Frequently Asked Questions about the Families First Coronavirus Response Act at UCF

As a hiring department, due to UCF depopulating the university, I don’t have any work for my employees to complete onsite and their duties cannot be performed remotely. Are they eligible for the emergency paid sick leave?

No, employees are only eligible for the emergency paid sick leave if there is work available, but they are unable to perform the work due to a COVID-19 qualifying reason.

What are the COVID-19 qualifying reasons for Emergency Paid Sick Leave?

1. The employee is subject to a federal, state or local quarantine or isolation order related to COVID-19;
2. The employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19;
3. The employee is experiencing symptoms of COVID-19 and is seeking a medical diagnosis;
4. The employee is caring for an individual who is subject to a quarantine or isolation order or has been advised by a health care provider to self-quarantine;
5. The employee is caring for a son or daughter because the child’s school or place of care has been closed or the child’s childcare is unavailable due to COVID-19 precautions;
6. The employee is experiencing any other substantially similar condition specified by the Secretary of the HHS in consultation with the Secretary of the Treasury and the Secretary of Labor.

Is the Orange County Stay at Home Order considered a COVID-19 qualifying reason?
No, a stay at home order is not considered a COVID-19 qualifying reason as it’s not considered a quarantine or isolation.

If my employees cannot work due to the Orange County Stay at Home Order, are they eligible for the emergency paid sick leave?
They would only be eligible if there is work available, but they are unable to perform the work due to the COVID-19 qualifying reasons.

I’m an OPS employee, and my department doesn’t have any work for me. Am I eligible for the emergency paid sick leave?
No, as there is not work available for you to perform, you are not eligible for emergency paid sick leave. You could be eligible for unemployment benefits, https://www.stateofflorida.com/articles/florida-unemployment/.

My hours have been reduced, am I eligible for the emergency paid sick leave?
No. If your department reduces your work hours because they do not have work for you to perform, you may not use paid sick leave or emergency family and medical leave for the hours that you are no longer scheduled to work.

Are student employees eligible for the emergency paid sick leave?
Yes (except for federal work study students), if there is available work for them to complete, but they are unable to perform the work due to a COVID-19 qualifying reason.

I’m able to work remotely, can I receive the emergency paid sick leave or emergency family and medical leave?
No, since you are able to work remotely, you would not be eligible for the emergency paid sick leave and/or emergency family and medical leave.

Are employees paid from contracts and grants eligible for emergency paid sick leave and/or emergency family medical leave?

Yes, they are eligible, and this is an unfunded mandate. We are required to comply with this federal law.

How long do I have to be on payroll to be eligible for the Emergency Paid Sick Leave?

Immediately, as long as there is available work for you to perform, but you are unable to do so due a COVID-19 qualifying reason.

How long do I have to be on payroll to be eligible for the Emergency Family Paid Leave?

You must be on payroll for 30 calendar days and there is work available for you to complete, but you are unable to work or work remotely due to caring for a son or daughter under age 18, if the school or place of childcare has been closed or childcare provide is unavailable as a result of the COVID-19 related emergency declared by Federal, State, or local authority.