

**CITY OF SEABROOK
RESOLUTION NO. 2021-02**

**TEMPORARY EMERGENCY FAMILY MEDICAL LEAVE (EFMLA)
AND TEMPORARY EMERGENCY SICK LEAVE PERSONNEL POLICIES**

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SEABROOK, TEXAS, AUTHORIZING THE EXTENSION OF THE EMERGENCY FAMILY MEDICAL LEAVE (EFMLA) AND EMERGENCY SICK LEAVE PERSONNEL POLICIES THROUGH APRIL 30, 2021, AS PROVIDED IN THE ATTACHED “TEMPORARY EMERGENCY PAID SICK LEAVE POLICY (2021-1) AND “TEMPORARY EMERGENCY FAMILY & MEDICAL LEAVE EXPANSION POLICY (2021-2)”, TO ALLOW ELIGIBLE EMPLOYEES TO TAKE TIME OFF WORK TO CARE FOR CHILDREN WHOSE DAYCARES AND/OR SCHOOLS ARE CLOSED DUE TO THE COVID-19 VIRUS AND/OR TO RECOVER FROM OR QUARANTINE BECAUSE OF EXPOSURE TO THE COVID-19 VIRUS

WHEREAS, The Families First Coronavirus Response Act (FFCRA) required eligible employers to provide Emergency Paid Sick Leave (EPSL) to employees out of work due to COVID-19 related reasons, which expired on December 31, 2020; and

WHEREAS, The Families First Coronavirus Response Act (FFCRA) also required eligible employers to provide Emergency Family Medical Leave (E-FMLA) to care for a minor child if the school or place of childcare was closed due to public health emergency, which also expired on December 31, 2020; and

WHEREAS, as the cases of the virus continue to rise, the city has had and continues to have intermittent cases internally with city staff who are affected by the virus and unable to work; and

WHEREAS, this virus and its impacts are now expected to continue into 2021, and no additional federal legislation has been released to extend the current act; and

WHEREAS, with continued access to employer-paid sick leave, employees will continue to play an important role in removing themselves from the workplace in order to reduce continued transmission of the virus in the case of exposure, infection or quarantine; and

WHEREAS, the City Council has determined to address these issues by adoption of the “Temporary Emergency Paid Sick Leave Policy (2021-1) and “Temporary Emergency Family & Medical Leave Expansion Policy (2021-2)”, attached hereto and incorporated by reference;

NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SEABROOK, STATE OF TEXAS:

That the City Council hereby approves Resolution 2021-02 to adopt the “Temporary Emergency Paid Sick Leave Policy (2021-1) and “Temporary Emergency Family & Medical Leave Expansion Policy (2021-2)”, attached hereto, all to expire on April 30, 2021.

AND IT IS SO ORDERED

PASSED, APPROVED AND ADOPTED THIS 5TH DAY OF JANUARY, 2021.

Thomas G. Kolupski
Mayor

ATTEST:

Robin Lenio, TRMC
City Secretary