



## Executive Order 20-83 Update

On March 24, Governor Ron DeSantis issued [Executive Order 20-83](#). This executive order urges all persons over the age of 65 and those with underlying medical conditions to stay home and take necessary precautions to limit their risk of coming in contact with COVID-19. Underlying medical conditions mentioned include, but are not limited to:

- Chronic lung disease
- Moderate to severe asthma
- Serious heart conditions
- Immunocompromised status, including those in cancer treatment
- Severe obesity

In addition, the order directs the surgeon general to issue public health advisories stating that those who can work remotely from home are encouraged to do so and advising against all social or recreational gatherings of 10 or more people. These advisories apply to all individuals, regardless of age of underlying medical conditions.

### Best Practices to Consider:

*The best practices outlined below are for informational purposes only and do not constitute legal advice. FAA members are encouraged to consult an employment attorney for legal advice and guidance regarding labor law matters.*

- Employers should notify all employees, regardless of age, of Executive Order 20-83.
  - The notice should encourage employees who meet the governor's criteria (65 and older or those with underlying medical conditions) to contact your company's HR department for direction regarding next steps.
- Your company should have a policy and a set of procedures in place to determine if an individual qualifies to work from home. Keep in mind, the

governor's executive order urges all employees who are capable of working from home to do so.

- Employers are encouraged to require employees who meet the governor's criteria outlined in Executive Order 20-83 (65 and older or those with underlying medical conditions) to stay home.
- Employees with jobs duties that do not meet the criteria to work from home, should be allowed to use sick and vacation time.

## **Sample Letter Re: Executive Order 20-83**

Dear Employee,

Your health and safety is our top priority. We want to take this opportunity to share important information regarding Executive Order 20-83.

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- Chronic lung disease
- Moderate to severe asthma
- Serious heart conditions
- Immunocompromised status, including those in cancer treatment
- Severe obesity

If you are age 65 or older or if you have an underlying health condition as described above, please contact (INSERT HR OR SUPERVISOR CONTACT) as soon as possible for additional guidance.

Thank you,

(INSERT MANAGEMENT COMPANY CONTACT INFORMATION)

## Sample Letter Re: Executive Order 20-83

Dear Resident,

We want to take this opportunity to share important information regarding Executive Order 20-83.

On March 24, Governor Ron DeSantis issued Executive Order 20-83. This executive order urges all persons over the age of 65 and those with underlying medical conditions to stay home and take necessary precautions to limit their risk of coming in contact with COVID-19. Underlying medical conditions mentioned include, but are not limited to:

- Chronic lung disease
- Moderate to severe asthma
- Serious heart conditions
- Immunocompromised status, including those in cancer treatment
- Severe obesity

In addition, the order directs the surgeon general to issue a public health directive advising against all social or recreational gatherings of 10 or more people. This advisory applies to all individuals, regardless of age or underlying medical conditions.

For more information regarding COVID-19, please refer to the Florida Department of Health (<http://www.floridahealth.gov/>).

Thank you,

(INSERT MANAGEMENT COMPANY CONTACT INFORMATION)