



COVID-19 HUMAN RESOURCES FREQUENTLY ASKED QUESTIONS

March 20, 2020

We know this is a time of immense uncertainty and questions for your business. We've compiled resources for Illinois and Iowa employers regarding how to handle layoffs and resources for your employees pertaining to unemployment insurance filing.

Please reach out to us if you have any questions on your particular circumstance.

All the best,

The team at Total Solutions

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Notice of Temporary Layoff or Furlough Due to Coronavirus

Dear [Employee name],

Due to the economic impact of COVID-19 (coronavirus), [Company name] is implementing measures to ensure the financial stability of the company. The current pandemic situation has impacted our business significantly, and as a result, we find that we must make some difficult personnel decisions.

Example language for a layoff:

Effective [date], [Company name] is implementing a temporary layoff of certain positions. This notice is to inform you that your position is included in this layoff, effective beginning [date]. We expect the layoff to last until at least [date]; however, we will reassess the circumstances regularly and may lessen or extend this timeframe. We will recall laid-off employees as business needs warrant based first on job function and then by seniority.

Example language for a furlough:

Effective [date], [Company name] is implementing a temporary furlough of certain nonessential positions. This notice is to inform you that your position is included in this furlough and as such, you are being placed on a temporary, unpaid leave of absence, effective beginning [date]. This furlough is expected to last through [date]. It is important to note that your employment continues to be at-will and nothing in this notice or other furlough communications is intended as an express or implied contract.

You may be eligible for unemployment benefits under these circumstances. Contact your local unemployment office for information on eligibility and applying for unemployment benefits. Present this letter to your local unemployment office as evidence of your employment status.

[Company name] will communicate with you regularly during this period. If your personal phone number, e-mail or mailing address has changed recently, please provide your current contact information to human resources immediately. Please feel free to contact human resources at [contact information] with any questions.

If you find alternate employment during this period and do not intend to return to work at [Company name], please notify human resources immediately of your voluntary resignation.

COVID-19 (Coronavirus) and Unemployment Benefits (Iowa)

Question 1: Can I get unemployment benefits if I am laid off due to issues related to the Coronavirus (COVID-19)?

Answer: Yes. Iowa unemployment benefits (“Benefits”) are available to individuals who are unemployed through no fault of their own. If an employer must shut down operations and no work is available, its employees would be eligible for unemployment benefits if they meet the monetary criteria.

Question 2: If an employer lays off employees due to the loss of production caused by the Coronavirus, will the employees be eligible for unemployment insurance benefits?

Answer: Yes. Benefits are available to any individual who is unemployed through no fault of his/her own. If an employer must lay off employees due to the loss of production caused by the Coronavirus, individuals may be eligible for unemployment benefits if they meet the monetary criteria.

Question 3: If an employer temporarily lays off employees due to any loss or lack of work due to COVID-19, will the employees be eligible for unemployment insurance benefits?

Answer: Yes. Iowa law allows for an employee to be on temporary layoff when work is not available.

Question 4: If an asymptomatic employee imposes a self-quarantine because of the COVID-19, will they be eligible for unemployment benefits?

Answer: Maybe. If the employer allowed this individual to telework, they would not qualify for benefits because they would not be unemployed. Employees should first see if the employer will offer paid time off to cover the time the employee must be out of work.

Question 5: Can an employer require a worker to stay home for the COVID-19 incubation period?

Answer: Yes. Your employer can require you to stay at home for 14 days if you have traveled abroad or had contact with someone who visited an affected region. Please contact your employer regarding potential telecommuting, sick leave, paid time off (“PTO”), Family & Medical Leave Act (“FMLA”), Disability and other options they may be offering. If paid time off is not available, you may be eligible for unemployment benefits.

Question 6: If an employer requires a worker to stay home due to traveling abroad or being in contact with someone who visited an affected region, are they eligible for unemployment?

Answer: Yes. Your employer can require you to stay at home for 14 days if you have traveled abroad or had contact with someone who visited an affected region. Please contact your employer regarding potential telecommuting, sick leave, paid time off (“PTO”), Family & Medical Leave Act (“FMLA”), Disability and other options they may be offering. If paid time off is not available, you may be eligible for unemployment benefits.

Question 7: If an employee is in mandatory quarantine because of suspicion of having the Coronavirus, will they be eligible for unemployment benefits?

Answer: Eligibility will be determined on a case by case situation. If the suspicion of having the Coronavirus is legitimate and the facts show there is a high likelihood of being infected, the worker may be eligible for benefits for the incubation period of the virus. Please contact your employer regarding potential telecommuting, sick leave, PTO, FMLA, Disability and other options they may be offering. If paid time off is not available, you may be eligible for unemployment benefits.

COVID-19 (Coronavirus) and Unemployment Insurance Benefits for Workers

Question 8: If an employee is ill because of COVID-19 and unable to work, will they be eligible for

unemployment benefits?

Answer: Yes. Please contact your employer regarding potential telecommuting, sick leave, PTO, FMLA, Disability and other options they may be offering. If paid leave is not available from your employer, you will be eligible for unemployment insurance benefits if you meet all other monetary eligibility requirements.

Question 9: If an employer shuts down the business operations because an employee is sick with the COVID-19, would those other employees be eligible for Benefits?

Answer: Yes, those employees would be eligible for benefit.

Question 10: If I am unable to work due to my employer shutting down due to health concerns related to the COVID-19, do I need to complete work searches?

Answer: If you file a claim as a result of COVID-19, you will not be required to search for work. If your status changes with your employer and you do not plan on returning to work, please contact us.

Question 11: What if an employer reduces the hours of work because business has slowed down, would the employees impacted by the reduction of hours be eligible for Benefits?

Answer: Yes. Iowa allows for partial unemployment benefits. Impacted employees would still need to report the wages earned per week when filing for benefits.

Question 12: Is the COVID-19 considered a disaster, and can I receive Disaster Unemployment Assistance if I am not eligible for unemployment insurance benefits?

Answer: A disaster has not been declared by the President for individual assistance. If the president of the United States declares the COVID-19 a national disaster, and if individuals experience a loss of work in Iowa as a result, they may be eligible for unemployment benefits and/or Disaster Unemployment Assistance.

Question 13: What if I contract the COVID-19 while on the job; would I be available for Benefits?

Answer: Please contact your employer regarding potential telecommuting, sick leave, PTO, FMLA, Disability, Worker's Compensation and other options they may be offering. If paid time off is not available, you may be eligible for unemployment benefits.

Question 14: What if I have COVID-19 and have to quit, am I eligible for Benefits?

Answer: Each situation will be handled based on the facts of the separation. You can file for unemployment insurance benefits if you are laid off or separated from your employer and you are not currently working. A determination will be made based on the reason for separation.

Question 15: What if I have a fear of work, or doing my job because I fear that I may come into contact with the COVID-19. I don't have an underlying medical condition, I just don't want to work while this is going on. If I leave work or refuse to work would I be eligible for benefits?

Answer: No, the individual—not the employer—is choosing not to work and, therefore, would be ineligible. Please contact your employer regarding potential telecommuting, sick leave, PTO, FMLA, Disability and other options they may be offering. COVID-19 (Coronavirus) and Unemployment Insurance Benefits for Workers

Question 16: What if my dependent, family member or child has school cancellations and I have to stay home and care for them, would I be eligible for unemployment?

Answer: Please contact your employer regarding potential telecommuting, sick leave, PTO, FMLA, Disability and other options they may be offering. If those options are not available, you may file for unemployment insurance benefits to determine your eligibility.

Question 17: If I am currently receiving unemployment benefits and am unable to find a job due to companies not hiring because of the COVID-19, am I eligible for an extension?

Answer: There are currently no extensions to regular unemployment benefits available.

Question 18: I was diagnosed with COVID-19, and I was hospitalized and or quarantined. My employer fired me for not showing up to work or calling them. Am I eligible for benefits under this scenario?

Answer: Yes. This scenario would be treated as a separation and would be adjudicated according to Iowa Unemployment Law.

Question 19: I was possibly exposed to COVID-19 and my employer found out and told me not to come to work for 2 weeks. Am I eligible for benefits since my employer won't let me come into work?

Answer: You should work with your employer on what leave may be available during the time they will not let you return to work. If paid time off is not available, you may be eligible for unemployment benefits.

Question 20: I was laid off due to the Coronavirus. I used some vacation time during this layoff; do I need to report this if I file for unemployment?

Answer: Vacation pay is reportable for unemployment insurance purposes. Please contact our customer service center for further instructions.

Question 21: If needed, would RESEA and/or Promise Jobs appointments be able to be conducted via phone call?

Answer: We are working through guidance related to programs and the use of technology for service delivery and will update as soon as that is available.

Question 22: If colleges continue to close or go online only, how will that affect the local office as far as partner staff?

Answer: Discussions with partners and program delivery are underway, further guidance will come out as soon as available.

Question 23: With colleges considering closing and moving to all online courses. What will happen if Title I partners follow that order and do not come into the centers?

Answer: Discussions with partners and program delivery are underway, further guidance will come out as soon as available.

Question 24: I am a teacher who is on Spring Break. Am I eligible for unemployment benefits?

Answer: No, not during a scheduled break due to reasonable assurance rules but potentially after the break ends. However, if your employer recalls you, you must be able to return to work. If you are not able to return to work upon recall your eligibility for benefits could be questioned.

COVID-19 (Coronavirus) and
Unemployment Insurance Benefits for Workers

Question 25: I am a teacher who is on Spring Break. Am I eligible for unemployment benefits?

Answer: No, not during a scheduled break due if you have a signed contract and due to reasonable assurance rules. If you are still filing for benefits due to work not being available after spring break, you will be eligible for benefits only if you are not receiving a paycheck from your employer. However, if your employer recalls you, you must be able to return to work. If you are not able to return to work upon recall your eligibility for benefits could be questioned.

Question 26: I am a teacher who is off of work due to COVID-19, not a scheduled break. Am I eligible for unemployment insurance benefits during the time my school is closed?

Answer: Will you continue to be paid from the school? If the school is going to continue paying you then you would need to report your weekly earnings during this time. If the school district will not be paying you then yes, you could be potentially eligible for benefits. However, if your employer recalls you to work, you must be able to return. Otherwise your eligibility could be questioned.

Question 27: I am a teacher's aide/ para educator and my school is closed. I will not be paid for the time my school is closed. Am I eligible for unemployment insurance benefits?

Answer: If you are on a scheduled school break such as Spring Break week, you will not be eligible for that week. If you are not on a scheduled break then you would be eligible for benefits. However, if your employer recalls you, you must be able to return to work. If you are not able to return to work upon recall your eligibility for benefits could be questioned.

COVID-19 and Unemployment Benefits (Illinois)

Unemployment benefits may be available to some individuals whose unemployment is attributable to COVID-19. IDES recently adopted emergency rules to try to make the unemployment insurance system as responsive to the current situation as possible.

What is Unemployment Insurance (UI)?

In general, UI provides temporary income maintenance to individuals who have been separated from employment through no fault of their own and who meet all eligibility requirements, including the requirements that they be able and available for work, register with the state employment service and actively seek work. [Click here for more information.](#)

What determines if I'm able to work?

An individual is considered able to work if he or she is mentally and physically capable of performing a job for which a labor market exists.

What determines if I'm available for work?

To be considered available for work, an individual cannot impose conditions on the acceptance of work if those conditions essentially leave him or her with no reasonable prospect of work.

What determines if I'm actively seeking work?

An individual is considered to be actively seeking work if he or she is making an effort that is reasonably calculated to return the individual to work.

What if I'm temporarily laid off because the place where I work is temporarily closed because of the COVID-19 virus?

An individual temporarily laid off in this situation could qualify for benefits as long as he or she was able and available for and actively seeking work. Under emergency rules IDES recently adopted, the individual would not have to register with the employment service. He or she would be considered to be actively seeking work as long as the individual was prepared to return to his or her job as soon the employer reopened.

What if I quit my job because I am generally concerned over the COVID-19 virus?

An individual who leaves work voluntarily without a good reason attributable to the employer is generally disqualified from receiving UI. The eligibility of an individual in this situation will depend on whether the facts of his or her case demonstrate the individual had a good reason for quitting and that the reason was attributable to the employer. An individual generally has a duty to make a reasonable effort to work with his or her employer to resolve whatever issues have caused the individual to consider quitting.

What if I'm confined to my home 1) because a licensed physician has diagnosed me as having COVID-19 or 2) because I must stay home to care for my spouse, parent or child, whom a medical professional has diagnosed as having COVID-19 or 3) because of a government-imposed or government-recommended quarantine?

An individual in any of those situations would be considered to be unemployed through no fault of his or her own. However, to qualify for UI, he or she would still need to meet all other eligibility requirements, including the requirements that the individual be able and available for work, registered with the state employment service and actively seeking work from the confines of his or her home. The individual would be considered able and available for work if there was some work that he or she could perform from home (e.g., transcribing, data entry, virtual assistant services) and there is a labor market for that work.

What if I leave work because my child's school has temporarily closed, and I feel I have to stay home with the child?

Ordinarily, an individual who left work to address child care needs would be considered to have left work voluntarily and would generally be disqualified from receiving UI, unless the reason for leaving was attributable to the employer. However, the fact that all schools statewide have temporarily closed in response to the COVID-19 virus presents a unique situation in which it is unlikely a parent whose child cannot stay home alone has a ready alternative to staying home with the child himself/herself. Under the current circumstances, someone who left work to care for the child could be considered as unemployed through no fault of his or her own; in that case, to qualify for UI, the individual would still need to meet all other eligibility requirements, including the requirements that the individual be able and available for work, registered with the state employment service and actively seeking work from the confines of his or her home. The individual would be considered able and available for work if there was some work that he or she could perform from home (e.g., transcribing, data entry, virtual assistant services) and there is a labor market for that work.

I have exhausted my rights to UI. Will additional benefits be available because of the COVID-19 situation?

At this point, no additional UI is available to individuals who have already received the full 26 weeks' worth of benefits for their current benefit years.

For Employers:

If an employee receives unemployment benefits as a result of COVID-19, will the employer's unemployment contribution rate increase?

At this time, no further guidance has been issued. Until such time, normal procedures will be followed. In general, the contribution rate of an experience rated employer is based, in part, on the amount of unemployment benefits paid to the employer's former employees.

Potential Closure or Layoff

Rapid Response Services are available to employers who are planning or have gone through a permanent closure or mass layoff at a plant, facility, or enterprise, or a natural or other disaster, that results in mass job dislocation. The State Dislocated Worker Unit coordinates with [employers](#) to provide on-site information to workers and employers about employment and retraining services designed to help participants retain employment when feasible, or obtain re-employment as soon as possible. For more information, visit [Rapid Response Services for Businesses](#) or contact your local Illinois workNet Center.

COVID-19 & Fair Labor Standards Act Questions and Answers (Department of Labor)

If your business has a shortage of workers and is looking to “volunteers” to help out, be aware that the Fair Labor Standards Act (FLSA) has stringent requirements with respect to the use of volunteers. In general, covered, nonexempt workers working for private, for-profit employers have to be paid at least the minimum wage and cannot volunteer their services. Check with DOL for the rules governing the circumstances where volunteering in the public and private, non-profit sectors may be allowed.

If you have been laid off and have not received your last paycheck, immediate payment may be required by state law (although it is not required by federal law). If your regular payday has passed without payment, contact the DOL’s Wage and Hour Division or your state labor office.

How many hours is an employer obligated to pay an hourly-paid employee who works a partial week because the employer’s business closed?

The FLSA generally applies to hours actually worked. It does not require employers who are unable to provide work to non-exempt employees to pay them for hours the employees would have otherwise worked.

If an employer directs salaried, exempt employees to take vacation (or leave bank deductions) or leave without pay during office closures due to influenza, pandemic, or other public health emergency, does this impact the employee’s exempt status?

Exempt, salaried employees generally must receive their full salary in any week in which they perform any work, subject to certain very limited exceptions. The FLSA does not require employer-provided vacation time. Where an employer offers a bona fide benefits plan or vacation time to its employees, there is no prohibition on an employer requiring that such accrued leave or vacation time be taken on a specific day(s). Further, this will not affect the employee’s salary basis of payment so long as the employee still receives in payment an amount equal to the employee’s guaranteed salary. However, an employee will not be considered paid “on a salary basis” if deductions from the predetermined compensation are made for absences occasioned by the office closure during a week in which the employee performs any work. Exempt salaried employees are not required to be paid their salary in weeks in which they perform no work.

Therefore, a private employer may direct exempt staff to take vacation or debit their leave bank account in the case of an office closure, whether for a full or partial day, provided the employees receive in payment an amount equal to their guaranteed salary. In the same scenario, an exempt employee who has no accrued benefits in the leave bank account, or has limited accrued leave and the reduction would result in a negative balance in the leave bank account, still must receive the employee’s guaranteed salary for any absence(s) occasioned by the office closure in order to remain exempt. For more information, see WHD Opinion Letter FLSA2005-41.

What are an employer’s obligations to an employee who is under government-imposed quarantine?

WHD encourages employers to be accommodating and flexible with workers impacted by government-imposed quarantines. Employers may offer alternative work arrangements, such as teleworking, and additional paid time off to such employees.

How many hours per day or per week can an employee work?

The FLSA does not limit the number of hours per day or per week that employees aged 16 years and older can be required to work.

Can an employee be required to perform work outside of the employee’s job description?

Yes. The FLSA does not limit the types of work employees age 18 and older may be required to perform. However, there are restrictions on what work employees under the age of 18 can do. This is true whether or not the work asked of the employee is listed in the employee's job description.

As part of your pre-influenza, pandemic, or other public health emergency planning, you may want to consult your human resource specialists if you expect to assign employees work outside of their job description during a pandemic or other public health emergency. You may also wish to consult bargaining unit representatives if you have a union contract.

If individuals volunteer to a public agency, are they entitled to compensation?

Individuals who volunteer their services to a public agency (such as a state, parish, city or county government) in an emergency capacity are not considered employees due compensation under the FLSA if they:

- Perform such services for civic, charitable or humanitarian reasons without promise, expectation, or receipt of compensation. The volunteer performing such service may, however, be paid expenses, reasonable benefits or a nominal fee to perform such services; and,
- Offer their services freely and without coercion, direct or implied; and,
- Are not otherwise employed by the same public agency to perform the same services as those for which they propose to volunteer.

If individuals volunteer to a private, not-for-profit organization, are they entitled to compensation?

Individuals who volunteer their services in an emergency relief capacity to private not-for-profit organizations for civic, religious or humanitarian objectives, without contemplation or receipt of compensation, are not considered employees due compensation under the FLSA. However, employees of such organizations may not volunteer to perform on an uncompensated basis the same services they are employed to perform.

Where employers are requested to furnish their services, including their employees, in emergency circumstances under Federal, state or local general police powers, the employer's employees will be considered employees of the government while rendering such services. No hours spent on the disaster relief services are counted as hours worked for the employer under the FLSA.

May an employer encourage or require employees to telework (i.e., work from an alternative location such as home) as an infection control strategy?

Yes. An employer may encourage or require employees to telework as an infection-control or prevention strategy, including based on timely information from public health authorities about pandemics, public health emergencies, or other similar conditions. Telework also may be a reasonable accommodation.

Of course, employers must not single out employees either to telework or to continue reporting to the workplace on a basis prohibited by any of the EEO laws. (See the U.S. Equal Employment Opportunity Commission's publication, *Work at Home/Telework as a Reasonable Accommodation*, for additional information.)

Do employers have to pay employees their same hourly rate or salary if they work at home?

If telework is being provided as a reasonable accommodation for a qualified individual with a disability, or if required by a union or employment contract, then you must pay the same hourly rate or salary.

If this is not the case and you do not have a union contract or other employment contracts, under the FLSA employers generally have to pay employees only for the hours they actually work, whether at home or at the employer's office. However, the FLSA requires employers to pay non-exempt workers at least the minimum wage for all hours worked, and at least time and one half the regular rate of pay for hours worked in excess of 40 in a workweek. Salaried exempt employees generally must receive their full salary in any week in which they perform any work, subject to certain very limited exceptions.

If the Service Contract Act (SCA) or state or local laws regulating the payment of wages also apply, nothing in the FLSA or its regulations or interpretations overrides or nullifies any higher standards provided by such other laws or authority. (See the U.S. Department of Labor, Wage and Hour Division for additional information on the SCA or call 1-866-487-9243.)

In the event an organization bars employees from working from their current place of business and requires them to work at home, will employers have to pay those employees who are unable to work from home?

Under the FLSA, employers generally only have to pay employees for the hours they actually work, whether at home or at the employer's office. However, employers must pay at least the minimum wage for all hours worked, and at least time and one half the regular rate of pay for hours worked in excess of 40 in a workweek. Salaried exempt employees must receive their full salary in any week in which they perform any work, subject to certain very limited exceptions. (See the U.S. Department of Labor Wage and Hour Division for additional information or call 1-866-487-9243 if you have questions.)

When not all employees can work from home, we encourage you to consider additional options to promote social distancing, such as staggered work shifts.

Are businesses and other employers required to cover any additional costs that employees may incur if they work from home (internet access, computer, additional phone line, increased use of electricity, etc.)?

Employers may not require employees who are covered by the FLSA to pay or reimburse the employer for such items that are business expenses of the employer if doing so reduces the employee's earnings below the required minimum wage or overtime compensation. (See the U.S. Department of Labor Wage and Hour Division for additional information or call 1-866-487-9243 if you have questions.)

Employers may not require employees to pay or reimburse the employer for such items if telework is being provided to a qualified individual with a disability as a reasonable accommodation under the Americans with Disabilities Act. (See the U.S. Equal Employment Opportunity Commission's publication, Work at Home/Telework as a Reasonable Accommodation, for additional information.)

Do OSHA's regulations and standards apply to the home office? Are there any other Federal laws employers need to worry about if employees work from home?

The Department of Labor's Occupational Safety and Health Administration (OSHA) does not have any regulations regarding telework in home offices. The agency issued a directive in February 2000 stating that the agency will not conduct inspections of employees' home offices, will not hold employers liable for employees' home offices, and does not expect employers to inspect the home offices of their employees. If OSHA receives a complaint about a home office, the complainant will be advised of OSHA's policy. If an employee makes a specific request, OSHA may informally let employers know of complaints about home office conditions, but will not follow-up with the employer or employee.

Employers who are required to keep records of work-related injuries and illnesses will continue to be responsible for keeping such records for injuries and illnesses occurring in a home office.

The FLSA and its implementing regulations do not prevent employers from implementing telework or other flexible work arrangements allowing employees to work from home. Employers would still be required to maintain an accurate record of hours worked for all employees, including those participating in telework or other flexible work arrangements; and to pay no less than the minimum wage for all hours worked and to pay at least one and one-half times the employee's regular rate of pay for all hours worked over 40 in a workweek to non-exempt employees.

Employers are encouraged to work with their employees to establish hours of work for employees who telework and a mechanism for recording each teleworking employee's hours of work. Non-exempt employees must receive the required minimum wage and overtime pay free and clear. This means that when a covered employee is required to provide the tools and equipment (e.g., computer, internet connection, facsimile machine, etc.) needed for telework, the cost of providing the tools and equipment may not reduce the employee's pay below that required by the FLSA. (See the U.S. Department of Labor Wage and Hour Division for additional information or call 1-866-487-9243 if you have questions.)

Under the Americans with Disabilities Act, telework could be a reasonable accommodation the employer would need to provide to a qualified individual with a disability, barring any undue hardship. However, an employer may instead offer alternative accommodations as long as they would be effective. (See the U.S. Equal Employment

Opportunity Commission’s publication, Work at Home/Telework as a Reasonable Accommodation, for additional information.)

In the event an employer brings on temporary employees from a staffing agency to supplement its workforce due to staffing shortages, is the employer liable if the temporary employees are not paid in accordance with the wage requirements of the FLSA?

Under the FLSA, an employee may be employed by one or more individuals or entities. If one or more of these employers are deemed joint employers, they may both be responsible—and jointly and severally liable—for the employee’s required minimum wage and overtime pay. The U.S. Department of Labor recently updated and revised its regulations providing guidance regarding joint employer status under the FLSA. The final rule provides updated guidance for determining joint employer status when an employee performs work for his or her employer that simultaneously benefits another individual or entity. The effective date of the final rule is March 16, 2020. For more information please visit: <https://www.dol.gov/agencies/whd/flsa/2020-joint-employment>.

REFERENCES

Layoff or Furlough Notice

- Society for Human Resources
- <https://www.shrm.org/>

COVID-19 (Coronavirus) and Unemployment Benefits (Iowa)

- Iowa Workforce Development
- [https://www.iowaworkforcedevelopment.gov/sites/search.iowaworkforcedevelopment.gov/files/content-files/Updated%20UI%20Worker COVID-19%20QA.pdf](https://www.iowaworkforcedevelopment.gov/sites/search.iowaworkforcedevelopment.gov/files/content-files/Updated%20UI%20Worker%20COVID-19%20QA.pdf)

COVID-19 (Coronavirus) and Unemployment Benefits (Illinois)

- Illinois Department of Employment Security
- <https://www2.illinois.gov/ides/Pages/COVID-19-and-Unemployment-Benefits.aspx>

COVID-19 & Fair Labor Standards Act Questions and Answers

- Department of Labor
- <https://www.dol.gov/agencies/whd/flsa/pandemic>