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CH29 29 .5 - Extending Emergency Paid Sick Leave in Response to C19

WHEREAS, on March 30th, 2020, the Town of Lapel Town Council adopted Ordinance #3-2020, an Ordinance of the Town of Lapel, Madison County, Indiana, Amending and Supplementing Emergency Order and Resolution #6-2020 in Response to Covid-19; and,

WHEREAS, Ordinance #3-2020, in compliance with the federal Families First Coronavirus Response Act ("Families First Act"), provided all Town of Lapel employees with up to eighty (80) hours of Emergency Paid Sick Leave as that term is defined in Ordinance #3-2020; and,

WHEREAS, the Families First Act similarly requires the Town of Lapel to provide employees who have worked for the Town for at least thirty (30) days an additional ten (10) weeks of Emergency Sick Leave, at a minimum rate of two-thirds (2/3) the employee's regular rate of pay; and,

WHEREAS, the Town Council has determined that in recognition of the continuing exemplary service being provided by the Town of Lapel's employees during this global pandemic, the Town Council deems it necessary, for the purpose of continuation of government, to pay its employees who have been employed by the Town of Lapel for thirty (30) or more days at one hundred percent (100%) of their regular rate of pay, for an additional ten (10) weeks of Emergency Sick Leave after their initial eighty (80) hours of Emergency Sick Leave have expired, or until which time the state of emergency is lifted.

NOW THEREFORE BE IT ORDAINED by the Town Council of the Town of Lapel as follows:

That in recognition of the vital services provided to the citizens for Lapel by town employees, and in compliance with the federal Families First Coronavirus Response Act, employees of the Town of Lapel who have been employed by the Town for at least thirty (30) days shall receive ten (10) additional weeks of paid Emergency Sick Leave, at the employee's regular rate of pay; and

BE IT FURTHER ORDAINED that the abovementioned ten (10) additional weeks of paid Emergency Sick Leave shall be in addition to the eighty (80) hours of paid leave provided by the Families First Coronavirus Response Act and Ordinance #3-2020; and,

BE IT FURTHER ORDAINED that for the purpose of this Ordinance "Emergency Sick Leave" shall be defined as set forth in Ordinance #3-2020; and

BE IT FURTHER ORDAINED that Emergency Sick Leave shall no longer be paid as described herein in the event the federal, state and local COVID-19 emergencies are lifted.