

RESOLUTION NO. \_\_\_\_\_

Resolution Voluntarily Extending Leave from the Emergency Family and Medical Leave Expansion Act

WHEREAS, the United States Federal Government passed the Families First Coronavirus Response Act that provided additional leave through the Emergency Family and Medical Leave Expansion Act related to the Coronavirus; and

WHEREAS, the provisions for leave ended December of 2020; and

WHEREAS, the Coronavirus Pandemic has not subsided, and employees may need additional leave as provided in 2020; and

WHEREAS, the City should extended this leave voluntarily until June 30, 2021 to ensure that all employees can use the leave as needed; and

WHEREAS, The City should provide two weeks of leave due to the Coronavirus under the following criteria:

- A federal, state, or local quarantine or isolation order related to COVID-19.
- The employee has been advised by a healthcare provider to self-quarantine due to concerns related to COVID-19.
- The employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis.
- The employee is caring for an individual who is subject to (1) a federal, state, or local quarantine or isolation order related to COVID-19; or (2) advice by a healthcare provider to self-quarantine due to concerns related to COVID-19.
- The employee is caring for a son or daughter of the employee if the school or place of care of the son or daughter has closed or the child care provider of such son or daughter is unavailable due to COVID-19 precautions.
- The employee is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services in consultation with the Secretary of the Treasury and the Department of Labor.

; and

WHEREAS, the City of Oelwein will only provide the additional leaves to employees who have not exhausted their leave in 2020; and

WHEREAS, the two weeks of additional leave will only be used for illness related to the Coronavirus; and

WHEREAS, the city will not extend the leave of 10 weeks of paid expanded family and medical leave at two-thirds the employee's regular rate of pay where an employee is unable to work due to a bona fide need for leave to care for a child whose school or child care provider is closed or unavailable for reasons related to Coronavirus; and

WHEREAS, the city shall extend the expansion of the emergency sick leave so that employees can use their accumulated sick time to attend to anyone in their family (as defined in the City's Personnel Manual) for Coronavirus related illness; and

THEREFORE, BE IT RESOLVED by the City Council of the City of Oelwein, Iowa voluntarily extends leave from the Emergency Family and Medical Leave Expansion Act with special provisions along with the extension of the expansion emergency sick leave until June 30, 2021.

Passed and approved by the City Council of the City of Oelwein, Iowa this 11 day of January, 2021.

---

Brett DeVore, Mayor

Attest:

\_\_\_\_\_  
Dylan Mulfinger, City Administrator

Recorded \_\_\_\_\_, 2021.

\_\_\_\_\_  
City Administrator

It was moved by \_\_\_\_\_ and seconded by \_\_\_\_\_ that  
the Resolution as read be adopted, and upon roll call there  
were:

AYES      NAYS      ABSENT      ABSTAIN

Weber  
Seeders  
Cantrell  
Payne  
Fisk  
Stewart