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

We provide practical and easy-to-use resources so local agencies can effectively implement policies on the ground.
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](http://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](http://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](http://www.ca-ilg.org/leadership)
- Information and resources on effective councils, decision-making, responsibilities and powers and more
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
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

@InstituteForLocalGovt  @instlocgov
Thank You!

Peter Brown
310-981-2000
pbrown@lcwlegal.com

Alex Volberding
310-981-2000
avolberding@lcwlegal.com

Melissa Kuehne
916-658-8202
mkuehne@ca-ilg.org