

NORTH FRANKLIN TOWNSHIP

Resolution No. 15 of 2021

RESOLUTION OF THE NORTH FRANKLIN TOWNSHIP BOARD OF SUPERVISORS AUTHORIZING THE AMENDMENT OF THE TOWNSHIP'S EMPLOYEE HANDBOOK TO REQUIRE ANY EMPLOYEES EXPERIENCING SYMPTOMS COMMONLY ASSOCIATED WITH COVID-19 INFECTION TO IMMEDIATELY REMOVE THEMSELVES FROM THE WORKPLACE AND TO FOLLOW CERTAIN PROCEDURES PRIOR TO BEING PERMITTED TO RETURN TO WORK.

WHEREAS, the Board of Supervisors believe it to be in the best interest of the Township's employees, residents and public at large to require any employee experiencing symptoms commonly associated with COVID-19 infection to immediately remove themselves from the workplace and follow certain procedures prior to being permitted to return to work.

WHEREAS, upon removing themselves, said employee shall notify a Supervisor and then immediately take a COVID-19 test (cost to reimbursed by the Township if not covered by insurance); and

WHEREAS, an employee shall not be permitted to return work until the following occurs:

- A negative COVID-19 test has been received. Said test must have been taken at least 72 hours after symptoms initially occurred and proof thereof shall be provided.

OR

- It has been 10 days since symptoms first appeared; and
- It has been 24; hours with no fever without the use of fever-reducing medications; and
- All other symptoms of COVID-19 are improving

RESOLVED that the North Franklin Township Board of Supervisors at a Public Meeting held on September 14, 2021, voted to amend the Employee Handbook based upon the procedures set forth herein for all non-collective bargaining employees and for the Solicitor to engage in effects bargaining for all employees in a collective bargaining unit.


BE IT FURTHER RESOLVED, upon discussions with the collective bargaining unit, the Addendum attached hereto as Exhibit A, setting forth the procedure shall apply to all employees; and said Addendum shall be provided to all employees giving notice of the amendment to the Township Handbook.

FINALLY RESOLVED, the Secretary of North Franklin Township is further directed to execute a certificate attesting to the adoption of this resolution and to maintain a copy of the resolution within the North Franklin Township Municipal Office and posted on the Township website when possible.

This Resolution was passed at a meeting of the North Franklin Township Public Meeting of the North Franklin Township Board of Supervisors on October 12, 2021.

ATTEST:

NORTH FRANKLIN TOWNSHIP
WASHINGTON COUNTY, PA


Secretary


Robert Sabot - Chairman
Board of Supervisors

POLICY ADDENDUM

NORTH FRANKLIN TOWNSHIP EMPLOYEE COVID-19 PROCEDURE

EFFECTIVE SEPTEMBER 14, 2021

1. COVID-19 SYMPTOMS – REMOVAL FROM WORK. It shall be the policy of North Franklin Township that all employees who exhibit any and/or a combination of symptoms commonly associated with Covid-19 infection, including loss of taste or smell, dizziness, fever, headache, etc., must immediately remove themselves from the rest of the workforce and notify the Township.
2. IMMEDIATE TESTING. Said employee shall immediately take a test to determine whether they are positive for Covid-19 infection.
3. RETURN TO WORK REQUIREMENTS. Said employee shall not be permitted to return work until the following occurs:

- A negative COVID-19 test has been received. Said test must have been taken at least 72 hours after symptoms initially occurred and proof thereof shall be provided.

OR

- It has been 10 days since symptoms first appeared; and
 - It has been 24 hours with no fever without the use of fever-reducing medications; and
 - All other symptoms of COVID-19 are improving
4. VIOLATIONS. Failure to adhere to the requirements set forth herein may result in discipline, including, but not limited to suspension, loss of pay and/or termination.
 5. REPEALER. Any Township policy or provision which are inconsistent herewith are hereby repealed to the extent of any such inconsistency.
 6. SEVERABILITY. If any sentence, clause, section or other part of this Policy Addendum is for any reason found to be unconstitutional, illegal or invalid, such unconstitutionality, illegality or invalidity shall not affect or impair any of the remaining provisions, requirements, sentences, clauses, sections or parts of this Policy Addendum adopted had such unconstitutional, illegal or invalid sentence, clause, section or part thereof not been included herein.