

**TOWNSHIP OF HOPEWELL
MERCER COUNTY, NEW JERSEY**

R E S O L U T I O N #20-161

**A RESOLUTION PROVIDING FOR PAID LEAVE TIME
TO ELIGIBLE PERSONNEL AFFECTED BY COVID-19**

WHEREAS, the federal Families First Coronavirus Response Act (“FFCRA”) requires employers to provide employees with paid leave under certain circumstances; and

WHEREAS, pursuant to FFCRA an employer must provide ten (10) days of paid sick leave to an employee who is unable to work (or telework) due to a need for leave because:

- (1) The employee is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
- (2) The employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19;
- (3) The employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis;
- (4) The employee is caring for an individual who is subject to an order as described in subparagraph (1) or has been advised as described in paragraph (2);
- (5) The employee is caring for a son or daughter of such employee if the school or place of care of the son or daughter has been closed, or the child care provider of such son or daughter is unavailable, due to COVID-19 precautions;
- (6) The employee is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services in consultation with the Secretary of the Treasury and the Secretary of Labor; and

WHEREAS, the FFCRA applies solely to leave taken between April 1, 2020 and December 31, 2020 and is not retroactive; and

WHEREAS, the Township desires to provide employees who took leave between March 9, 2020 and March 31, 2020 and who would have otherwise qualified for paid leave under FFCRA for reasons specified in paragraphs (1), (2), (3) and (4) above with paid leave for absences between March 9, 2020 and March 31, 2020; and

WHEREAS, paid leave is limited to up to ten (10) paid sick days (in addition to Township-provided sick leave) per employee who would have otherwise qualified for paid leave under FFCRA for reasons specified in paragraphs (1), (2), (3) and (4) above.

NOW, THEREFORE, BE IT RESOLVED, on the 4th day of May, 2020 by the Township Committee of the Township of Hopewell, County of Mercer, State of New Jersey, that:

Each employee who took leave between March 9, 2020 and March 31, 2020 for reasons specified in paragraphs (1), (2), (3) and (4) above that would otherwise have qualified for paid leave under FFCRA but for the date of their absence will receive up to ten (10) paid sick days (in addition to Township-provided sick leave) toward those absences; and

BE IT FURTHER RESOLVED, that the Administrator has the authority to take action necessary to implement and interpret the application of this Resolution.

Date Adopted: May 4, 2020

CERTIFICATION

I, Katherine Fenton-Newman, Deputy Municipal Clerk, of the Township of Hopewell, County of Mercer, State of New Jersey, do hereby certify that the foregoing resolution was duly adopted by the Township Committee at the regular meeting held on the 4th day of May, 2020, via Zoom Video Communications.



Katherine Fenton-Newman, RMC, CMR

Deputy Municipal Clerk