

## CORONA FAQ – May 5<sup>th</sup> 2020

### **I don't have any medical complaints, am I allowed to come to work?**

If you don't have any medical complaints, you can go to work. After all, if you're healthy, you're not contagious. However, the advice of the RIVM is to work at home as much as possible. Especially if you belong to a high-risk group it is advisable not to come into contact with colleagues or other people. Whether you are actually allowed to work from home depends on your type of work and the policy of your employer. Always discuss this with your employer.

### **I have some medical complaints, but I'm not really sick. Can I still come to work?**

If you suffer from mild symptoms, you should stay at home even if you're not really ill. Do this in consultation with your manager/supervisor. If you are in a position to work from home, you can do so. If you can't do your work from home, consult your employer. Perhaps there are other jobs you can perform while at home.

Mild symptoms:

- nose cold
- coughing
- sore throat
- Temperature to 38 degrees

If the symptoms get worse, call your doctor. The doctor will then take follow-up steps if necessary.

Note: If you work in a Critical Care role, you may also have to work with mild symptoms if you do not have a fever and are not short of breath. Discuss this with your employer.

### **My room mate has some medical complaints, but I don't. Do I have to stay home from work now?**

If you don't have any complaints or symptoms yourself, you can continue to go to work. After all, if you're healthy, you're not contagious. However, the advice of the RIVM is to work from home as much as possible. Whether you are actually allowed to work from home depends on your type of work and the policy of your employer. Discuss this with your employer.

If your room mate has complaints, it is important to be extra alert with regard to your own health. If you develop symptoms yourself, you are no longer allowed to come to work.

### **If I think I have the Corona virus, should I report it to my employer?**

If you think you might have the Corona virus, then you are not allowed to show up at work and you must contact your employer immediately. You should also contact your general practitioner by phone; he/she will advise you what to do next. Your manager/supervisor will consider informing your immediate colleagues; this will be done anonymously, unless you approve of mentioning your name. At that time, your immediate colleagues should be extra alert with regard to their own health. If they develop symptoms, they may not come to the office.

**I'm not allowed to go to work because a roommate has the Corona virus. Can my employer force me to work from home?**

Once it has been established that a roommate has the Corona virus, the employer can force you to work from home, even if you yourself are not sick and would be able to work as per usual. However, the employer must ensure that you have the facilities to be able to work from home. They also have to continue to pay your wages and you cannot be forced to take leave.

**My children can't go to school or daycare, but I'm not sick. Do I have to go to work?**

Generally, you are responsible for organising the care of your children. You will therefore have to come to work if the employer expects you to. Perhaps you can make arrangements with your employer with regard to working from home, if your work allows it.

If you are unable to arrange childcare, there is no one to take care of your children and you can not work with the children at home, you will have to make use of a 'leave of absence scheme'. For example; emergency leave or carers leave (short-term), or even unpaid leave or holidays (longer-term). Discuss this with your employer.

**I have to take care of a room mate who has Corona. Do I have to take holidays?**

In case you have to look after a room mate (child, partner, etc.) for a short period of time and you are therefore unable to work (at home), you can make use of emergency leave or short-term carers leave. If you want/have to stay at home longer than is legally permitted, you will have to come to a different agreement with your employer. You can then, for example, take unpaid leave or holidays.

**If I have to stay in quarantine/isolation because of the Corona virus, can my employer force me to take holidays?**

No. If you have to remain in mandatory quarantine /isolation, the employer is obliged to continue to pay your wages. You cannot be forced to take holidays.

**I have meetings and consultations scheduled. Can they continue?**

RIVM's advice is to work from home as much as possible. It is therefore preferable to hold meetings and consultations with colleagues and clients via telephone or video call. If a meeting cannot be held by telephone, you may also meet physically if no one has any complaints. In that case, keep the group as small as possible and keep a distance from each other (1.5 metres). It is important to take the hygiene regulations seriously.

**Can my employer record that I am incapacitated for work as a result of the Corona virus?**

Please check out (in Dutch): <https://autoriteitpersoonsgegevens.nl/nl/onderwerpen/corona/corona-op-de-werkvloer>

**Can I stay at home if I'm afraid I am going to be infected with the Corona virus?**

You're not allowed to stay at home on your own initiative for fear of being infected with the Corona virus. Under circumstances this can be seen as a refusal to work and your employer may impose a wage penalty as a means of pressure, but only after you have been warned in writing. Always consult your employer if you are afraid of being infected.

**My partner or child belongs to the group of vulnerable people about whom the RIVM advises to work from home. I don't want to run the risk of catching the virus at work and infecting my partner/child. Can I refuse to go to work?**

No, you can't. The government has not announced any measures for partners of the vulnerable group. Although we can well imagine the concerns you have about vulnerable people in your environment, not going to work is not Government advice. You can, of course, consult with your employer and see what possibilities there are for working from home or whether you can perform your work in a safe environment. This also applies in case your partner and/or child are ill. If you need care, arrangements can be made about carers leave.

**Corona Help desk**

If you have any doubts or questions, please let our team of doctors know. Please send an email to [corona@enrgyinbusiness.nl](mailto:corona@enrgyinbusiness.nl) and we will contact you.

**Accountability**

We have drawn up this FAQ to the best of our knowledge, on the basis of various sources. Despite this, it might be possible that some of the information is not completely correct or that the insights have changed in the meantime. Therefore, no rights can be derived from this FAQ.