

RESOLUTION NO. 7-0420

PROVIDING UP TO 80 HOURS OF PAID SICK LEAVE TO EMERGENCY RESPONDERS AND HEALTH CARE PROVIDERS FOR THREE COVID-19 RELATED REASONS

WHEREAS, the Families First Coronavirus Response Act, known as FFCRA or Act herein this document, modifies the requirements of the Family and Medical Leave Act (Emergency Family and Medical Leave Expansion Act) and creates paid sick leave (Emergency Paid Sick Leave Act) for employees while the employee or his/her family members are impacted by COVID-19, as set forth in the FFCRA; and

WHEREAS, the FFCRA provides that covered employers, including local government employers, may exclude/exempt “health care providers” and “emergency responders” from benefits provided under the Act; and

WHEREAS, Iowa County Resolution No. 6-0420 exempts certain “health care providers” and “emergency responders” employed by the County as set forth therein; and

WHEREAS, Iowa County nevertheless desires to provide up to 80 hours paid sick leave to full-time employees, pro-rated for part-time employees, for those defined “health care providers” and “emergency responders” under Resolution No. 6-0420 in an effort to protect their health and safety and to minimize the spread of the virus associated with COVID-19; and

WHEREAS, such employees would be eligible for the paid sick leave (up to a total of 80 hours for full-time employees, pro-rated for part-time employees) for one or more of the following reasons:

1. Employee is subject to a Federal, State or Local quarantine or isolation order related to COVID-19;
2. Employee has been advised by a health care provider (as defined under the Family and Medical Leave Act, 29 U.S.C. § 2611) to self-quarantine due to concerns related to COVID-19; or
3. Employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis.

NOW THEREFORE BE IT RESOLVED, that Iowa County will provide up to 80 hours of paid sick leave to full-time (pro-rated to part-time) “health care providers” and “emergency responders” employees defined in Resolution No. 6-0420 for three COVID-19 related reasons set forth herein.

BE IT FURTHER RESOLVED, the County recognizes that the paid sick leave provided hereunder will be available for use from April 24, 2020 through June 15, 2020. Paid sick leave provided hereunder will sunset on December 31, 2020, and is not available for carry-over use beyond that date. Further, upon on an employee’s separation from employment, any unused paid sick leave provided hereunder is forfeited.