



Marin Association of Public Employees

MAPE FACE COVERS ARE HERE

Our MAPE Face Covers, made in the U.S.A, with the MAPE logo printed in a Union Shop, are here. We are distributing them to members now.

They will be available at the MAPE office, 16 Mitchell Blvd, San Rafael, this Thursday, April 23rd from 11 a.m. to 2 p.m.

THESE FACE COVERS ARE NOT N-95 MASKS. THEY ARE NOT APPROPRIATE TO USE IN MEDICAL SETTINGS. THEY ARE NOT GUARANTEED TO EITHER PROTECT THE PERSON WEARING THEM FROM CONTRACTING THE CORONAVIRUS OR TO PREVENT THE PERSON WHO IS WEARING THEM FROM TRANSMITTING THE VIRUS.

They are similar to the face covers many people are now wearing.

IF YOU ARE GETTING CLOSE TO YOUR MAXIMUM VACATION ACCRUALS AND ARE NOT ON PAID ADMINISTRATIVE LEAVE, REQUEST THAT THE MAXIMUM ACCRUAL BE LIFTED DURING THE CRISIS

If you are working (not on paid administrative leave) during the crisis and are nearing your maximum vacation accrual you should submit a written request to your Department that your maximum be lifted during the crisis. You should include in your request that you are unable to take vacation during the crisis. Your Department will forward all the requests to the County Administrator, who has the sole discretion to set aside the maximum. We tried to negotiate an across the Board waiver of the accrual maximums during the crisis for employees who are working. The County would not agree.

300 hours is the maximum number of vacation hours one may accrue. The maximum for Deputy Public Defenders is 360.

COVID-19 PAID LEAVE

MAPE employees are eligible for new paid leave.

Employees who the County has not excluded from the leave provisions of the new federal law called the Families First Coronavirus Response Act (FFRCA) are eligible for the following:

FAMILY MEDICAL LEAVE ACT LEAVE FOR CARE OF CHILDREN HOME FROM SCHOOL

Up to twelve (12) weeks of paid leave at full pay if you are having to stay at home to care for your child(ren) who are home from school or have no childcare. You must use your own leave for the first two weeks. The federal law does not require the employer to pay 100% of your pay. The County agreed to pay 100%.

FFRCA Sick Leave ("Federal Sick")

Up to 80 hours of sick leave paid at 100% of your pay to be used for the following reasons:

You have been ordered by federal, state, or local officials to quarantine.

A medical provider has told you to quarantine

You are caring for someone who is quarantined.

You have COVID-19 symptoms and are seeking treatment

You have substantially similar symptoms as identified by the U.S. Department of Health and Human Services.

The federal law does not require the employer to pay 100% of pay for all employees who use "Federal Sick." The County agreed to pay 100%.

THESE LEAVES ARE AVAILABLE FROM APRIL 1, 2020 THROUGH DECEMBER 31, 2020

THEY ARE IN ADDITION TO OTHER LEAVE YOU HAVE.

Employees who the County has excluded from the leave provisions of the FFRCA are eligible for the following:

COVID-19 Regular Sick Leave

An additional 80 hours of sick leave at 100% of pay that may be used for any reason regular sick leave may be used. These additional 80 hours of leave may not be used to care for a child who

is home from school or preschool or who does not have childcare available. This is in addition to all other leave you have.

COVID-19 Employee Only Sick

An additional 80 hours of sick leave at 100% of pay for an employee who has a COVID-19 diagnosis or symptoms. Employee must provide documentation from the employee's medical provider.

*THESE LEAVES ARE AVAILABLE FROM APRIL 1, 2020 THROUGH DECEMBER 31, 2020.

Paid Administrative Leave/Incentive Leave

Excluded employees will earn additional paid time off for work performed between April 14, 2020 and June 23, 2020. Employees will earn 8 hours of leave for every 40 hours they work on site, not including overtime, and 4 hours for every 40 hours they work remotely, not including overtime. The maximum amount of this leave an employee may earn is 80 hours for 40 hour a week employee. 72 hours is the maximum for 37.5-hour employees. The leave can be taken during the 12 months following the end of the "crisis" as determined by the CAO. Employees who accrue 64 hours or more of this leave may elect to be paid \$1,000.00, taxable income, not included in pension, rather than take the time off.

ARE YOU "EXCLUDED" OR "NOT EXCLUDED" (INCLUDED) FROM THE FFRCA LEAVES?

The FFRCA allows, but does not require, employers, including the County, from excluding from its leave provisions employees involved in emergency services (police, fire, ambulances) and those who support those services (i.e. mechanics, radio crew) and employees in various health care related jobs.

The County decided to exclude many employees from FFRCA Leave. Not all employees who are performing "essential services" are excluded. All employees should have received a notice from the County about the leaves. Excluded employees received a notice about the leave available to them. Employees not excluded received a different notice, one about the leave available to them.

DISASTER SERVICE WORKER INCENTIVE PAY

Starting April 19, 2020, employees who perform on site Disaster Service Work for a full shift (7.5 hours or 8 hours) will be paid \$50.00 taxable income, not included in pension, per shift in addition to their regular pay. The incentive pay will be paid over the next two pay periods. \$500 is the maximum per employee. The County Administrator sent employees an email about the DSW incentive pay Monday 4/20/20.

VIRTUAL UNION MEETINGS

We will be scheduling virtual union meetings, using Zoom or a similar technology, in the near future. We will let you know when and how to participate.