

MOTION

SPECIAL 7

On March 4, 2020, the Mayor of the City of Los Angeles, pursuant to his powers under Administrative Code Section 8.27, declared the existence of a Local Emergency due to the introduction of the novel Coronavirus Disease 2019 (COVID-19) into the United States and Los Angeles County. That same day, the Health Officer for the County of Los Angeles declared a health emergency as the number of cases in the County continued to rise. Additionally, on March 4, the City Council convened City and County experts to discuss ways to keep city residents safe, prevent new cases, and effectively communicate information about the virus and prevention tips with communities throughout the city.

On Friday, March 13th, the President of the United States declared a national emergency allowing for more federal aid to flow to states and municipalities and the House of Representatives passed the Families First Coronavirus Response Act. That same morning, the Los Angeles Unified School District and over 80 other local school districts, announced an emergency closure of their schools beginning Monday, March 16th for a period of at least two weeks (some districts as long as 5 weeks).

Since the drafting of this motion, the number of confirmed COVID-19 cases in Los County has increased daily. As the region moves into a mitigation phase, it is imperative that the City continues to provide vital services for residents while protecting the health and safety of our workforce and community at large. City employees, like the community at large, are parents of children impacted by school closures and otherwise impacted by the COVID-19 virus. The City, like all other sectors, needs to take steps to provide safety nets for our workforce and ensure that employees directly impacted by COVID-19 are not disproportionately affected due to school or City work location closures, quarantine or illness.

I THEREFORE MOVE that Council determine, as provided in Government Code section 54954.2(b)(2), and pursuant to Rule 23 of the Rules of the City Council, that there is a need to take immediate action on this matter and that the need for action came to the attention of the City subsequent to the posting of the agenda for today's Council meeting.

I FURTHER MOVE that the Council adopt the attached Resolution, which provides salary and benefits continuation for City employees who are negatively impacted by illness, quarantine, closures, or lack of work connected to COVID-19.

MAR 17 2020

Presented by: _____

NURY MARTINEZ
Councilmember, 6th District

Seconded by: _____

RESOLUTION

WHEREAS, on March 4, 2020, Mayor Garcetti signed into action a Declaration of Local Emergency for the City of Los Angeles related to the novel Coronavirus Disease 2019 (COVID -19);

WHEREAS, the Declaration of Local Emergency was based on the significant public health threat posed by COVID-19 as confirmed by the Health Officer of Los Angeles County who has declared a Local Health Emergency;

WHEREAS, an important step in limiting the spread of the virus is to limit exposure to individuals who have or may have contracted or been exposed to the virus, including those who have yet to display symptoms and individuals who have a higher likelihood of having contracted the virus due to their travel to highly impacted areas;

WHEREAS, the City of Los Angeles and the State of California as well as jurisdictions throughout the Country have taken definitive and dramatic measures to limit the spread of the virus, including prohibiting large events and limiting access to public buildings;

WHEREAS, the health and wellbeing of our employees is of paramount importance to and is the fundamental responsibility of our City leaders;

WHEREAS, on March 13, 2020, the Los Angeles Unified School District joined numerous other school districts in closing its schools so as to stem the spread of the virus and to protect the health of their students and staff;

WHEREAS, these school closures place a hardship on employees who have no alternative childcare, especially given that many of these alternatives are also suspending their operations due to the virus;

WHEREAS, given the continuing significant public health risk arising from COVID-19, it is imperative that the City take immediate further action to provide for the wellbeing of our workforce, including part-time employees, as well as take every possible action to reduce the spread of the virus while assuring that City operations continue to function, including potential temporary closure of certain City work locations;

WHEREAS, specifically, the City should authorize City departments and offices to manage their workforces by allowing for telecommuting, use of leave time, and approval of paid leave when necessary, to avoid employees who have been exposed to individuals who have contracted the virus, employees experiencing any symptoms of the virus, and employees who have recently travelled to a heavily impacted area coming to the workplace;

WHEREAS, the City should authorize City departments and offices to allow for telecommuting, use of leave time, and approval of paid leave for employees who have no alternative childcare options due to school closures caused by COVID 19, or whose City work locations have been temporarily closed by the City due to COVID-19 concerns; and,

WHEREAS, while the Mayor and the General Manager of the Personnel Department have recently issued guidelines to assist City managers in addressing these issues, action by the City Council is necessary and appropriate to allow for these guidelines to be refined and enhanced so as to maximize the ability of our City managers to address their agencies' operational needs while addressing the public health crisis that we are facing and protecting the wellbeing of our workforce;

NOW, THEREFORE, BE IT RESOLVED:

1. The City Council of the City of Los Angeles, by virtue of the power and authority vested in it by the City Charter and the City Administrative Code, does hereby adopt the foregoing recitals as findings and declare that an emergency pursuant to Government Code section 3504.5 and Los Angeles Administrative Code section 4.850 exists and issues this order to become effective immediately; and

2. The General Manager of the Personnel Department, with the direction of the Mayor's Office and in consultation with the City Administrative Office and the City Attorney's Office, shall issue further guidelines to all City agencies as to the use of telecommuting, reassignment of personnel to other City locations, and leave time, including the approval of paid leave as necessary, to address the COVID-19 pandemic, and other issues COVID-19 raises for the City's workforce.
3. In developing these guidelines, the Mayor is specifically authorized to provide that employees with children impacted by the school closures due to COVID-19 who cannot identify alternative childcare options; employees who are directed home or not allowed in the workplace due to symptoms or travel to affected areas designated as such after the employee has begun travel; or employees whose City work location has been closed by the City due to COVID-19 concerns, be allowed to telecommute and, should telecommuting not be feasible given the nature of the employee's assignment, the employees may be approved for paid leave.
4. Additionally, the Mayor is specifically authorized to provide that City employees who are unable to report to work due to a diagnosis of COVID-19 or because they are experiencing COVID-19 symptoms, or who are medically vulnerable to COVID-19, may be approved for paid leave in lieu of using sick time.
5. The Mayor is also specifically authorized, if necessary to ensure employee and/or public safety, to direct mandatory social distancing through use of mandatory telecommuting and leave, including paid leave, on a temporary basis for a specified period of time.
6. The specific authority granted in this resolution is not intended to limit any other guidance or directives the Mayor and the General Manager of the Personnel Department are otherwise authorized to issue.

PRESENTED BY: _____
NURY MARTINEZ
Councilwoman, 6th District

SECONDED BY: _____