

RESOLUTION NO. _____

BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA

* * * * *

RESOLUTION AUTHORIZING AN AMENDMENT TO THE COUNTY'S COVID-19 EMERGENCY SICK LEAVE AND EXPANDED FAMILY AND MEDICAL LEAVE POLICY IN ORDER TO ALIGN THE COVID-19 EMERGENCY SICK LEAVE POLICY WITH NEW STATE LAW AND EXTEND THE AVAILABILITY OF THE COUNTY'S COVID-19 EMERGENCY SICK LEAVE AND EMERGENCY FAMILY LEAVE TO SEPTEMBER 30, 2021

RESOLVED, by the Board of Supervisors of the County of San Mateo, State of California, that

WHEREAS, due to the COVID-19 Public Health Emergency, the Federal Families First Coronavirus Response Act (FFCRA) created mandatory paid leave for certain employees in the form of Emergency Paid Sick Leave and Emergency Family Medical Leave. The FFCRA provided up to 2 weeks of paid sick leave to employees for COVID-19 related reasons and paid FMLA leave for school and child care closures related to COVID-19 from April 1, 2020 through December 31, 2020; and

WHEREAS, this Board previously ratified a County policy providing County employees with Emergency Paid Sick Leave and Emergency Family Medical Leave pursuant to the FFCRA, and after the expiration of the FFCRA, extended that policy to May 1, 2021; and

WHEREAS, the County's policy went beyond the minimum requirements of the FFCRA; and

WHEREAS, state law enacted on March 19, 2021 mandates that most employers provide full time employees an additional 80 hours of COVID-19 Emergency

Sick Leave retroactive to January 1, 2021 and expands the justifications for this sick leave to include reasons related to COVID-19 vaccines or COVID-19 workplace exclusions; and

WHEREAS, the COVID-19 pandemic continues, and County employees may still require leave due to the reasons specified in the prior County of San Mateo COVID-19 Emergency Paid Sick Leave and Emergency Family Medical Leave Policy or by new state law related to COVID-19 vaccinations or workplace exclusions; and

WHEREAS, the Human Resources Department has recommended an amendment extending the County's COVID-19 Emergency Sick Leave and Expanded Family and Medical Leave Policy to September 30, 2021; restoring all employees' COVID-19 Emergency Sick Leave balances retroactive to January 1, 2021; and adding new qualifying reasons for the use of COVID-19 Emergency Sick Leave, in alignment with the state law; and

WHEREAS, this Board has examined and approved the amendment to the Policy and its terms as to both form and content and desires to authorize the same.

NOW, THEREFORE, IT IS HEREBY DETERMINED AND ORDERED that the Board of Supervisors hereby authorizes the amendment to the County's COVID-19 Emergency Sick Leave and Expanded Family and Medical Leave Policy to bring the Emergency Sick Leave policy in alignment with new state law and extend the date of application of both categories of emergency leave to September 30, 2021.

* * * * *