

RESOLUTION NO. 20-00392

In the matter of authorizing Emergency )  
Family Medical Leave Expansion Act and )  
Emergency Paid Sick Leave Act effective )  
April 1, 2020 through December 31, 2020. )

County Commissioners' Office,  
Wood County, Ohio.  
March 31, 2020

*WHEREAS*, the Family First Coronavirus Response Act (FFCRA) was enacted by congress on March 18, 2020, which includes the Emergency Family Medical Leave Expansion Act and the Emergency Paid Sick Leave Act, to provide leave for employees effected by COVID-19, effective April 1, 2020 through December 31, 2020, and

*WHEREAS*, the Department of Labor (DOL) has summarized both Acts in a poster titled Employee Rights (attached as if fully rewritten herein) which is required to be posted effective April 1, 2020 to communicate the expanded rights to Wood County employees, and

*WHEREAS*, the FFCRA permits employers to exempt Health Care Workers and Emergency Responders, and

*WHEREAS*, the Board wishes to comply with the federal mandates in order to comply with the initial regulations, recognizing that future guidance and interpretations by the federal government shall be forthcoming as this issue develops, and therefore be it

*RESOLVED*, by the Board of County Commissioners of Wood County, Ohio, that they hereby authorize the attached Employee Rights poster (Attached as if fully rewritten herein), to be used as a guide for policy and procedure to comply with the FFCRA: Emergency Family Medical Leave Expansion Act and the Emergency Paid Sick Leave Act for those offices/departments that are not exempt effective April 1, 2020 through December 31, 2020, and be it further

*RESOLVED*, in order to comply with FFCRA regulations the Commissioners shall post the Employee Rights poster on the county website and forward to all offices and departments for posting within their respective offices, and be it further

*RESOLVED*, the Board shall exempt employees within the following office/departments as exempt from FFCRA as they meet the DOL definition of Health Care Workers or Emergency Responders: Wood Haven Health Care, Emergency Management Agency, Job & Family Services, Child Support Enforcement Agency, Dog Shelter, and Sheriff's Office. Further the Board acknowledges that the employees of the Health Department and Northwest Community Corrections Center may also be exempt as approved by their respective Boards, and be it further

*RESOLVED*, that the Board may amend said policy and procedures as additional guidance is issued by the federal government on this matter, and be it further

*RESOLVED*, that the provisions of this resolution shall remain in full force and effect unless otherwise provided for by the said Board of County Commissioners.

Commissioner LaHote moved and Commissioner Bowlus seconded the resolution and the roll being called on its adoption, the vote resulted as follows:

Dr. Theodore H. Bowlus yes Craig LaHote yes Doris I. Herringshaw, Ed.D. yes

Attest: Sandy A. Long  
Clerk of said Board

pab

cc: Elected Officials and Department Heads  
file

# EMPLOYEE RIGHTS

## PAID SICK LEAVE AND EXPANDED FAMILY AND MEDICAL LEAVE UNDER THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT

The **Families First Coronavirus Response Act (FFCRA or Act)** requires certain employers to provide their employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from April 1, 2020 through December 31, 2020.

### ► PAID LEAVE ENTITLEMENTS

Generally, employers covered under the Act must provide employees:

Up to two weeks (80 hours, or a part-time employee's two-week equivalent) of paid sick leave based on the higher of their regular rate of pay, or the applicable state or Federal minimum wage, paid at:

- 100% for qualifying reasons #1-3 below, up to \$511 daily and \$5,110 total;
- ⅔ for qualifying reasons #4 and 6 below, up to \$200 daily and \$2,000 total; and
- Up to 10 weeks more of paid sick leave and expanded family and medical leave paid at ⅓ for qualifying reason #5 below for up to \$200 daily and \$12,000 total.

A part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.

### ► ELIGIBLE EMPLOYEES

In general, employees of private sector employers with fewer than 500 employees, and certain public sector employers, are eligible for up to two weeks of fully or partially paid sick leave for COVID-19 related reasons (see below). *Employees who have been employed for at least 30 days prior to their leave request may be eligible for up to an additional 10 weeks of partially paid expanded family and medical leave for reason #5 below.*

### ► QUALIFYING REASONS FOR LEAVE RELATED TO COVID-19

An employee is entitled to take leave related to COVID-19 if the employee is unable to work, including unable to telework, because the employee:

- |   |   |
|---|---|
| <ol style="list-style-type: none"><li>1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;</li><li>2. has been advised by a health care provider to self-quarantine related to COVID-19;</li><li>3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;</li><li>4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2);</li></ol> | <ol style="list-style-type: none"><li>5. is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons; or</li><li>6. is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services.</li></ol> |
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### ► ENFORCEMENT

The U.S. Department of Labor's Wage and Hour Division (WHD) has the authority to investigate and enforce compliance with the FFCRA. Employers may not discharge, discipline, or otherwise discriminate against any employee who lawfully takes paid sick leave or expanded family and medical leave under the FFCRA, files a complaint, or institutes a proceeding under or related to this Act. Employers in violation of the provisions of the FFCRA will be subject to penalties and enforcement by WHD.



**WAGE AND HOUR DIVISION**  
UNITED STATES DEPARTMENT OF LABOR

For additional information  
or to file a complaint:

**1-866-487-9243**

TTY: 1-877-889-5627

[dol.gov/agencies/whd](https://dol.gov/agencies/whd)



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