

RESOLUTION 20-3

A RESOLUTION ESTABLISHING POLICIES AND PROCEDURES FOR IMPLEMENTING LEAVE AUTHORIZED BY THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT.

WHEREAS, on February 29, 2020, the Governor of Washington State issued Emergency Proclamation 20-05, declaring a state of emergency in all Washington counties due to the existence and spread of the novel coronavirus (COVID-19); and

WHEREAS, on March 18, 2020, the United States Congress approved and the President signed HR 6201, the Families First Coronavirus Response Act (FFCRA), which requires employers to provide paid leave as a result of quarantine and closures related to the COVID-19 pandemic; and

WHEREAS, the Grant County Health District provides paid time off and other state mandated leave paid leave benefits to eligible employees to be used for, among other purposes, recovery from illness and care for family members; and

WHEREAS, the Grant County Health District desires to provide policies and procedures for implementing leave authorized by the FFCRA.

NOW THEREFORE, be it resolved by the Board of Health of the Grant County Health District, Grant County, Washington, as follows:

Section 1. Adoption of Emergency Paid Sick Leave. All District employees shall be eligible for Emergency Paid Sick Leave, subject to the terms and conditions set forth in this Resolution.

- 1.1 Full-Time Employees: All regular full-time employees (regularly scheduled to work forty (40) hours or more per week) are eligible for up to eighty (80) hours of Emergency Paid Sick Leave.
- 1.2 Part-Time Employees: all regular part-time employees (regularly scheduled to work less than forty (40) hours per week) are eligible for up to forty (40) hours of Emergency Paid Sick Leave or the equivalent of two weeks of leave based upon the employee's regular part-time work schedule.
- 1.3 Eligible Uses of Emergency Paid Sick Leave: an employee is authorized to use Emergency Paid Sick Leave for the following reasons.
 - 1.3.1 The employee has tested positive for COVID-19 or is experiencing any of the common symptoms of COVID-19, including fever, cough, or shortness of breath ("Common Symptoms").



- 1.3.2 The employee resides with a person who has tested positive for COVID-19 or is exhibiting any of the Common Symptoms.
- 1.3.3 The Employee is subject to a federal, state, or local COVID-19 quarantine or isolation order.
- 1.3.4 The Employee has been advised by a health care provider to self-quarantine due to COVID-19.
- 1.3.5 The Employee is caring for an individual who is subject to a federal, state, or local COVID-19 quarantine or isolation order.
- 1.3.6 Employee is caring for an individual who has been advised by a health care provider to self-quarantine due to COVID-19.
- 1.3.7 Employee is caring for employee's minor child due to closure of the child's school or unavailability of the child's childcare provider due to COVID-19.

1.4 Procedures for Emergency Paid Sick Leave.

- 1.4.1 An employee that experiences any Common Symptoms while at work for the District must immediately inform their supervisor and leave the District. In such case, the employee shall receive paid sick leave as set forth in Section 1.4.2. An employee that experiences the Common Symptoms prior to reporting to work at the District, or who resides with a person that exhibits the Common Symptoms shall not report to work and shall call their supervisor as soon as possible.
 - 1.4.2 An employee that reports experiencing Common Symptoms or tests positive for COVID-19, or who resides with a person who exhibits the Common Symptoms or tests positive for COVID-19, will be required to remain at home or under prescribed care until seventy-two (72) hours after the Common Symptoms resolve and at least seven (7) days after Common Symptoms first appeared (and subject to additional requirements imposed by the CDC or state or local health departments), or, if under medical care, until medically cleared to return to work at the District. For regular full-time employees who are absent from work due to conditions as set forth in this section, the first eighty (80) hours of leave shall be counted as and charged to Emergency Paid Sick Leave. For regular part-time employees who are absent from work due to conditions as set forth in this section, the first forty (40) hours (or other amount of time allowed to reach two weeks of time off based upon the employees work schedule) of leave shall be counted as and charged to Emergency Paid Sick Leave. Any absence in excess of what is covered by Emergency Paid Sick Leave will be charged to paid sick leave or other available paid leave (if any) as set forth in District Personnel Policies.
 - 1.4.3 Emergency Paid Sick Leave shall be applied or compensated in the same manner and at the same rate as paid sick leave. However, there shall be no cash out value associated with Emergency Paid Sick Leave if an employee leaves or otherwise separates from employment with the District during the period of availability as set forth in this Resolution.
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- 1.4.4 In the event the need for use of Emergency Paid Sick Leave is foreseeable (i.e. due to closure of school or daycare) the employee must provide reasonable advance notice to their supervisor of the need to take Emergency Paid Sick Leave. If the need is not foreseeable, the employee must notify their supervisor as soon as possible after the need for leave is known.
- 1.4.5 Emergency Paid Sick Leave benefits set forth in this Resolution shall be available until December 31, 2020, unless extended by the District Council. Any unused Emergency Paid Sick Leave shall be forfeited and will not be paid upon termination or separation of employment or converted to any other leave benefit. Emergency Paid Sick Leave is not eligible for donation to other District employees.
- 1.4.6 The Emergency Paid Sick Leave authorized pursuant to this Resolution is intended to meet the requirements set forth in the FFCRA, and is not to be provided as a further or additional benefit. The availability of Emergency Paid Sick Leave is limited to preventing or containing the spread of COVI D-19, and does not cover absences for any other reason.
- 1.4.7 The District may require an employee who uses Emergency Paid Sick Leave to provide certification that the Emergency Paid Sick Leave was used for a proper purpose as set forth in this Resolution. Any absence that is improperly charged to Emergency Paid Sick Leave will be charged to the employee's paid sick leave or other available paid leave (if any), or, if no other paid leave is available, as unpaid leave.

Section 2. Adoption of Expanded Federal Family Medical Leave Act (FMLA) Protections. District employees shall be eligible for protected leave for COVID-19 related childcare reasons under the expansion of the Federal FMLA ("Expanded FMLA Childcare Leave"), subject to the terms and conditions set forth in this Resolution.

- 2.1 Eligible Employees: All employees who have been employed for at least thirty (30) days are eligible to received Expanded FMLA Childcare Leave.
- 2.2 Eligible Uses of Expanded FMLA Childcare Leave: an eligible employee is entitled to take up to twelve (12) weeks of protected leave if the employee is unable to work (or telework if available) based on a need to care for a child under age eighteen (18) due to closure of the child's school or unavailability of the child's childcare provider due to a public health emergency. A public health emergency means an emergency with respect to COVID-19 declared by a federal, state, or local authority.
- 2.3 Procedures for Expanded FMLA Childcare Leave.
- 2.3.1 The first ten (10) days of Expanded FMLA Childcare Leave are unpaid but employees are allowed to use accrued paid leave or Emergency Paid Sick Leave at the employee's election.
- 2.3.2 For Expanded FMLA Childcare Leave beyond the first ten (10) days, the employee shall receive 2/3rds of the employee's regular pay. Pay is calculated based on the number of hours the employees would otherwise be scheduled to work. However, there shall be no cash out value
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associated with Expanded FMLA Childcare Leave if an employee leaves or otherwise separates from employment with the District during the period of availability as set forth in this Resolution.

2.3.3 Employees must submit a request for Expanded FMLA Childcare Leave in advance where the need for use of Expanded FMLA Childcare Leave is foreseeable or as soon as possible after the need for leave is known.

2.3.4 Expanded FMLA Childcare Leave benefits set forth in this Resolution shall be available until December 31, 2020, unless extended by the District Council. Any unused Expanded FMLA Childcare Leave shall be forfeited and will not be paid upon termination or separation of employment or converted to any other leave benefit. Expanded FMLA Childcare Leave is not eligible for donation to other District employees.

2.3.5 The Expanded FMLA Childcare Leave authorized pursuant to this Resolution is intended to meet the requirements set forth in the FFCRA, and is not to be provided as a further or additional benefit. The availability of Expanded FMLA Childcare Leave is limited to preventing or containing the spread of COVID-19, and does not cover absences for any other reason.

Section 3. Use of Existing, Accrued, Paid Sick Leave. Employees may use accrued paid sick leave for a leave of absence during the COVID-19 emergency if the employee meets the criteria for persons at a higher risk for severe illness with COVID-19:

3.1 Employee is 60 years old or older;

3.2 Employee has an underlying health conditions (diabetes, heart disease, lung disease); or

3.3 Employee is otherwise immunocompromised.

Use of sick leave for this purpose shall be subject to District policies regarding the use of sick leave.

Section 4. If any section, sentence, clause or phrase of this Resolution should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or the constitutionality of any other section, sentence, clause or phrase of this Resolution.

Section 5. Effective Date. This Resolution shall be effective April 2, 2020.

Section 6. Expiration Date. This Resolution and all leave provided herein shall expire on December 31, 2020.

PASSED BY THE GRANT COUNTY BOARD OF HEALTH AND SIGNED BY ITS CHAIR ON April 8, 2020.

Tony Massa, Chairman of the Board

ATTEST:

Theresa Adkinson, Administrator
