

# Memo

Date: September 15, 2021

To: Village Board

From: Brad Lange

Re: Covid Sick Leave 2021 Extension for Those That Have Been Vaccinated

## Background:

The Emergency Paid Sick Leave Act and Expanded FMLA under the Families First Coronavirus Response Act expired on 12/31/2020. On December 15, 2020, the Village Board approved additional COVID Sick Leave (up to 40 hours) for full time employees from January 1, 2021 through March 31, 2021. The Board agreed to re-evaluate the policy to determine if it should continue or if the State or Federal government approve a mandate. COVID sick leave is to be used 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 his/her child whose school or place of care is closed.*

Continuation of this policy was discussed at the Ad Hoc Finance/Personnel Committee meeting on April 12, 2021. The Committee recommended extending COVID Sick Leave for the above mentioned reasons through June 30, 2021. The Village Board approved the extension through June 30, 2021 at their April 20th meeting.

Although individuals have been vaccinated, there are cases of staff testing positive on breakthrough cases and need to remain home/isolated. I am looking for approval from the Village Board to reinstate the Covid Sick leave policy with some modifications. Individuals that have proof of vaccination (if not vaccinated, medical or religious reason must be provided) are eligible for up to 40 hours if they test positive for Covid 19. **All staff** are allowed up to 40 hours if they are required to quarantine/subject to an isolation order, caring for an individual who is subject to an order, and/or employee is caring for his/her child whose school or place of care is closed.

**Any staff member that had previously used Covid Sick Leave is not eligible for an additional 40 hours of Covid sick leave as described above.** A review of the policy will be at the November 2, 2021 meeting. Thank you for your consideration.