

Resolution #20-0154

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**RESOLUTION RATIFYING AND AUTHORIZING CITY PAID LEAVE IN RESPONSE
TO THE COVID-19 PANDEMIC**

WHEREAS, on March 15, in response to declarations of national, state, and local emergencies arising from COVID-19, City management implemented temporary employee leave policies that provided 15 workdays for all occurrences related to the pandemic, including sickness, preventative measures, and school/daycare closings; and

WHEREAS, on March 18, President Trump signed into law the Families First Coronavirus Response Act, which requires certain employers, including government employers, to provide their employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19; and

WHEREAS, the law went into effect on Wednesday, April 1, 2020 and will run through December 31, 2020; and

WHEREAS, in addition to the leave provided under the new federal law, the City has provided 15 workdays (i.e., three workweeks) of additional paid leave; and

WHEREAS, “City Paid Leave” is paid leave that will allow employees to find relief not provided under the new federal law. Employees can use this leave to supplement their federal leave, cover non-work hours while teleworking, and provide paid leave for those who have been directed to stay home but are not able to work from home. This leave went into effect on April 1 when the original temporary employee leave expired; and

WHEREAS, with Governor Cooper’s stay-at-home order running through April 29 and public schools remaining closed until May 15, City management is requesting an extension of City Paid Leave for an additional 15 workdays; and

WHEREAS, once employees have exhausted these balances, they will be required to use their accrued sick, vacation, or holiday leave, unless additional extensions are granted; and

WHEREAS, this resolution ratifies the initial provision of 15 workdays of temporary employee leave on March 15 and the subsequent allotment of 15 workdays of City Paid Leave on April 1, when the original temporary employee leave expired; and

WHEREAS, this resolution also authorizes the extension of City Paid Leave for an additional 15 days, which should provide coverage at least through May 12.

NOW, THEREFORE, BE IT RESOLVED that the Mayor and City Council of the City of Winston-Salem hereby ratify the initial provision of 15 workdays of temporary employee leave on March 15 and the subsequent allotment of 15 workdays of City Paid Leave on April 1, when the original temporary employee leave expired.

BE IT FURTHER RESOLVED that the Mayor and City Council authorize an extension of City Paid Leave for an additional 15 workdays, or three workweeks, which should provide coverage at least through May 12.

BE IT FURTHER RESOLVED that any additional extensions of City Paid Leave will require the approval of the Mayor and City Council.