



RESOLUTION REGARDING EXTENSION OF
EMERGENCY PAID SICK LEAVE
AND EMERGENCY FMLA BENEFITS

At a meeting of the Library Board of the Plymouth District Library ("Library"), Wayne County, Michigan, held electronically on the 15th day of December, 2020, at 7:30 p.m.

Whereas the Plymouth District Library ("Library") is a district library established pursuant to the District Library Establishment Act, 1989 PA 24; and

Whereas the Library, pursuant to a Resolution approved by the Library board on June 13, 2020 ("6/13/20 Resolution") currently provides emergency paid sick leave and emergency FMLA expanded benefits to employee in accordance with the Families First Coronavirus Response Act (FFCRA); and

Whereas the FFCRA is set to expire December 31, 2020; and

Whereas the 6/13/20 Resolution does not provide authorization for emergency paid sick leave and emergency FMLA beyond December 31, 2020; and

Whereas the Library Board has been asked to consider approval of an extension of emergency paid sick leave and emergency FMLA benefits in the event the FFCRA is not extended; and

Whereas legal review and approval has been obtained.

It is *Resolved*, that:

1. the Library shall provide up to 80 hours of paid sick leave to all full-time and part-time employees unable to work or telework due to any of the qualifying reasons and under the terms and conditions as set forth in the 6/13/20 Resolution;
2. the Library shall provide up to 12 weeks emergency expansion of FMLA benefits for eligible employees who are unable to work or telework due to a need to care for their child when the school or child care has been closed, or the regular childcare provider is unavailable due to a public health emergency with respect to COVID-19, under the terms and conditions set for in the 6/30/20 Resolution;
3. in the event the FFCRA is extended beyond December 31, 2020, this Resolution shall become null and void and the Library will comply with terms and conditions set forth in any applicable Act extending FFCRA benefits;
4. Emergency paid sick leave and emergency FMLA benefits authorized under this Resolution shall be provided only for the period January 1, 2021 through _____,

2021, unless terminated earlier by further Resolution of the Library board.

Resolved by _____, seconded by _____, to extend emergency paid sick leave and emergency FMLA benefits;

AYES_____

NAYS_____

RESOLUTION DECLARED ADOPTED.

STATE OF MICHIGAN)
) ss.
COUNTY OF WAYNE)

I, the undersigned, the duly qualified and acting Secretary of the Plymouth District Library, hereby certifies that the foregoing is a true and complete copy of certain proceedings taken by the Library Board of said Library at a meeting held on the 15th day of December, 2020, and that said meeting was conducted and public notice of said meeting was given pursuant to and in full compliance with the Open Meetings Act, being Act 267, Public Acts of Michigan, 1976, as amended, and that the minutes of said meeting were kept and will be or have been made available as required under the Open Meetings Act.

Library Board Secretary