

Memo

Date: December 9, 2020

To: Village Board

From: Brad Lange

Re: Covid Sick Leave 2021

The Emergency Paid Sick Leave Act (EPSLA) and Expanded FMLA (EFMLA) under the Families First Coronavirus Response Act (FFCRA) is set to expire on 12-31-2020. The EPSLA provided up to 80 hours of additional sick leave to all full time employees to use for; *quarantine/isolation order, employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19, experiencing symptoms and seeking a medical diagnosis, caring for an individual who is subject to an order, and/or employee is caring for the his/her child whose school or place of care is closed.*

Although staff does receive annual sick leave and paid time off (pto), the concern I have is employees may elect to come into work while feeling ill, thus putting co-workers at risk, in order to avoid using accrued time. The allotment of specific additional COVID sick leave of 40 hours to be used as described above, would provide the necessary assurance that staff will adhere to CDC guidelines when relating to helping to stop the spread of COVID-19.

The Village Board is asked to approve the addition of COVID sick leave of up to 40 hours to be used only for the above described reasons for the period of January 1 – March 31, 2021 at which time the Village Board will re-evaluate or at such a time that either the State or Federal governments approve a mandate.

Thank you for your consideration.