. You may also submit your general question to dol.webhelp@ct.gov. A response can be expected in 3 to 5 business days, depending on volume.

Question:

If I have a full time and part time job and my full-time employer closes because of COVID-19, will I be able to collect while still working part time?

Answer:

You should file for benefits as you may be eligible for partial unemployment.

Please note: when working and filing, all hours and gross earnings must be reported. A portion of your gross earnings will be deducted from your weekly benefit rate. Determinations will be made on a case-by-case basis.

To file your claim, please go to www.filectui.com.

- For faster processing of your claim, please have your employer's registration number and a return to work date readily available when you file your claim online.
- Your employer should provide you with an Unemployment Separation Package, found here <http://www.ctdol.state.ct.us/HP/UC-62TwithBabel3-2020.pdf>, but do not delay filing if you do not have it.

If you have any questions, please visit the CT Department of Labor Online Assistance Center at www.filectui.com. You may also submit your general question to dol.webhelp@ct.gov. A response can be expected in 3 to 5 business days, depending on volume.

Question:

My employer may have retaliated against me because I filed for unemployment benefits. Is there any recourse?

Answer:

Yes. It is illegal for an employer to retaliate against individuals who have exercised their rights under the Connecticut Unemployment Compensation Act. Conn. Gen. Stat. §31-226a provides individuals who believe that they have been retaliated against with an opportunity for a hearing.

FOR EMPLOYERS:

Question:

Can I require my employees to stay home if they are sick with COVID-19?

Answer:

Yes, you can require your employee to stay home. However, you should issue the employee an Unemployment Separation Package, found at: <http://www.ctdol.state.ct.us/HP/UC-62TwitBabel3-2020.pdf>.

Your employee may file for unemployment benefits and a determination will be made concerning their eligibility. Determinations will be made on a case-by-case basis. However, please note that an individual must be physically able and available for full time work in order to qualify for unemployment benefits.

Question:

If I have to close the doors of my business for 14 days because an employee is sick and other employees need to be isolated, how do my employees file for unemployment benefits?

Answer:

Please direct your employees to www.filectui.com and click the blue button to file their new claim for unemployment benefits.

For ongoing weekly continued claims filing, employees should go to www.filectui.com and click the green button.

The agency issues important emails throughout the initial claim filing process. Please advise your employees to look for these emails and read them carefully for next steps.

Question:

If I have to close the doors of my business for 14 days because an employee is sick and other employees need to be isolated, will I be liable for unemployment benefit charges?

Answer:

You will be liable in the same way you would be for a layoff or a shut down.

If the President declares a disaster that includes Connecticut and your company, it is possible you may not be liable.

Question:

Is there an alternative to laying off my employees if business has slowed down as a result of COVID-19?

Answer:

Yes. The Department of Labor offers a **SharedWork** program (http://www.ctdol.state.ct.us/progsupt/bussrvce/shared_work/index.htm) which is a smart alternative to a layoff. The program allows employers to reduce the hours of full-time employees by as much as 60 percent, while their workers collect partial unemployment benefits to replace a portion of their lost wages.

All employers with two or more full-time or permanent part-time employees can participate in the program, which is not designed for seasonal separations. To qualify, the business' reduction of work cannot be less than 10 percent or more than 60 percent.

PAID SICK LEAVE (PSL) AND OTHER ABSENCES

Question:

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

Answer:

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

Question:

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?

Answer:

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.

WAGES AND HOURS

Question:

If my employer decides not to open the business for the day or my specific work shift, and notifies me not to report for work, must I be paid?

Answer:

If you are a non-exempt “hourly” employee, no. An employer is not required to pay a non-exempt employee for the time in which he or she performs no work.

If you are an exempt employee and you have worked for any portion of the week, yes. The employer is required to pay you the full weekly salary if you work for any portion of the week.

Also, it is not permissible for the employer to make any deduction for the time that the exempt employee is absent from work from the employee’s accrued Paid Time Off (“PTO”) benefits, because Conn. State Agencies Regs. § 31-60-14(b)(2)(A) does not permit a deduction “of any kind” when a lack of work is occasioned by the operating requirements of the employer.

Question:

If an employer decides to keep the business open, but the employee elects not to report for work, must the employee be paid?

Answer:

No. For the non-exempt employee, an employer is not required to pay a non-exempt employee for the time in which he or she performs no work. For the exempt employee, the employer may make a deduction in pay in full-day increments pursuant to Conn. State Agencies Regs. § 31-60-14(b)(1)(B) because the employee is asking for the day off for personal reasons.

Question:

I am shutting down my business for 14 days. Do I have to pay a non-exempt or exempt employee who does not work at all during the 14 days?

Answer:

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No. Employees are not required to be paid for any work week in which he or she performs no work at all during the week.

Question:

If I need to send one of my employees home during her shift because she is coughing but I am requiring her to work from home, must I pay that employee?

Answer:

Yes, in the same manner as she was paid when she worked on the employer's premises.

If she is a non-exempt, "hourly" employee, she must be paid for the actual amount of time that you are requiring her to work. You are not required to pay a non-exempt employee for the time in which he or she performs no work.

If she is an exempt "salaried with qualifying duties" employee, the employer is required to pay her the full weekly salary if she works for any portion of the week. No deductions can be made from the exempt employee's Paid Time Off (PTO) fringe benefit leave banks to cover the time off, pursuant to Conn. State Agencies Regs. § 31-60-14(b)(2)(A).

FAMILY MEDICAL LEAVE ACT (FMLA)

Question:

Does the CT FMLA protect my job if my employer sends me home because I have a fever?

Answer:

You may be protected if:

- You are an eligible employee, who worked for the employer for at least 12 months and 1,000 hours in the past year
- The employer is a covered employer for FMLA purposes (75 or more employees in CT) and you have FMLA time available
- Your employer may require you to submit a medical certification from your health care provider, in order to determine if this is a serious health condition under the FMLA.
- If your health care provider substantiates a serious health condition, FMLA will protect your job. Also, your employer may institute a more lenient medical certification policy if it so wishes.

See the CT FMLA Website here: <https://www.ctdol.state.ct.us/wgwkstnd/fmla.htm>

Question:

Does the FMLA protect me if my employer sends me home because I told him that my 17-year-old daughter just returned from travel to a Level 3 country and has a cough and a fever?

Answer:

You may be protected if:

You are an eligible employee, the employer is a covered employer for FMLA purposes, and you have FMLA time available.

Your employer may require you to submit a medical certification from your daughter's health care provider, in order to determine if she has a serious health condition under the FMLA.

If her health care provider substantiates a serious health condition, the FMLA will protect your job. Also, your employer may institute a more lenient medical certification policy if it so wishes.

See the CT FMLA Website here: <https://www.ctdol.state.ct.us/wgwkstnd/fmla.htm>

Question:

If I send an employee home because he told me that his 17-year-old daughter just returned from travel to a Level 3 country but she has no signs or symptoms of COVID-19, does FMLA protect his job?

Answer:

- At this time, if his daughter does not have a serious health condition under the FMLA, then his job will not be protected. You may institute a more lenient absenteeism policy if you so wish.

More information about COVID-19 and federal FMLA is available from the USDOL Wage and Hour Division here: www.dol.gov/agencies/whd/fmla/pandemic

See the CT FMLA Website here: <https://www.ctdol.state.ct.us/wgwkstnd/fmla.htm>

NEW PAID LEAVE OPTION UNDER THE CORONAVIRUS EMERGENCY RELIEF PACKAGE

The coronavirus emergency relief package, which became law March 18, 2020, gives many American workers paid leave if they need to take time off work because of the virus. The summary information on the law, below, is from the New York Times. We will add additional information and details regarding how to access this benefit as those details become available.

Question:

What type of paid leave does the law offer?

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Answer:

It gives qualified workers two weeks of paid sick leave if they are ill, quarantined or seeking diagnosis or preventive care for coronavirus, or if they are caring for sick family members. It gives 12 weeks of paid leave to people caring for children whose schools are closed or whose childcare provider is unavailable because of coronavirus.

Question:

Which workers qualify?

Answer:

Most workers at small and midsize companies and nonprofits can get the paid leave, as can government employees, as long as they've been employed at least 30 days.

Question:

Which workers are excluded?

Answer:

Those at companies with more than 500 people — 48 percent of American workers — are excluded. Workers at places with fewer than 50 employees — 27 percent of workers — are included, but the Labor Department could exempt small businesses if providing leave would put them out of business. Employers can also decline to give leave to workers on the front lines of the crisis: health care providers and emergency responders.

Question:

Are part-time and self-employed workers eligible?

Answer:

Yes. Part-time workers will be paid the amount they typically earn in a two-week period. People who are self-employed — including gig economy workers like Uber drivers and Instacart shoppers — can also receive paid leave, assuming they pay taxes. They should calculate their average daily self-employment income for the year, then claim the amount they take as a tax credit (they can reduce their estimated quarterly tax payments in the meantime).

Question:

How much money do I get while on leave?

Answer:

If you are sick or seeking care for yourself, you earn the full amount you are usually paid, up to a maximum of \$511 a day. If you are caring for a sick family member or a child whose school or day care is closed, you earn two-thirds of your usual pay, up to a daily limit of \$200.

Question:

How do I take paid leave under this law?

Answer:

The Labor Department must issue guidelines by April 2 to assist employers in calculating how much paid leave their employees should get. After that, you should be able to simply notify your employer, take the leave and get paid the amount specified by the law.

RENEWAL OF APPLICATION FOR TANF BENEFITS

Question:

My cash assistance/Temporary Family Assistance (TFA) requires an in-person appointment to recertify my eligibility – do I need to have this appointment right now to continue my benefits?

Answer:

Governor Lamont has authorized the Connecticut Department of Social Services (DSS) to waive the requirement for in-person recertification at the present time. Instead, please call the DSS Benefit Center to have an interview over the phone.

Phone access is available through the DSS Client Information Line and Benefits Center at this number:

1-855-6-CONNECT (1-855-626-6632)

(TTD/TTY 1-800-842-4524 for persons with speech or hearing difficulties)

Please follow the prompts to get the information you need.

Additionally, please be aware that if you were scheduled for a TFA orientation meeting for Jobs First Employment Services, you do not need to come in person to the JFES office for that orientation at this time.

Question:

How do I apply for cash assistance (Temporary Family Assistance), Medicaid, SNAP, or other benefits?

Answer:

Please visit the CT Department of Social Services benefit application page at <https://portal.ct.gov/DSS/Common-Elements/How-to-Apply-for-Services/How-to-Apply-for-Services/How-To>.

EMERGENCY PROVISIONS REGARDING EVICTION AND MORTGAGE

Question:

My landlord has started the process to evict me. Will this move forward?

Answer:

No, if your landlord has filed a case in court to evict you, it will not move forward at this time. If your landlord already won a judgment allowing your landlord to evict you, you can stay in your home through May 1, 2020 and possibly later. Please check back for updates to this information. Please note: tenants are still responsible for paying the rent as agreed in their lease.

Question:

Is there help available if I am concerned that I will not be able to pay my mortgage on the home I own due to the Coronavirus?

Answer:

Borrowers affected by the coronavirus and who are having difficulty paying their mortgage, should reach out directly to their mortgage servicers to talk about the help that is available. Depending on the type of loan you have and your situation, different types of help may be available. As of March 18, 2020 and to help borrowers who are at risk of losing their homes, the Federal Housing Finance Agency (FHFA) has told Fannie Mae and Freddie Mac to put a hold on foreclosures and foreclosure-related evictions for at least 60 days due to the coronavirus national emergency. This hold applies to homeowners with single-family mortgages backed by either Fannie Mae or Freddie Mac. A similar hold on foreclosures and foreclosure-related evictions is in place for FHA-insured loans. Because of this, the Connecticut courts have extended the dates of all foreclosure sales and the running of law days (the date when you must leave your house) to early June.

HEALTH INSURANCE OPTION FOR PEOPLE WHO DO NOT HAVE IT

Question:

What options do I have if I do not have health insurance at present?

Answer:

Connecticut's health insurance marketplace Access Health CT today announced that a new special enrollment period will be available Connecticut residents who are uninsured (do not have health insurance). The special enrollment period begins Thursday, March 19 and ends on Thursday, April 2. Coverage for those who enroll during this period will begin April 1, 2020.

The only way to sign up for this special enrollment period is via telephone by calling 1-855-365-2428 (TTY: 1-855-789-2428). Telephone enrollment is available Mondays through Fridays from 8:00 a.m. to 5:00 p.m.

Individuals who lose coverage due to unemployment, experience certain other qualifying life events, or qualify for Medicaid/Children's Health Program (CHIP), can always enroll online, in-person or over the phone and all help is free.

For more information on this announcement, please visit this website:

<https://agency.accesshealthct.com/access-health-ct-announces-a-new-special-enrollment-period-for-uninsured-connecticut-residents>

JUDICIAL BRANCH COURT CLOSURES

Question:

Are the courts closed?

Answer:

The Judicial Branch has announced that starting on March 19, 2020 it is limiting the types of cases being heard and reducing the number of courthouses that will hear these cases. All jury trials (civil and criminal) are suspended with the exception of jury trials already in progress and criminal jury trials necessitated by the filing and granting of a speedy trial motion.

Courthouses that will remain open can be found at this website:

<https://jud.ct.gov/HomePDFs/CourthousesOpened.pdf>

The following case types will continue to be heard:

- Criminal arraignments of defendants held in lieu of bond and all arraignments involving domestic violence cases;
- Juvenile Detention hearings;
- Family orders of relief from abuse;
- Civil orders of relief from abuse
- Civil protection orders
- Ex parte motions
- Orders of temporary custody (Juvenile Matters)
- Orders to appear (Juvenile Matters)
- Emergency ex parte order of temporary custody

- Juvenile detention operations for detainees held for juvenile court
- Termination of parental rights
- Domestic violence victim notification
- Civil and family capias mittimus execution and bond reviews

For additional information, go to: <https://jud.ct.gov/>

ASSISTANCE FOR SMALL BUSINESSES/NONPROFITS

Question:

My small business/nonprofit is struggling with the loss of revenue. What assistance is available?

Answer:

Effective immediately, the Connecticut Department of Revenue Services has extended the filing deadlines for certain annual tax returns due on or after March 15, 2020, and before June 1, 2020, by at least 30 days. In addition, the payments associated with these returns are also extended to the corresponding due date in June.

The impacted returns and the associated filing dates and payment deadlines are set forth below:

- 2019 Form CT-1065/CT-1120 SI Connecticut Pass-Through Entity Tax Return: Filing date extended to April 15, 2020; payment deadline extended to June 15, 2020
- 2019 Form CT-990T Connecticut Unrelated Business Income Tax Return: Filing date extended to June 15, 2020; payment deadline extended to June 15, 2020
- 2019 Form CT-1120 and CT-1120CU Connecticut Corporation Business Return: Filing date extended to June 15, 2020; payment deadline extended to June 15, 2020

Additionally, the CT Department of Economic and Community Development (DECD) is extending by 90 days payments due on loans extended through Small Business Express and is offering accommodations on other programs. Please contact DECD for further information at <https://portal.ct.gov/DECD>.

Finally, the federal Small Business Administration has made available an emergency loan program for small businesses and nonprofits. These loans are available at interest rates of 3.75% for businesses and 2.75% for nonprofits and for principal amounts of up to \$2 million with a loan term of up to 30 years. Please visit <https://disasterloan.sba.gov/ela/> for further information.

The state of Connecticut requests that you reach out to other lenders before applying through the SBA for this assistance.

SEEKING MEDICAL ATTENTION AT HOME – BY PHONE OR TELECONFERENCE

Question:

3/21/20

I need to seek medical attention, but I would like to do so without leaving my home – can I use telemedicine services?

Answer:

Governor Lamont and the state agencies are working to encourage health insurance providers to ensure that Connecticut residents can access medical assistance from their homes during this health crisis. Most insurance providers have agreed to provide telemedicine with no copay for the duration of the public health emergency. Please consult with your insurance providers for specifics.

HUSKY Health members are advised of the following:

- **If you have symptoms of COVID-19 (fever, cough, shortness of breath):**
 - We strongly urge you to contact your primary care provider to seek treatment. HUSKY Health primary care providers are now authorized to schedule and conduct visits with you by telephone or videoconference.
 - If you do not have a primary care provider, please call the HUSKY Health line at **1.800.859.9889** or access the online provider look-up at the following link: **https://www.huskyhealthct.org/provider_lookup.html#**
 - If you would like to speak with a nurse about your symptoms, call the HUSKY Health Nurse Helpline, also at **1.800.859.9889**, and follow the prompts to talk to a nurse who will answer your questions.
- **If you do not have symptoms of COVID-19 but need medical attention:**
 - If it is an emergency, call 911.
 - If it is not an emergency, but you would like to speak with a nurse about a health issue, call the HUSKY Health Nurse Helpline, also at **1.800.859.9889**, and follow the prompts to talk to a nurse who will answer your questions.
 - If it is not an emergency or an urgent situation, contact your primary care provider to ask for his or her guidance. HUSKY Health primary care providers are now authorized to schedule and conduct visits with you by telephone or videoconference.
 - If you do not have a primary care provider, please call the HUSKY Health line at **1.800.859.9889** or access the online provider look-up at the following link: **https://www.huskyhealthct.org/provider_lookup.html#**

FILING TAXES

Question:

Do I have to file my federal taxes by April 15, 2020?

Answer:

FOR INDIVIDUALS: Income tax payment deadlines for individual returns, with a due date of April 15, 2020, are being automatically extended until July 15, 2020, for up to \$1 million of their 2019 tax due.

This payment relief applies to all individual returns, including self-employed individuals, and all entities other than C-Corporations, such as trusts or estates. IRS will automatically provide this relief to taxpayers. Taxpayers do not need to file any additional forms or call the IRS to qualify for this relief.

FOR CORPORATIONS: For C Corporations, income tax payment deadlines are being automatically extended until July 15, 2020, for up to \$10 million of their 2019 tax due.

This relief also includes estimated tax payments for tax year 2020 that are due on April 15, 2020.

This relief only applies to federal income tax (including tax on self-employment income) payments otherwise due April 15, 2020, not state tax payments or deposits or payments of any other type of federal tax. Taxpayers also will need to file state income tax returns.

In response to the national emergency, the IRS has temporarily closed all Taxpayer Assistance Centers and discontinued face-to-face service throughout the country until further notice.

Please visit <https://www.irs.gov/newsroom/payment-deadline-extended-to-july-15-2020> for additional information.

Question:

Do I have to file my state taxes by April 15?

Answer:

At the direction of Governor Ned Lamont, the Connecticut Department of Revenue Services (DRS) is extending the filing and payment deadline for personal income tax returns 90 days, to July 15, 2020. The extension also applies to Connecticut estimated income tax payments for the first and second quarters of 2020.

Connecticut taxpayers who are owed a refund may still file with DRS. The easiest way to file – and the fastest way to receive a refund – is through online filing, including via the DRS online Taxpayer Service Center, which is easy, secure, and free to use. Since Connecticut's personal income tax return begins with federal Adjusted Gross Income, it is often beneficial to complete one's federal income tax return first.

For additional information, please visit the DRS website:

<https://portal.ct.gov/DRS/News---Press-Releases/2020/2020-Latest-News/DRS-extends-filing-and-payment-deadlines-for-personal-income-tax>