# Legislation Details (With Text)

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| **File created:** | 1/5/2021 | | | **In control:** | Board of Aldermen |
| **On agenda:** | 1/12/2021 | | | **Final action:** | |
| **Title:** | Resolution to Approve and Adopt the Town of Carrboro Emergency Paid Sick Leave Policy PURPOSE: The purpose of this item is to create a local extension of the emergency paid sick leave provisions originally provided by the Families First Coronavirus Response Act (FFCRA) which expired on 12/31/2020. | | | | |
| **Indexes:** | | | | | |
| **Code sections:** | | | | | |
| **Attachments:** | 1. Attachment A: Resolution_-_To_Adopt_The_Town_of_Carrboro_Emergency_Paid_Sick_Leave_Policy, 2. Attachment B: Carrboro Emergency Sick Leave Policy | | | | |

| Date | Ver. | Action By | Action | Result |
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## TITLE:

Resolution to Approve and Adopt the Town of Carrboro Emergency Paid Sick Leave Policy

**PURPOSE:** The purpose of this item is to create a local extension of the emergency paid sick leave provisions originally provided by the Families First Coronavirus Response Act (FFCRA) which expired on 12/31/2020.

**DEPARTMENT:** Human Resources

**CONTACT INFORMATION:** Julie Eckenrode, 919-918-7308

**INFORMATION:** On December 31, 2020, the Families First Coronavirus Response Act (FFCRA) which requires eligible employers to provide Emergency Paid Sick Leave (EPSL) to employees out of work due to COVID-19 related reasons expired.

COVID-19 cases continue to rise across the country and especially in North Carolina. Additionally, the Town of Carborro is experiencing an increase in the number of employees who are affected by the virus and unable to work. Reports and indicators seem to suggest that this trend will continue into 2021.

On Wednesday, December 9, 2020, the UNC School of Government recommended that public entities institute a local emergency paid sick leave policy, since FFCRA expired on December 31, 2020, to encourage employees to stay out of work if they are sick and to help reduce the spread of COVID-19.

Approval and adoption of the Town of Carrboro Emergency Paid Sick Leave Policy will reflect that the Town recognizes that 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.

**FISCAL & STAFF IMPACT:** This will be dependent on department requirements to backfill shifts in

order to provide minimum staffing levels, which may require unbudgeted wages for overtime or part-time staff. Since we cannot anticipate how many employees will need to take EPSL, it is difficult to provide an estimated total cost.

**RECOMMENDATION:** It is recommended that Council approve the attached resolution.