

RESOLUTION 21-043

RESOLUTION VOLUNTARILY EXTENDING THE LEAVE PROVISIONS OF THE FAMILIES FIRST CORONAVIRUS RELIEF ACT UNTIL MAY 31, 2021

WHEREAS, under the “employer mandate” provisions of the Families First Coronavirus Response Act (“FFCRA”), Rockaway Valley Regional Sewerage Authority was required to provide emergency paid sick leave and emergency paid family and medical leave to any employee in accordance with the provisions set forth in the FFCRA; and;

WHEREAS, effective December 31, 2020, the “employer mandate” paid leave provisions of the FFCRA expired; and

WHEREAS, despite the expiration of the FFCRA, the COVID-19 pandemic continues to put employees of RVRSA at risk of infection, contagion and illness, including but not limited to the need for employees to quarantine after having had close contact with those who develop COVID-19 or test positive for COVID-19 infection; and

WHEREAS, the RVRSA Board has determined that RVRSA employees provide valuable and essential services for the residents of the communities that RVRSA serves, and in light of the ongoing COVID-19 crisis, RVRSA employees need additional paid sick and family leave options over and above those already provided by RVRSA policies and collective negotiations agreements, where applicable; and

WHEREAS, the RVRSA Board has determined that the best way to provide additional paid leave options is to voluntarily extend until May 31, 2021, the emergency paid sick leave and emergency paid family leave provisions of the FFCRA as if that law had not expired.

NOW, THEREFORE, BE IT RESOLVED by Rockaway Valley Regional Sewerage Authority on this 11th day of March, 2021, as follows:

1. Retroactive to January 1, 2021 and continuing through May 31, 2021, employees may continue to utilize emergency paid sick leave and emergency paid family leave, in accordance with the provisions of the FFCRA, as if the FFCRA had not expired on December 31, 2020. The emergency paid sick leave and emergency paid family leave benefits continued under this Resolution shall be in addition to the paid and unpaid leaves of absence already provided by RVRSA policies and collective negotiations agreements, where applicable.

2. Employees may continue to utilize the emergency paid sick leave and emergency paid family leave entitlements originally provided under the FFCRA to the extent the employees have not already utilized or exhausted those entitlements. It is not the intent of the RVRSA Board to provide employees with emergency paid sick leave or emergency paid family leave in excess of the amounts originally provided for under the FFCRA, but only to extend until May 31, 2021, the period of time in which those amounts originally provided for under the FFCRA may be utilized.

3. Acknowledging that leaves of absence are a mandatorily negotiable subject, application of this Resolution to employees represented by IBT Local No. 125 shall be conditioned on the union's acceptance of its terms.

I hereby certify that this Resolution was adopted at a meeting of Rockaway Valley Regional Sewerage Authority held on the **11th day of March, 2021**.

On motion of Commissioner Schorno

Seconded by Commissioner Corbett

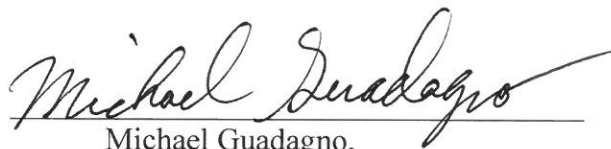
And a Roll Call Vote as Follows:

Yeas: (8) Cegelka, Corbett, Farrell, Howarth, Isselin, Recchia, Schorno, Zuppa

Nays: (0)

Abstain: (0)

Absent: (2) Andes, Guadagno


Michael Guadagno,
Board Secretary