## 2021 RES-033 IN SUPPORT OF INCREASING DANE COUNTY EMERGENCY PAID SICK LEAVE TO 80 HOURS

The COVID-19 pandemic has been raging through our county, state, and world for over a year and has put employees in unimaginable situations to navigate and balance work, family, and health concerns. President Biden signed the American Rescue Plan ("ARP") into law on March 11<sup>th</sup>, 2021 to bring solutions that offer relief from some of these unmitigated circumstances. One part of the plan allows employers to provide employees a new bank of up to 80 hours to use to get a COVID-19 vaccine, recover from adverse reactions to the vaccine, or await the results of a COVID diagnosis or test after having close contact with a person with COVID-19, or at the employer's request. Dane County's current policy is to provide 40 hours of COVID Leave through October 9, 2021.

 Staff have indicated concerns about proposed temporary exception to the Employee Benefit Handbook relating to the new policies from the federal government and their implementation in Dane County. At a recent management-employee meeting, several County employees spoke of the anguish, anxiety, and near-death experiences they and their family members experienced after contracting COVID-19 or getting the COVID-19 vaccine. Employees also expressed how beneficial additional hours of Emergency Paid Sick Leave, also known as COVID Leave, would be in alleviating the extreme stress associated with these experiences.

**NOW, THEREFORE, BE IT RESOLVED** that the Dane County Board of Supervisors supports increasing the COVID Leave to 80 hours effective from March 11, 2021 to October 9, 2021.