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Emergency Regulation No. 21

Issued pursuant to MCO Section 128.60

I, Jacob Frey, Mayor of the City of Minneapolis, subject to the authority granted to me pursuant to Minnesota Statutes, Ch. 12.29, and Minneapolis Code of Ordinances (MCO), Sections 128.50 and 128.60 do hereby proclaim the following Emergency Regulation:

Proclamation of the Mayor Emergency Regulation No. 2020-21

Whereas, on March 16, 2020, I declared a local public health emergency related to the COVID-19 pandemic in the City of Minneapolis and assumed executive responsibilities attendant thereto; and

Whereas, the Families First Coronavirus Response Act (FFCRA) and City of Minneapolis Emergency Regulation No. 2020-18 (amending Emergency Regulations 2020-6 and 2020-14) providing leave for absences due to illness, quarantine, and school and place of care closure as a result of COVID-19 expire as of December 31, 2020;

Whereas, the COVID-19 pandemic and resultant local and state emergency regulations and executive orders continue to have ongoing impacts upon employees' capacity and ability to perform work; and
Whereas, additional emergency leave is needed to be made available to City employees during this continuing declared local public health emergency;

Whereas, this regulation will allow City employees access to leave when employees are unable to work for specified COVID-19 reasons.

Whereas, pursuant to the authority granted pursuant to Minnesota Statutes, Ch. 12.29, and Minneapolis

Code of Ordinances, Sections 128.50 and 128.60, I am authorized to promulgate emergency regulations to protect the public health, safety, and welfare during this declared emergency, including providing emergency leave to City employees.

Whereas, to aid in these efforts, pursuant to the emergency authorities vested in the Mayor to make and issue rules and regulations on matters reasonably related to the protection of life and property as affected by such emergency and adopt additional protections for the preservation of public health and safety;

NOW, THEREFORE, I, Jacob Frey, Mayor of the City of Minneapolis, do hereby order the following emergency regulation:

1. The City will provide eligible full-time employees with 80 hours of 2021 COVID-19 Emergency Sick Leave in accordance with the provisions of this emergency regulation.
2. The City will provide eligible part-time or intermittent employees a prorated amount of 2021 COVID-19 Emergency Sick Leave hours based upon the employee's standard hours as listed in COMET job data as of January 1, 2021.
3. Temporary, seasonal, permit and outside trades employees are not eligible for the 2021 COVID-19 Emergency Sick Leave.
4. The 2021 COVID-19 Emergency Sick Leave can be used in one-hour increments.
5. Employees can use the 2021 COVID Emergency Sick Leave to be absent from work due to any of the following six circumstances:
 - a. The employee is subject to a Federal, State, or local quarantine or isolation order related to COVID-19 and unavailable to work remotely.
 - b. The employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19.
 - c. The employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis.
 - d. The employee is caring for the child of such employee if the school or place of care of the child has been closed, or the childcare provider of such child is unavailable, due to COVID-19 precautions.
 - e. The employee is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services in consultation with the Secretary of the Treasury and the Secretary of Labor.
 - f. The employee has received the COVID vaccine and experiences illness following receipt of the vaccine.
6. The 2021 COVID-19 Emergency Sick Leave will be paid at 100% the respective employee's regular base wage. The 2021 COVID-19 Emergency Sick Leave pay does not include overtime, shift pay, supplemental pay and/or other additional pay and is based on the employee's certified (Zero) record in COMET.
7. The 2021 COVID-19 Emergency Sick Leave is a separate type of leave above and beyond normal accrued leave and shall not be counted against sick, personal, vacation, or comp time, or time awarded as a result of 2020 Emergency Responder leave.
8. Employees shall use 2021 COVID-19 Emergency Sick Leave for COVID-19 related absences as indicated in paragraph 5 above prior to using other leave types including sick, vacation, comp time, time awarded as a result of 2020 Emergency Responder leave, or Injured on Duty (IOD) pay.

Additional Terms

1. This Order shall become effective beginning at 12:00 a.m. (CST) on January 1, 2021.

2. If Federal or State law is enacted to address this subject, this Emergency Regulation will be made null and void and the City will follow the law as it is enacted.

Last updated Dec 29, 2020

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