

**O-21-03**

**ORDINANCE NO. \_\_\_\_**

**AN ORDINANCE GRANTING EXPANDED SICK LEAVE BENEFITS FOR EMPLOYEES OF THE CITY OF NORTH LITTLE ROCK, ARKANSAS IN RESPONSE TO THE COVID-19 PANDEMIC; DECLARING AN EMERGENCY; AND FOR OTHER PURPOSES**

WHEREAS, the Families First Coronavirus Response Act (FFCRA) passed by Congress went into effect on April 1, 2020 mandating expanded paid sick leave for employees directly impacted by COVID-19; and

WHEREAS, the expanded leave granted by the FFCRA expired on December 31, 2020; and

WHEREAS, COVID-19 continues unabated with cases, hospitalizations, and deaths increasing weekly; and

WHEREAS, the number of COVID-19 cases among City employees has increased dramatically over the past several weeks; and

WHEREAS, it is in the best interest of the City to offer paid leave to employees impacted by COVID-19 in order to ensure continuity of operations and to minimize workplace exposure to COVID-19.

NOW, THEREFORE, BE IT ORDAINED BY CITY COUNCIL OF THE CITY OF NORTH LITTLE ROCK, ARKANSAS:

SECTION 1: Employees who can establish, by preponderance, that they contracted or were exposed to the COVID-19 in the workplace or in the performance of their duties shall be granted paid Injured on Duty (IOD) leave for the required duration of absence for recovery or quarantine, subject to the following conditions:

- (1) IOD leave shall be subject to the provisions of Worker's Compensation policies and rules.
- (2) Employees under quarantine but not ill must telework if possible within the employee's job duties and responsibilities.
- (3) Quarantined employees on IOD leave must follow the quarantine rules and guidelines.

SECTION 2: All employees are eligible for two weeks of emergency paid sick leave (EPSL) at their regular rate of pay if the employee is unable to work (or unable to telework) for the following reasons:

- (1) Subject to a federal, state or local quarantine or isolation order related to COVID-19;

- (2) Advised by a qualified healthcare provider to self-quarantine due to COVID-19 concerns;
- (3) Experiencing COVID-19 symptoms and seeking medical diagnosis;
- (4) Diagnosed with COVID-19; or
- (5) Seeking or awaiting medical diagnosis after close contact with a COVID-19 positive person.

SECTION 3: The duration of employee leave shall be as follows:

- (1) Full-time employees are eligible for up to 80 hours of EPSL.
- (2) Full-time fire department employees on 24-hour shifts are eligible for 120 hours of EPSL.
- (3) Part-time workers are eligible for EPSL for the average number of hours worked in any two-week period over the past four week period.

SECTION 4: Failure of an employee to comply with the requirements of isolation or quarantine will result in loss of the employee's eligibility for EPSL and IOD for COVID-19 concerns. In such case, the employee must remain absent from the workplace for the required period and may use other available leave.

SECTION 5: This policy will be administered in compliance with the orders and guidance issued by the Arkansas Department of Health, and the Mayor shall establish such procedures and protocols as may be necessary for the implementation and administration of this policy.

SECTION 6: The provisions herein are effective from January 1, 2021 through June 30, 2021 and supersede any previous policies or orders related to COVID-19 related leave.

SECTION 7: That all ordinances or parts of ordinance in conflict herewith are hereby repealed to the extent of the conflict.

SECTION 8: That the provisions of this Ordinances are hereby declared severable and if any section, phrase, or provision shall be declared or held invalid, such invalidity shall not affect the remainder of the sections, phrases or provisions.

SECTION 9: It is hereby found and determined that the continuation of expanded leave benefits is necessary to insure continuity of governmental operations and is therefore necessary for the immediate preservation of the public health, safety and welfare, THEREFORE, an emergency is hereby declared to exist and this Ordinance shall be in full force and effect from and after its passage and approval.

PASSED:

APPROVED:

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Mayor Terry C. Hartwick

SPONSOR:

Terry C. Hartwick  
Mayor Terry C. Hartwick *by AF*

ATTEST:

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Diane Whitbey, City Clerk

APPROVED AS TO FORM:

Amy Beckman Fields  
Amy Beckman Fields, City Attorney

PREPARED BY THE OFFICE OF THE CITY ATTORNEY/kt

FILED _____ A.M. ___ P.M.
By _____
DATE _____
<b>Diane Whitbey, City Clerk and Collector North Little Rock, Arkansas</b>
RECEIVED BY _____