

Managing Human Resources During a Public Health Crisis

Thursday, April 2, 2020



Thank You for Joining!

Webinar Host & Moderator

Melissa Kuehne
Program Manager
Institute for Local Government



Webinar Overview

Local agencies are working hard to balance the physical and emotional well-being of their employees while still delivering essential services to their communities.

Today's webinar will cover issues that local governments are dealing with during this time of uncertainty and adjustment including: the Families First Coronavirus Response Act, other leave issues, pay/scheduling, collective bargaining and disaster service workers.

Today's Agenda

Welcome & Overview

About ILG

Presentations by:

- Peter Brown, Partner, Liebert Cassidy Whitmore
- Alex Volberding, Associate, Liebert Cassidy Whitmore

Q&A

Contact Information

How to Ask a Question During the Webinar

- All webinar participants will be on MUTE during the entire call.
- Please TYPE any questions into the question box at any time during the webinar.
- The moderator will read your questions during the question period at the end of the webinar.



Non-Profit, Non-Partisan & Here to Help

ILG is the non-profit training and education affiliate of...



**California Special
Districts Association**
Districts Stronger Together



We provide practical and easy-to-use resources so local agencies can effectively implement policies on the ground.

ILG's Programs & Services

Program Areas

Leadership & Governance

Civics Education & Workforce

Public Engagement

Sustainable Communities



Services

Education & Training

Technical Assistance

Capacity Building

Convening

Our mission is to help local government leaders navigate complexity, increase capacity & build trust in their communities

ILG's FREE Resources on These Topics

COVID-19

- www.ca-ilg.org/COVID-19
- Local Government Resources
- State and National Resources
- Executive Orders
- Tools and Training Opportunities
- Local Government Response

Ethics

- www.ca-ilg.org/ethics
- AB1234 Training Opportunities
- Publications on the Brown Act, Political Reform Act, Form 700 Filing and more

Leadership & Governance

- www.ca-ilg.org/leadership
- Information and resources on effective councils, decision-making, responsibilities and powers and more

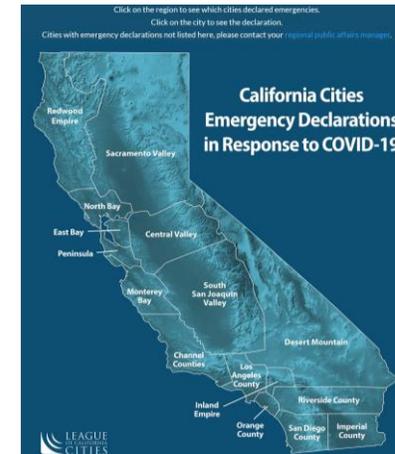
The COVID-19 Pandemic

As of March 31, 2020, there are a total of 8,155 positive cases and 171 deaths in California.

Ages of all confirmed positive cases:

- Age 0-17: 90 cases
- Age 18-49: 4,137 cases
- Age 50-64: 2,131 cases
- Age 65 and older: 1,764 cases
- Unknown/Missing: 33 cases

Stay Home Except for Essential Needs Order – March 20, 2020



www.cacities.org/Regions/California-Cities



www.counties.org/carousel/resources-regarding-coronavirus-covid-19

Today's Presenters

Peter Brown

Partner

Liebert Cassidy Whitmore



Alex Volberding

Associate

Liebert Cassidy Whitmore





Managing Human Resources During a Public Health Crisis

Institute for Local Government (ILG)
April 2, 2020

Presented By:

Peter J. Brown & Alexander C. Volberding

Families First Coronavirus Response Act (“FFCRA”) Overview

- Emergency Family and Medical Leave Expansion Act
 - Eligibility
 - Qualifying Reason
 - Amount of Leave and Compensation
- Emergency Paid Sick Leave Act
 - Eligibility
 - Qualifying Reason
 - Amount of Leave and Compensation
- Interaction between the Leave Laws

Families First Coronavirus Response Act (“FFCRA”) Hot Topics

- Leave Entitlements for Part-Time Employees
- Use of Paid Leave Accruals to Supplement FFCRA Leaves
- Intermittent Use of FFCRA Leaves
- Use of FFCRA Leave Where Employer Closes Worksite
- Use of FFCRA Leave Where Employer Reduces Work Hours
- FFCRA Leave Entitlement for Worker with Reduced Work Hours
- Calculation of the Regular Rate for Calculating Leave Compensation
- “Emergency Responders” and “Health Care Workers”
- Isolation Order or Quarantine Order



Other Leave Issues

- Use of Paid Leave Accruals
- Administrative Leave
- Advancing Leave/Negative Leave Accruals;
- Unpaid Leave
- Industrial Disability/Workers' Compensation Leave

Pay/Scheduling Issues

- Suspended Operations or Closed Facilities
- Reducing Staffing and Furloughs
- Flex Shifts
- Working from Home/Telecommuting
- Essential v. Non-Essential Employees



Collective Bargaining

- Obligations Under the Meyers-Milias-Brown Act (“MMBA”)
 - Emergency Exception
 - Notice Requirements and Meet and Confer Obligations
- Negotiations During Pandemic

Disaster Service Workers

- Existence of Emergency Conditions
- Proclamation of a State of Local Emergency
- Public Employees as Disaster Service Workers
- Reliance on MMBA Emergency Exception



Questions?



Stay Connected



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Thank You!

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