**COVID-19 Employee FAQs**

**Can my employer force me to work from home?**
Yes

**Can my employer cut my hours?**
Yes, an employer can require you to work less hours, more hours, or hours outside of your typical schedule.

**Can my employer advance me PTO and require me to use it?**
Yes. Additionally, if you are advanced PTO/vacation and are paid for it then choose to leave the company before you have earned the advance, the employer could make a deduction from your wages in order to recoup the advance.

**Can my employer require me to use PTO/vacation/sick leave?**
Yes, an employer can dictate when you have to use leave. An employer can also deny the use of leave.

**If I am laid off does that mean I am guaranteed my job back at some point?**
No. Nebraska is an employment at will state. Both the employer and employee can terminate employment at any time without notice.

**Can my employer pick and choose who to lay off/send home?**
Yes, as long as there is no discrimination based on a protected class (race, color, national origin, religion, sex (including pregnancy), disability, marital status, or age).

**Can my employer send me home if I've been sneezing/coughing?**
Yes

**Can my employer require to me to go to the doctor and not return until I have a note?**
Yes

**Does my employer have to pay me if I've been sent home?**
No. Your employer is only required to pay you for the time in which you are you working. If you are a salary exempt employee we recommend contacting the USDOL as the answer may be different for you.

**Can my employer check my temperature at work?**
Yes. Typically, there are ADA protections in place that would not allow employers to check employee's temperatures because it is considered part of a medical examination. However, the ADA has guidance on requirements when we are in a pandemic. When a pandemic is declared employers may measure employees temperatures without violating ADA guidelines.