



# ECONOMIC DEVELOPMENT SUBCOMMITTEE

**JANUARY 19, 2021**

Council Members: John Sawyer, Chair | Victoria Fleming | Eddie Alvarez

Staff: Raissa de la Rosa, Economic Development Division Director



# **ECONOMIC DEVELOPMENT SUBCOMMITTEE**

## **ITEM 3.1: TEMPORARY PAID SICK LEAVE**

# COMPARISON

## **FFCRA – up to 500 employees**

1. Are subject to a Federal, State or local quarantine or isolation order
2. Have been advised to self-quarantine by a health care provider
3. Are experiencing COVID-19 symptoms and is seeking medical diagnosis
4. Are caring for an individual subject to an order described in (1) or (2)
5. Are caring for a child whose school or place of care is closed due to COVID-19

## **SANTA ROSA – 500 + employees**

1. Employers of healthcare providers and emergency responders
2. Removes lower cap limit
3. Allows employers an offset
4. Would be enforced by an employee bringing an action in Superior Court



# COMPENSATION: Federal Act

- Employee caring for self:  
\$511/day up to \$5,110 max
- Employee caring for someone else, including child:  
highest rate at either 2/3 regular rate or 2/3 applicable minimum wage up to \$200/day up to \$2,000 max



# FEDERAL LAW: Tax Credit + Biden Plan

## EPSLA Tax Credit

- Limited to FFCRA covered employers
- Limited to FFCRA caps
- Available through 3/31/21

## Proposed American Rescue Plan

- Would reinstate paid sick and family leave benefits until 9/30/21
- Would extend to businesses with >500 employees/<50 employees
- Would provide 14 weeks paid leave, reimbursed for <500 employee biz



# **RE-ADOPTION CLARIFICATION:**

- Expiration date
- Inclusion of employers with less than 500 employees
- Inclusion of healthcare providers and emergency responders
- Inclusion of City
- Hardship exemption
- No addition of new leave hours; continuation of offsets as stated
- Compensation caps: tiered or single cap

