

TOWN OF COTTAGE CITY
RESOLUTION – 2022-02

A RESOLUTION concerning COVID-19 Employee Leave (Public Health Emergency Leave) for personnel of the Town of Cottage City.

WHEREAS, the global pandemic Coronavirus ('COVID-19') continues to pose an imminent risk to the health, safety and welfare of Cottage City residents and employees; and

WHEREAS, emergency declarations issued by the Federal, State and County level remain in effect; and

WHEREAS, the Maryland Essential Workers' Protection Act ("MEWPA") was enacted during the 2021 session of the General Assembly of Md. by HB 851 establishing benefits and protections for essential workers during a catastrophic health emergency including providing full-time essential workers who regularly work 40 hours or more per week to be provided with 112 hours of leave; and

WHEREAS, under MEWPA an "essential worker" means an individual who: (1) performs a duty or work responsibility during an emergency that cannot be performed remotely or is required to be completed at the work site; and (2) provides services that the essential employer, defined as a unit of state or local government, determines to be essential or critical to its operations; and

WHEREAS, under MEWPA specifies the reasons for which covered employees may request leave when there is an emergency declaration related to a communicable disease: (i) To isolate with or without an order; (ii) To seek or obtain a personal medical diagnosis, preventive care, or treatment; (iii) To care for a family member who is isolating, with or without an order to do so; (iv) Due to a determination that the essential worker's or their family member's presence at their place of employment or in the community would jeopardize the health of others, or exhibited symptoms; or (v) To care for a family member if their school or place of care is unavailable or has been closed; and

WHEREAS, the Acting Town Manager has recommended that the Town Commission implement COVID-19 Employee Leave (a.k.a. Public Health Emergency Leave (PHEL)), for Town of Cottage City essential and non-essential personnel, to use when the employee is out on COVID-19 restrictions; and

WHEREAS, the purpose of this Resolution is to provide the employees with paid leave, during their COVID-19 restrictions, which the Town will be reimbursed through the ARPA Funds or Coronavirus Relief Funds, as applicable.

NOW, THEREFORE, BE IT RESOLVED by the Cottage City Commission of the Town of Cottage City, Maryland, that the below listed personnel shall receive COVID-19 Employee Leave, while on COVID-19 restrictions.

AND BE IT FURTHER RESOLVED, as the Town continues to address the COVID-19 pandemic, and for the purposes of this Resolution, due to the size of the municipality's staff and close working conditions, the essential employees deemed eligible to receive and to be covered by COVID-19 Employee Leave are the following:

- a) Police Department Staff/Code Enforcement (full-time and part-time),
- b) Public Works Staff (full-time and part-time), and
- c) Town Administrative Staff/Grant Manager (full-time and part-time).

AND BE IT FURTHER RESOLVED, that the COVID-19 Employee Leave will start with the pay period beginning February 6, 2022, and continue until the COVID-19 declared health emergency is over or funds are no longer available.

AND BE IT FURTHER RESOLVED, that the Commissioner-Chair is hereby authorized to sign this Resolution on behalf of the Cottage City Commission and this Resolution shall take effect on the day it is adopted and shall be retroactively applied commencing November 1, 2021, as permitted by law, for those employees provided paid sick leave as a result of the COVID-19 pandemic during a duly declared health emergency.

TOWN OF COTTAGE CITY, MARYLAND

By: Wanda Wheatley
Wanda Wheatley, Commission-Chair

CERTIFICATION

I, HERBY CERTIFY, as the duly appointed Acting Town Manager of the Town of Cottage City, Maryland, that on 21st day January 2022 with 4 Aye votes and 0 Nay votes, 1 Absent, the aforesaid Resolution 2022-01 Passed.

Anthony L. Ayers, Sr.
Anthony L. Ayers, Sr.
Acting Town Manager