

STAFF REPORT

To: Coastside County Water District Board of Directors

From: Mary Rogren, General Manager

Agenda: January 12, 2021

Report

Date: January 8, 2021

Subject: Approve the Extension of Certain COVID-19 Related Temporary Employee Benefits Set Forth in the Families First Coronavirus Response Act Through June 30, 2021

Recommendation:

Approve the extension of the period during which employees may take paid leave for certain COVID-19 related reasons, similar to paid leave benefits as provided by the District in accordance with the Families First Coronavirus Response Act (FFCRA), through June 30, 2021. The recommended six-month extension does not expand the 80 hours of Emergency Paid Sick Leave, but does grant District employees six more months to use the original 80 hours provided under the FFCRA.

If this recommendation is approved, as may be required, staff will meet and confer with the union prior to implementation of this extension as to the District's unionized employees.

Background:

In March 2020, the Federal government enacted the Families First Coronavirus Response Act (FFCRA) which required the District to provide its employees with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19. Specifically, the FFCRA included 80 hours of Emergency Paid Sick Leave that may be used for a variety of COVID-19 related impacts, as dictated under the FFCRA. The FFCRA also expanded the definitions under which current Family Medical Leave Act (FMLA) leave benefits may be used, specifically to apply to childcare needs as a result of childcare providers and schools being closed due to COVID-19 and requires that such leave be paid.

The provisions of the FFCRA applied through December 31, 2020, and the Federal government has not extended the mandated benefits. Accordingly, the District is not required to provide FFCRA paid leave to employees after December 31, 2020.

However, under current orders for San Mateo County Health Department, Cal-OSHA, and State of California Department of Public Health, individuals who come into close contact with someone who has COVID are required to quarantine for 14

STAFF REPORT

Agenda: January 12, 2021

Subject: Extension of COVID-19 Temporary Benefits

Page Two

days; and those who contract COVID are required to isolate at least 10 days after getting symptoms of COVID or if asymptomatic, 10 days after the date of the positive test. Accordingly, District employees may continue to have need for leaves of absence due to the effects of the COVID-19 pandemic under circumstances similar to those for which FFCRA paid leave benefits were provided.

Given health and safety concerns for the District's small staff, staff requests approval to continue providing paid leave benefits, under the same terms and conditions as applied to FFCRA paid leave benefits, including full use of the original 80 hours of Emergency Paid Sick Leave that may be available for employees who have not already exhausted this leave, through June 30, 2021 in order to provide District employees with paid sick leave to quarantine/isolate or to care for an individual subject to quarantine or to care for a child whose school or child care provider is closed or unavailable for reasons related to COVID-19.