

**COVID-19 (Coronavirus Disease 2019) Side Letter
Between City of Brawley and
Brawley Firefighters Association**

In December of 2019, an outbreak of respiratory illness due to a novel coronavirus (a disease now known as COVID-19) was first identified in Wuhan, China, impacting more than 75 countries, including the United States. The County of Imperial declared a local health emergency as of March 3, 2020 based on the imminent and proximate threat to public health from the introduction of COVID-19. On March 4, 2020 based upon the threat of COVID-19 in the State of California, Governor Gavin Newsom declared a State of Emergency by Executive Order.

On March 17, 2020, the Imperial County Health Officer issued orders as a result of the COVID-19 worldwide pandemic with increasing transmission in California and the significant risk of widespread introduction and transmission throughout Imperial County. Because the spread of COVID-19 is anticipated to exceed locally available healthcare resources and create demands beyond the control of available services, personnel, equipment, and facilities, the City of Brawley declared a local emergency on March 19, 2020.

This side letter between the City of Brawley and the Brawley Firefighters Association is entered, recognizing the severity of COVID-19, its lethal nature and tremendous impact on the local, national and global economy. This side letter recognizes the unique risk that first responders face as the first line of defense tasked with protecting community welfare in the midst of a pandemic.

As such, the City of Brawley and the Brawley Firefighters Association agree to the following:

1. Employees who wish to self-isolate as a result of COVID-19 may use their own leaves (Sick, Vacation, Holiday, CTO). The option to take such time shall not be unreasonably withheld. If the employee exhausts all leave, s/he shall be allowed to run their sick leave negative to a cap of ninety-six (96) hours.
2. Workplace exposure is a documented event akin to that of exposure to any other communicable disease. If an employee is exposed in the workplace and experiencing symptoms, s/he should call his/her primary physician first and initiate the filing of a Workers Comp claim. If the employee tests positive and can trace the exposure to a patient confirmed positive, the claim should be accepted. Quarantine of personnel is the result of a doctor's orders (not a supervisor's instruction). Occupational Health has no authority to demand COVID-19 testing of City employees.
3. The City does not control decisions by State Workers Compensation. Workers Comp defines presumptive work related injuries. When a Workers Comp claim is opened and the exposure is confirmed as work related, 100% of regular wages is paid to sworn personnel, base pay plus incentives.
4. The City does not have the financial resources to underwrite the expense of lodging outside of a hospital setting. However, the City is open to the use of existing City facilities. The employee shall

be eligible for a per diem maximum of \$51/day if the quarantine is as a result of contracting COVID-19.

By signing below, the parties agree to the above-referenced terms and conditions.

Ricardo Jasso

Ricardo Jasso, President
Brawley Firefighters Association

04/17/2020

Date

Rosanna Bayon Moore

Rosanna Bayon Moore, City Manager
City of Brawley

4.17.2020

Date