

RESOLUTION NO. 10-1220

**RESOLUTION TO PROVIDE EMPLOYEES WITH PAID SICK LEAVE FOR
COVID RELATED REASONS FOR THE PERIOD OF JANUARY 1, 2021
THROUGH JULY 1, 2021**

TO THE HONORABLE IOWA COUNTY BOARD OF SUPERVISORS:

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 is set to expire on December 31, 2020 and at this time no extension has been provided; and

WHEREAS, Iowa County Resolution No. 7-0420 providing sick leave to those positions exempted from the FFCRA also expires on December 31, 2020; and

WHEREAS, the Coronavirus is continuing to spread within the United States and Wisconsin is seeing a drastic increases in cases; and

WHEREAS, Iowa County nevertheless desires to provide up to 80 hours paid sick leave paid at 60% of hourly rate to full-time employees, pro-rated for part-time employees in an effort to protect their health and safety and to minimize the spread of the virus associated with COVID-19 in 2021; and

WHEREAS, 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 paid at 60% of hourly rate) for one or more of the following reasons if unable to work or telework:

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 for part-time) employees paid at 60% of employees hourly rate of pay for three COVID-19 related reasons set forth herein based upon proper employer documentation required.

BE IT FURTHER RESOLVED, the County recognizes that the paid sick leave provided hereunder will be available for use from January 1, 2021 through July 1, 2021. Paid sick leave provided hereunder will sunset on July 1, 2021, and is not available for carry-over use beyond that date. Further, upon an employee's separation from employment, any unused paid sick leave provided hereunder is forfeited.