

RESOLUTION 2020-05 AUTHORIZING FURLOUGH OF PART-TIME STAFF

WHEREAS, Coronavirus 2019 (COVID-19) is a novel severe acute respiratory illness that can spread among people through respiratory transmissions;

WHEREAS, on March 11, 2020, the World Health Organization characterized the COVID-19 outbreak as a pandemic;

WHEREAS, Governor Pritzker has issued two disaster proclamations for all counties in the State of Illinois, with the latest proclamation extending through May 29, 2020;

WHEREAS, on March 20, 2020, Governor Pritzker signed Executive Order 2020-10 (the “Stay at Home Order”) ordering individuals living in Illinois to stay at home with limited exceptions, and ordered all non-essential business and operations to cease through April 7, 2020 in response to the COVID-19 pandemic;

WHEREAS, on April 30, 2020, Governor Pritzker extended the Stay at Home Order through May 29, 2020; (executive orders 2020-32 and 33)

WHEREAS, the Fox River Valley Public Library District (the “Library”) has temporarily ceased operations through at least May 29, 2020 as a result of the COVID-19 pandemic;

WHEREAS, as a result of the COVID-19 pandemic, it is unknown when the Library will reopen, not what level of services the Library will be permitted to provide once reopened;

WHEREAS, it is the intention of the Library to intermittently reopen its services to the public when federal and state authorities confirm that it is safe to do so;

WHEREAS, the Library Director is responsible for managing the Library’s day-to-day operations, including the Library’s personnel;

WHEREAS, Board of Trustees for the Fox River Valley Public Library District of Kane County, Illinois (the “Board”) understands from its Library Director that there is no work to be assigned to part-time Shelves, Clerks, Maintenance, and Assistants and that it is not known what, if any, part-time staffing levels will be needed once the Library is permitted to reopen;

NOW, THEREFORE, Be It Resolved by the Board, as follows:

FOX RIVER VALLEY PUBLIC LIBRARY DISTRICT

1. **INCORPORATION OF RECITALS:** That the above recitals are incorporated into and made a part of this Resolution.

2. **AUTHORIZING FURLOUGH OF PART-TIME STAFF:** The Board authorizes the Library Director to furlough the Library's part-time Shelves, Clerks, Maintenance, and Assistants in response to the Library's closure due to the COVID-19 pandemic, effective May 20, 2020. During the furlough period, the furloughed employees will not be paid and will not be required to perform any work. The Board further authorizes the Library Director to recall the furloughed employees to active employment when the Library reopens its services, as needed.

3. **NOTICE TO EMPLOYEES:** The Board authorizes the Library Director to issue notice in substantially the same form as the notice attached to this Resolution as Exhibit A to the part-time employees subject to the furlough.

4. **FULL FORCE AND EFFECT:** That this Resolution shall be in full force and effect forthwith upon its passage.

ADOPTED this 19th day of May, 2020, by the following vote:

AYES: 5

NAYS: 2

ABSENT: 0

APPROVED:

Richard V. Corbett
President, Board of Trustees
Fox River Valley Public Library District

ATTEST:

Nikki Kuhlman
Secretary, Board of Trustees
Fox River Valley Public Library District