Families First Act (FFCRA) and Excused Absence with Pay for COVID-19-related Leaves

Q Why are UI Hospital and Clinic employees not eligible for Families First Expanded FML or Emergency Sick Leave?

A Under Families First, "health care providers", including employees of UI Health Hospital and Clinics and Mile Square Health Center, may not be entitled to take leave under the FFCRA. Based on the important and essential services that we provide to our patients, guests, employees, and community, our employees are exempt.

Q What is the ERSickLv code appearing on my earnings statement?

A "ERSickLv" is a balance of "Emergency Sick Leave" which was uploaded System-wide (all UI campuses) prior to a determination being made that we are exempt from FFCRA. While the balances are in BANNER, UI Health has provided a different, more flexible and generous plan for covering time off due to COVID-19-related circumstances.

Q What type of COVID-19 related leave is available for UI Hospital and Clinics employees?

A You will be paid full Excused Absence with Pay (EAP) if directed or reported by University Health Service to stay home under self-monitored quarantine. This continues until you are cleared by UHS to return to work. This is not limited to 14 days and may be repeated as needed in the event that you are quarantined more than once.

You may request EAP for other reasons related to COVID19 if you have exhausted your benefit time. Your request is subject to review.

Q What if I am COVID-19 positive?

A Your time off will be covered for up to 14 days in full pay (EAP) without using your benefit time.

Starting day 15, you may be coded as Workers' Comp (WC). WC will contact you about applying for benefits. You will need to apply, but the 24-hour timeframe has been temporarily lifted for COVID19-related claims.

You may instead apply for a block of time FML to request the use of your own benefit time after the initial 14 days.

Q Do I have to use my own benefit time if I am approved for time off due to other COVID-19 reasons?

A If the reasons are other than your own UHS-documented quarantine or a COVID19 positive illness, you may be required to exhaust your own benefit time before applying for EAP.

Q How do I apply for EAP?

A Go to the UI Health intranet home page.
- Find the COVID-19 Resources "tile", click on it to open
- On the left side of the next page, there is a "button" labeled "Related Links." Click on that button
- You will see a list of COVID-19 Resources. Under the heading "UI Health Human Resources" is the link to the application. The link is called "COVID-19 Special Leave Request Excused Absence with Pay (EAP)."
- Click that link, complete and submit your request.*

*Use of Chrome or Safari browser is required.

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