

**From:** Kristy R. Bauer <[KBauer@lancaster.ne.gov](mailto:KBauer@lancaster.ne.gov)>

**Sent:** Monday, March 30, 2020 4:20 PM

**To:** Kerry P. Eagan <[KEagan@lancaster.ne.gov](mailto:KEagan@lancaster.ne.gov)>; Ann E. Ames <[AAmes@lancaster.ne.gov](mailto:AAmes@lancaster.ne.gov)>

**Cc:** David A. Derbin <[DDerbin@lancaster.ne.gov](mailto:DDerbin@lancaster.ne.gov)>

**Subject:** Questions for the Board for the 4/2 Staff Meeting

Hi Kerry: Please see below for the questions that need to be answered by the County Board at its April 2<sup>nd</sup> staff meeting.

1. Beginning April 1, 2020, an employee who is subject to an isolation order is eligible for 80 hours of Emergency Paid Sick Leave. In the event the employee exhausts the 80 hours of Emergency Paid Sick Leave and continues to be subject to an isolation order, does the County Board wish to provide an additional 80 hours of paid Pandemic Leave? Please note that the employee was entitled to 80 hours of paid Pandemic Leave for the period March 16th through March 31st.
2. The Emergency Family and Medical Leave Act allows employers to exclude an employee who is an emergency responder from the provisions of the Act. For purposes of this legislation, “emergency responder” means employees who are necessary for the provision of transport, care, health care, comfort, and nutrition of patients, or whose services are otherwise needed to limit the spread of COVID-19, and includes law enforcement officers, correctional institution personnel, emergency management personnel, public works personnel, public health personnel, and employees with skills or training in operating specialized equipment or other skills needed to provide aid in a declared emergency as well as individuals who work for such facilities employing these individuals and whose work is necessary to maintain the operation of the facility. Does the County Board wish to exclude any or all of those emergency responders from Emergency Family and Medical Leave?
3. The Emergency Paid Sick Leave Act allows employers to exclude an employee who is an emergency responder from the provisions of the Act. For purposes of this legislation, “emergency responder” has the same meaning as provided above. Does the County Board wish to exclude any or all of those emergency responders from Emergency Paid Sick Leave?

If you have any questions or concerns, please let me know.

Thank you,

Kristy Bauer  
Deputy County Attorney  
575 South 10<sup>th</sup> Street  
Lincoln, NE 68508  
(402) 441-7553