

Resolution 21-3
COVID-19 Sick Leave and Pay Resolution for
Wells County Public Library Paid Staff

WHEREAS, the Wells County Public Library (WCPL) acknowledges that the Coronavirus Disease 2019 (COVID-19) has been deemed a pandemic by national and global health organizations; and

WHEREAS, confirmed cases of COVID-19 have been reported in Indiana; and

WHEREAS, the Library Board of Trustees will cooperate with the Wells County Health Department, the Indiana State Department of Health, and the U.S. Center for Disease Control in addressing the spread of COVID-19 to and through our community; and

WHEREAS, employees of WCPL may have their regular work hours reduced or otherwise disrupted due to exposure to or contraction of COVID-19 or due to the response to the pandemic by the Library or other public libraries and government agencies; and

WHEREAS, the Board wishes to minimize to the extent practicable the impact of exposure, contraction or library and governmental responses to the pandemic on its employees' earnings and benefits.

WHEREAS, the Federal Government passed the Families First Coronavirus Response Act (FFCRA) on March 18, 2020, which is due to expire on December 31, 2020.

WHEREAS, Resolution 20-5 was passed by the Wells County Public Library Board of Trustees on April 14, 2020 to provide temporary relief during the current COVID-19 outbreak and remain in effect until December 31, 2020 or until the WCPL Library Board of Trustees terminates or revises the resolution.

WHEREAS, the Federal Government did not extend the FFCRA past December 31, 2020

WHEREAS, the COVID-19 pandemic is still in effect past December 31, 2020, the Wells County Public Library Board shall revise Resolution 20-5.

NOW THEREFORE BE IT RESOLVED that the Library Board of Trustees hereby:

1. Authorizes the Library Director to pay all WCPL staff 100% of their normal scheduled hours during the closure of Library buildings to the public due to COVID-19.

2. Authorizes the Library Director to grant all paid staff of WCPL 2 weeks of COVID-19 sick pay, equivalent to their normal scheduled hours, of 100% paid sick leave to be used from January 5-December 31, 2021 if:

- The employee is subject to a Federal, state, or local quarantine or isolation order related to COVID-19.
- The employee has been advised by a health care 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 an order as described in bullet (1) or has been advised as described in bullet (2).
- The employee is caring for a son or daughter of such employee if the school or place of care of the son or daughter has been closed, or the childcare provider of such son or daughter is unavailable, due to COVID-19 precautions.
- The Secretary of Health and Human Services in consultation with the Secretaries of Labor and Treasury may identify other similar conditions that merit inclusion

DULY ADOPTED by the Board of Trustees of the Wells County Public Library at its regular meeting held on the 12th day of January 2021, at which meeting a quorum was present.

AYE

NAY

ATTEST: _____
Secretary