CORONAVIRUS (COVID-19)

Know Your Rights FAQ

Focus on your health and your family's health.

Can I seek medical treatment without a primary care doctor or insurance?

Yes. You should get tested or seek medical attention if you have COVID-19 symptoms. Testing for COVID-19 is free regardless of your status.

Will seeking treatment change my green card status?

No. You can and should see a doctor if you are experiencing coronavirus symptoms. It will not affect your green card application or status. You will not be reported to ICE or any agency when you seek medical treatment.

Will I receive paid leave if I need to isolate myself from my job?

Maybe. Individual employers may provide their own leave policies. The Families First Coronavirus Response Act ("FFCRA") requires that public and private employers with fewer than 500 employees provide paid sick leave.

Can I receive state benefits?

Yes. If you are a Qualifying Permanent Resident, you can apply and receive state benefits, and it will not affect your family members' future immigration applications with U.S. Citizenship and Immigration Services.

Are contractors covered for leave or termination protection?

No. But they may be able to get unemployment under the Pandemic Unemployment Assistance program, which covers employees who previously wouldn't be covered.

Employers are required to keep employees safe at work.

- State of Delaware Executive Orders mandate that employers provide protections for employees. The 13th Executive Order requires that employers provide masks to employees if they interact with the public or can't reasonably social distance.
- The 5th Executive Order requires employers to follow CDC guidelines, which recommend additional protective measures for businesses that remain open.

Are protections offered to employees who can't go to work because they or a family member are sick with COVID-19?

Yes. Many employees are eligible for protection under the federal Family and Medical Leave Act (FMLA), which offers up to 12 weeks of unpaid, job-protected medical leave. Employees are eligible to take FMLA leave if they work for a covered employer and:

- have worked for their employer for at least 12 months;
- have at least 1,250 hours of service over the previous 12 months; **and**
- work at a location where at least 50 employees are employed by the employer within 75 miles.

❗ Enforcement Reporting

If your employer is not taking proper health precautions in your workplace, report that to the Delaware Department of Justice at:

✉ **COVID.DOJ@delaware.gov**

Questions about coronavirus?
For information call **2-1-1 or 7-1-1** for those who are deaf and hard of hearing or email **DPHCall@delaware.gov**

de.gov/coronavirus

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