

What if an Employee Thinks They Have COVID 19?

- The employee will need to self-quarantine for 14 days according to the CDC.
- Encourage them to contact his or her healthcare provider and obtain a test if possible. Testing is running low, so most providers are determining if you have the symptoms that qualify for a test currently.
- Ask questions to find out if the employee has been around anyone diagnosed with COVID 19 to determine any additional exposure.
- If positive, contact Human Resources and keep it confidential. HIPPA does apply. Human Resources should be determining if the employee would qualify for Families First Corona Virus Response Act. Human Resources should also be working with their preferred labor counsel to keep up with any changes.

What if an Employee Wants to be Tested Prior to Returning to Work?

- The employee will need to contact his or healthcare provider to determine if they can be tested. There are no readily available tests available to the employer. This could change at some point as we start returning to work soon.

What if the Employee Does Not Have Health Insurance?

- One option would be to file for emergency Medi-Cal coverage that goes into effect 4/24/20. Ask your provider to review whether they can bill Medi-Cal under the Presumptive Eligibility Aid. Please note you are required to apply for the emergency Medi-Cal determine if you qualify for Medi-Cal or Covered California. More information is on their website listed below.
- New Presumptive Eligibility (PE) aid code due to COVID-19. This new Presumptive Eligibility (PE) aid code will be available to individuals with no insurance or currently have private insurance that does not cover diagnostic testing, testing-related services, and treatment services including all medically necessary care for COVID-19, that do not qualify for any Medi-Cal programs (with the exception of individuals who have not met their Medi-Cal Share of Cost obligation) and are a California resident. This aid code provides access to COVID-19 diagnostic testing, testing-related services, and treatment services, including all medically necessary care such as the associated office, clinic or emergency room visit, without regard to immigration status, income, or resources and will have date specific eligibility.

What if the Employee Thinks He or She have COVID-19 and Wants to File a Workers' Compensation Claim?

1. Provide medical treatment via telehealth to determine if the employee is going to be tested.
2. Provide DWC-1 form within one working day and report the claim to your claim administrator.
3. If the employee tests positive, the claim administrator will want to confirm a positive diagnosis with the provider. Make sure the employee has some supporting documentation/verbal or written and who the provider is.
4. Provide a job description of the employee's activities and surroundings. Is the employee around the public? Or Confined space with other employees or people?
5. Are other workers diagnosed with COVID-19?