



Village of Marshall

VILLAGE OF MARSHALL RESOLUTION 2021-01 *COVID-19 Infected Employees*

WHEREAS, in December 2019, a novel strain of the Corona Virus was detected now named, COVID-19 and it has spread throughout the World, including every state in the United States.

WHEREAS, on January 3, 2020, the World Health Organization declared COVID-19 to be a public health emergency of international concern;

WHEREAS, in March, 2020, the United States Congress passed the Families First Coronavirus Response Act (FFCRA) which required certain employers to provide their employees with paid sick leave and expanded family medical leave for specified reasons related to COVID-19;

WHEREAS, the provisions of the FFCRA applied from April 1, 2020 to December 31, 2020;

WHEREAS, despite the fact the FFCRA's mandates expired on December 31, 2020, the Village wishes to continue to provide a certain portion of the benefits previously provided by the FFCRA.

NOW, THEREFORE, BE IT RESOLVED:

1. Effective January 1, 2021 through December 31, 2021, the Village shall provide up to a maximum of two weeks (80 hours, or part-time employee's two-week equivalent) of paid sick leave paid for employees that provide written documentation to the Village that they satisfy one or more of the following criteria:
 - a. Are subject to a federal, state or local quarantine or isolation order relative to COVID-19;
 - b. Have been advised by a healthcare provider to self-quarantine related to COVID-19;
 - c. Are experiencing COVID-19 symptoms and are seeking a medical diagnosis; or
 - d. Have been diagnosed with COVID-19.
2. Effective from January 1, 2021 through December 31, 2021, the Village shall provide up to a maximum of two weeks (80 hours, or part-

time employee's two-week equivalent) of paid sick leave at 66.33%, up to \$200 daily and \$2,000 total, if that employee provides written documentation to the Village, he/she is caring for an immediate family member who is:

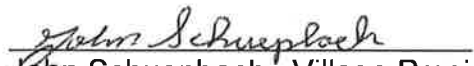
- a. Subject to a federal, state or local quarantine or isolation order related to COVID-19;
- b. Has been advised by a healthcare provider to self-quarantine because of COVID-19; or
- c. Has been diagnosed with COVID-19

Employee shall have the option of deducting hours from their accumulated sick or vacation time to make up the monetary difference between the 66.33% and 100% of wages.

3. The cumulative total of all sick leave an employee may take pursuant to paragraphs 1 and 2 above, shall not exceed two weeks.
4. The Village shall not provide any additional sick leave or paid family medical leave or anything else which was previously required pursuant to the FFCRA, it being the Village's intention to only provide the additional leave referenced in paragraphs 1 and 2 above.

This Resolution is effective immediately.

Passed by a majority vote of the Village Board on Jan. 12, 2021


John Schuepbach., Village President


Lindsey Johnson, Village Clerk