

From: [Taub, Emily](#)
To: [All Users](#)
Cc: [Neukirch, Ghida](#)
Subject: Families First Corona Virus Response Act Policy
Date: Tuesday, March 31, 2020 8:50:53 PM
Attachments: [Highland Park FMLEA and Paid Sick Leave Policy Final Effective 20200401 Final.pdf](#)

Good evening,

First and foremost, thank you! Over these last few weeks, you have displayed the amazing support, teamwork, and resilience that I have come to know as a hallmark of the team here at the City.

As you may be aware, on March 18, 2020 the U.S. Congress passed and U.S. President Donald Trump signed into law the emergency Families First Coronavirus Response Act (FFCRA). A central component of the FFCRA is the requirement that many U.S. employers, including local government, provide Paid Sick Leave and Expanded Family and Medical Leave Act coverage to many U.S. employees. Attached is the City's policy on the FFCRA. It is also posted on the City's website along with other COVID-19 related communication [here](#). Please note that in order to ensure critical services are not interrupted, some Emergency Responders are exempted from coverage under the City's policy, including sworn Police Department staff, sworn Fire Department staff, and licensed water plant operators as allowed under the FFCRA.

As we continue through this journey together please reach out to me, human resources, your Supervisor, Department Director or the City Manager if you have any questions or if there is anything we can do to support you.

Warm regards and stay healthy!

Emily

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