



COVID-19: Workplace Guidelines FAQs

COVID-19 QUESTIONS AND ANSWERS

The below are questions and answers to questions to various workplace scenarios due to coronavirus (COVID-19). The Department of Labor and Industrial Relations (DLIR) is working with others like Governor David Y. Ige and the Department of Health (DOH) to ensure that we provide affected employers and employees with the most updated information.

As the COVID-19 pandemic is an evolving situation, all answers are subject to change.

1. Can employees who recently traveled return to work?

- No, under the Governor's Third Supplementary Emergency Proclamation aka the Governor's Stay at Home/Work from Order, anyone who returned to Hawaii from the Mainland or another country is ordered to self-quarantine for 14 days.

2. Can employees who are self-quarantined telework?

- Yes, they may. The Governor's Stay at Home/Work from Home Order encourages employees who can telework to do so.

3. Can employees who have been in contact with individuals who have traveled or are self-quarantining return to work?

- That would depend on whether the employer's policies.
- For assistance, please contact the DOH at (808) 586-4586.

4. Is all travel, including to the Neighbor Islands, suspended?

- No, the Governor's Stay at Home/Work from Order did not suspend all travel.
- However, travel should be limited to only essential travel, and those traveling outside the State should be ready to self-quarantine for 14 days upon return to Hawaii.

5. Do all in-person meetings or conferences need to be canceled?

- Yes, if social distancing guidelines, which provides that people should be at least 6 feet from each other, cannot be adhered to.

- If possible, meetings should be conducted over telephone or video conference.
6. **Can employees who are ill or need to care for a family member ill with COVID-19 take paid sick leave?**
- Yes, under the Families First Coronavirus Response Act, employees that work for employers with 500 or less employees are entitled to 14 days of paid sick leave.
 - The U.S. Department of Labor Wage and Hour Division (WHD) enforces the paid sick leave or expanded Family and Medical Leave Act provisions in the Families First Coronavirus Response Act.
7. **I have questions and/or concerns about the exemptions in the Governor's Stay at Home/Work from Order. Who I do contact?**
- The DLIR does not enforce the exemptions in the Governor's Stay at Home/Work from Order.
 - Please contact the Governor's Office at covidexemption@hawaii.gov for more information.

Additional DLIR Resources:

- If the above scenarios do not apply to your situation, please review the information available at labor.hawaii.gov/get-the-latest-COVID-19-workplace-udpates.

ADDITIONAL RESOURCES

- U.S. Department of Labor WHD: (808) 541-1361.
- Governor David Y. Ige's emergency proclamations: <https://governor.hawaii.gov/emergency-proclamations/>
- Hawaii COVID-19 Updates: www.hawaiicovid19.com

For answers to frequently asked questions about COVID-19, please consult the State of Hawaii Department of Health at health.hawaii.gov.



STATE OF HAWAII
**Department of Labor
and Industrial Relations**

Equal Opportunity Employer/Program
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TDD/TTY Dial 711 then ask for (808) 586-8844.