

# City of Santa Rosa



## Legislation Details

<b>File #:</b>	20-0491	<b>Version:</b>	1	<b>Name:</b>	Urgency Ordinance - Temp Sick Leave Requirements
<b>Type:</b>	CC- Report	<b>Status:</b>		<b>Status:</b>	Agenda Ready
<b>File created:</b>	6/16/2020	<b>In control:</b>		<b>In control:</b>	City Council
<b>On agenda:</b>	7/7/2020	<b>Final action:</b>		<b>Final action:</b>	7/7/2020
<b>Title:</b>	REPORT - URGENCY ORDINANCE ADDING CHAPTER 10-47 TO THE SANTA ROSA CITY CODE, TEMPORARY SICK LEAVE REQUIREMENTS FOR CERTAIN PRIVATE EMPLOYERS, WHICH WILL SUNSET ON DECEMBER 31, 2020				

**BACKGROUND:** In response to the COVID-19 public health emergency and subsequent local, state and national emergency orders, which direct individuals to shelter in their place of residence, Congress enacted the Emergency Paid Sick Leave Act. This Act, part of the Families First Coronavirus Response Act, mandates that certain employers provide employees with 80 hours of paid sick leave for full time employees, prorated for part-time employees, to be used for any of a set list of COVID-19 related reasons, including child care. The Act does not apply to employers with more than 500 employees, it allows an exemption for businesses with less than 50 employees from providing the child care benefit, if that business is experiencing severe economic hardship, and it authorizes an employer to elect not to provide the benefit to employees who are health care providers or emergency responders. The proposed urgency ordinance adding Chapter 10-47 to the Santa Rosa City Code addresses some of these gaps in the Emergency Paid Sick Leave Act, and would apply to all employers, including those already subject to the Act, except government employers and the limited small employer exemption allowed under the Act. Like the Federal law, the ordinance will sunset on December 31, 2020. Under the City Charter, five affirmative votes are necessary to adopt an urgency ordinance.

**RECOMMENDATION:** It is recommended that the Council adopt an urgency ordinance adding Chapter 10-47 to the Santa Rosa City Code to establish temporary sick leave requirements for certain private employers, which will sunset on December 31, 2020.

**Sponsors:** Economic Development Subcommittee

**Indexes:** Not a Project

**Code sections:**

**Attachments:** 1. Staff Report, 2. Ordinance, 3. Ordinance\_Revised (Redlined), 4. Ordinance - Final, 5. Presentation, 6. Late Correspondence (Uploaded 7-13-2020)

Date	Ver.	Action By	Action	Result
7/7/2020	1	City Council	to waive reading of the text and adopt as amended	Pass