

RESOLUTION NO. 56

AMENDING THE RULES AND REGULATIONS FOR ALBANY COUNTY EMPLOYEES TO PROVIDE PAID LEAVE FOR THE PURPOSES OF RECEIVING A COVID-19 VACCINATION

Introduced: 2/8/21

By Ms. Lekakis, Messrs. Ethier, Kuhn, A. Joyce, Feeney, Beston, Bruschi, Burgdorf, Ms. Chapman, Messrs. Clay, Cleary, Commisso, Ms. Cunningham, Messrs. Domalewicz, Drake, Efekoro, Fein, Grimm, R. Joyce, Langdon, Ms. Lockart, Messrs. Mauriello, Mayo, Mss. McLaughlin, McLean Lane, Messrs. Miller, Perlee, Peter, Ms. Plotsky, Messrs. Reidy, Reinhardt, Ricard, Smith, Tunny, Ward, Mss. Whalen and Willingham:

WHEREAS, No greater threat to the health and safety of the employees of the County of Albany has been experienced than that which was brought by the COVID-19 global pandemic, and

WHEREAS, The goal of vaccination is paramount to the continued welfare of the employees of the County and the community as a whole, and

WHEREAS, It is inconceivable that employees of the County may have to decide between their income and their health and safety, and

WHEREAS, It is therefore necessary to ensure such decisions need not be contemplated by providing employees of the County of Albany with the necessary paid time-off so that they may receive the COVID-19 vaccine, and

WHEREAS, By Resolution No. 136-b for 1999, this Honorable Body adopted employee rules and regulations which are applicable to all non-union employees of Albany County, and

WHEREAS, Contained therein is Article VI: Paid Leaves of Absence for employees of the County, now, therefore, be it

RESOLVED, By the Albany County Legislature that the Albany County Employee Rules and Regulations, adopted pursuant to Resolution No. 136-b for 1999, as amended, are hereby amended to read as follows:

ARTICLE VI: PAID LEAVES OF ABSENCE

O. Special Paid Leaves (Excused Time).

9. Special Leave for COVID-19 Vaccination. An employee shall be granted up to four (4) hours paid leave per year for the purpose of being vaccinated for COVID-19. The employee will be required to report to work for the balance of the work day when such procedure requires less time than the employees scheduled work day.

- a. Such leave shall be charged in such increments as may be approved by the employee's supervisor but in no case shall such increments be less than one-quarter ($\frac{1}{4}$) hour.
- b. All requests to use special leave for COVID-19 vaccination must be submitted to an employee's supervisor as soon as the need to be absent from work for the purposes of being vaccinated for COVID-19 is known to the employee. Failure to provide proper notice may result in the denial of leave.
- c. Satisfactory proof that such vaccination was scheduled and/or administered may be requested by the supervisor of the employee or the Department of Human Resources.
- d. Submission of forged, fraudulent or altered documentation for satisfying subsection "c" herein shall be handled pursuant to subsection seven (7) of section I of this Article.

and be it further,

RESOLVED, that to the extent permissible under law, this grant of paid leave shall apply to both union and non-union employees, but nothing herein shall be deemed to impede, infringe, diminish or impair the rights of an employee under any law, regulation or collectively negotiated agreement, or the rights and benefits which accrue to employees through collective bargaining agreements, or otherwise diminish the integrity of the existing collective bargaining agreement, and be it further,

RESOLVED, that this Resolution shall take effect immediately and apply retroactively to employees who can provide satisfactory proof that they used accruals for the purposes of receiving the COVID-19 vaccine on or after December 1, 2020, with such accruals previously used being restored to the employee in accordance with the terms of this Resolution, and be it further,

RESOLVED, that this Resolution shall expire and be deemed repealed on December 31, 2022, and be it further,

RESOLVED, That the Clerk of the County Legislature is directed to forward certified copies of this Resolution to the appropriate County Officials.

Referred to Health and Personnel Committees – 2/8/21

Favorable Recommendation Health Committee – 2/25/21

Favorable Recommendation Personnel Committee – 2/25/21

Adopted by unanimous vote – 3/8/21